

**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
FEBRUARY 8, 2024**

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

Present — Directors Carr, Gokalgandhi, Jackson, O'Halloran, Siemsen, Zombor, and President Herndon — 7.  
Absent and Excused— Directors Garcia and Leonard.

The Board Clerk read the following call of the meeting:

February 1, 2024

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>.

*As is customary at Special Board Meetings, no public hearing will be given on matters discussed at this meeting.*

Special Board Meeting  
5:30 p.m., Thursday, February 8, 2024

1. Consideration of and Possible Action Regarding the Upcoming Vacancy in the Position of Board Clerk/Chief Officer, Office of Board Governance

EXECUTIVE SESSION NOTICE

In regard to this item, the Board may retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(c), which allows a governmental body to retire to closed session to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. The Board may reconvene in open session to take action on matters discussed in executive session; otherwise, the Board will adjourn from executive session.

JILL M. KAWALA  
Interim Director/Board Clerk

Director O'Halloran moved to retire to closed session, pursuant to Wis. Stat. 19.85(1)(c). The motion passed, the vote being as follows:

Ayes — Directors Carr, Gokalgandhi, Jackson, O'Halloran, Siemsen, Zombor, and President Herndon — 7.  
Noes— None- 0.

The Board went into closed session at 5:41 p.m. and adjourned from the closed session at 6:25 p.m., having taken no action.

JILL M. KAWALA  
Interim Director/Board Clerk



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

Regular meeting of the Board of School Directors called to order by President Herndon at 5:33 p.m.

Present — Directors Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.

Absent and Excused — Directors Carr and Garcia – 2.

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

Tonyalisa Howse, a School Secretary from Vincent High School

Jeffrey Hogan, a Substitute Teacher

Annie Henry, a retired Educational Assistant from Starms School

Mildred Hoffmann, a retired Curriculum Specialist from

Jeffrey Hogan, a retired Teacher from Hamilton High School

Donald Moser, a retired Teacher from Pulaski High School

Julie Nichols, a retired Teacher from Grant School

Karol Schwaiger, a retired School Secretary from Burdick School

Antarion Hassel, a student from Vincent High School

**APPROVAL OF MINUTES**

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

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**REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS**

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

**Background**

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

- Increasing academic achievement and accountability
- Improving district and school culture
- Developing our staff

- Ensuring fiscal responsibility and transparency
  - Strengthening communication and collaboration
- Activities from late January through mid-February are also included in the attached report.

### **MPS Celebrates Black History Month**

The spirit of Black History Month is thriving within the MPS community. Students and educators throughout the district have been effectively planning, preparing, and engaging in a myriad of activities, projects, and performances. The primary focus is to pay homage to the invaluable contributions of Black Americans who have not only played a crucial role in building our nation but also have contributed significantly to enhancing everyday lives and advocating for peace and equality.

The commitment to honoring the diverse narratives and achievements of Black Americans is evident in the various initiatives undertaken by both staff and students. Schools within the district have orchestrated programs that provide a platform for presentations highlighting the historical contributions of Black Americans. In a cornerstone of our Black History Month, celebrations, speeches, posters, essays, and performances continue to be powerful ways that students express their appreciation for the rich history and enduring legacies of Black Americans.

We take immense pride in the collective effort that our schools are making to bring Black History Month to life. The celebrations honor the past and foster a deep understanding of the ongoing efforts for equity and justice, ensuring that the legacy of Black Americans is acknowledged and celebrated throughout MPS.

### **MPS's "Black Lives Matter at School" Week of Action**

The Black Lives Matter at School Week of Action took place the week of February 5 and marked a compelling commencement to the celebration of Black History Month. This meaningful week, organized by the Black Lives Matter committee, featured a series of events aimed at promoting community engagement, amplifying student voice, and encouraging creative expressions of unity. Schools embraced a variety of activities and resources that assisted teachers with embedded lesson plans. This innovative approach created a deeper understanding and provided students with significant learning opportunities.

The after-school events were a particularly enlightening aspect of the Week of Action, where community leaders engaged with students, offering diverse perspectives to broaden awareness. These interactions were the preamble to thought-provoking discussions and inspired students to participate in creating positive change within their communities.

A special highlight of the week's events was the announcement of the Black Lives Matter logo contest student winner for the 2023–24 school year. D'Zariah Walker was congratulated by the Black Lives Matter committee for an exceptional design (pictured above). This recognition underscores the commitment of individuals such as the student logo winner to creatively contribute to the movement, highlighting the power of collective expression.

### **Celebrating 50 Years of Montessori**

On February 10, MPS held an event to celebrate 50 years of Montessori education within the district. The event was attended by 1,700 current and prospective families, alumni, staff, board members, state representatives, and the Association Montessori International. Attendees enjoyed student performances, engaged with student demonstrations, mingled with staff from neighboring Montessori schools, and more. MPS has been a leader in delivering Montessori to the Milwaukee community for 50 years. Starting with four classrooms and growing to the now eight schools across the city, including a comprehensive K3–grade 12 school, MPS makes it possible for children to have a complete Montessori experience. Thank you to everyone who helped us celebrate this important milestone!

### **National School Counseling Week**

During National School Counseling Week, observed February 5–9, 2024, we celebrated the invaluable contributions of school counselors in guiding students toward success in their academic endeavors. Sponsored by the American School Counselor Association, this week emphasizes the theme "School Counselors: Standards-Based, Student-Focused," which highlights the profound impact that these professionals have on students' achievements in their future aspirations.

The overarching goal of school counselors is to foster success by recognizing and addressing the unique needs of each child. Throughout the school year, counselors engage with students, encouraging them to explore their abilities and supporting their personal growth and development. This is achieved through collaboration with the student, educators, and parents to understand the student's strengths, interests, and talents.

MPS recognizes and appreciates that the tireless efforts of school counselors and their dedication, commitment, and influence on the lives of students are commendable. We extend our heartfelt gratitude to all school counselors for their daily efforts in supporting student achievement in school and nurturing their overall well-being. Thank you, counselors, for your unwavering commitment to the success and growth of our students.

### **"We Are the Drum" February 23–March 3**

We are getting ready for an electrifying performance! MPS's talented singers, dancers, actors, and choreographers are gearing up for "We Are the Drum," a high-energy musical revue set to captivate audiences from February 23 to March 3, 2024, at Milwaukee Marshall High School, 4141 North 64th Street, Milwaukee.

Students of all ages from several MPS schools will be performing in this year's show. "We Are the Drum" is a community program offered by City at Peace in the Arts (CAPITA) Productions, a nonprofit organization with the mission of bridging cultural gaps, uniting Milwaukee-area youth, and offering a constructive outlet for creative expression.

Talented staff members and volunteers bring their energy to developing the talents of children who participate. A fee is not charged for children who take part in the show.

For more information, showtimes, and tickets, visit the CAPITA Productions website or visit the Facebook page for CAPITA productions.

### **Youth Apprenticeships and Internships**

We are pleased to announce that 56 students have engaged in youth apprenticeships while another 299 students have participated in internships during the first semester of the 2023–24 school year. These exceptional learning opportunities covered a wide range of fields, reflecting the varied interests and aspirations of our students.

The fields covered by these apprenticeships and internships were extensive, showing MPS's commitment to providing a well-rounded and comprehensive learning experience for students. The fields that students supported during first semester were hospitality and tourism, health sciences, transportation, distribution and logistics, agriculture, food and nutrition resources, arts, audio visual technology and communications, manufacturing, information technology, education and training, finance, STEM (science, technology, engineering, and mathematics), and law, public safety, corrections, and security.

The success of these initiatives underscores the importance of providing students with hands-on real-world experiences that align with their academic pursuits and career interests. The practical exposure gained through these apprenticeships and internships not only enhances their understanding of their chosen fields but also equips them with the skills and insights that will be instrumental in their future endeavors.

### **MPS Kindergarten Enrollment**

MPS hosted its annual Kindergarten Enrollment Fair at South Division High School on February 3, where families learned about individual schools, met school administrators, and made their school selections.

This year's kindergarten enrollment fair had a record number of attendees with more than three times the number of participants from last year. For families that were unable to visit the fair, there is still time to enroll. Families have until March 4 to go online and apply for the school(s) of their choice.

### **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**

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

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

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

**Fiscal Impact Statement**

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N/A

**Implementation and Assessment Plan**

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N/A

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**(Item 2) Update on and Possible Action on the Implementation of School Resource Officers (SROs) as a Result of ACT 12**

**Background**

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

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

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

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

**Strategic Plan Compatibility Statement**

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

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

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Administrative Policy 9.04 - Community Involvement in Decision Making

**Fiscal Impact Statement**

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N/A

**Implementation and Assessment Plan**

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N/A

**Committee's Recommendation**

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N/A

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**REPORTS AND COMMUNICATIONS FROM THE BOARD CLERK/CHIEF OFFICER, OFFICE OF BOARD GOVERNANCE****(Item 1) Consideration of and Possible Action Regarding the Upcoming Vacancy in the Position of Board Clerk/Chief Officer, Office of Board Governance****Background**

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In regard to this item, the Board may retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(c), which allows a governmental body to retire to closed session to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. The Board may reconvene in open session to take action on matters discussed in executive session; otherwise, the Board will adjourn from executive session.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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

**Recommendation**

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That the Board retire to a closed session to consider this item.

*Item deferred to the end of the meeting.*

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

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The State is now sitting on an overall balance of nearly \$6 billion as it continues to underfund its own Committee's Recommendations to support English learners, students with disabilities and students challenged by poverty.

The State Assembly wrapped up session on February 22, 2024. The next session, with elections based on the new legislative maps, will begin in January of 2025. Statewide context for Wisconsin schooling funding from the Wisconsin Association of School Business Officials is attached. Additional updates will be provided.

Selected slides from the Assembly school finance presentation were provided under separate cover.

**Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

**Fiscal Impact Statement**

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This item does not authorize expenditures.

**Implementation and Assessment Plan**

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

6:07 p.m., gavel passed to Vice President Gokalgandhi

6:09 p.m., gavel returned to President Herndon

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

**(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**

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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**

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Goal 3, Effective and Efficient Operations

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

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1.18 - Legal Representation

**Recommendation**

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

*Item deferred to the end of the meeting.*

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**(Item 2) Monthly Report, with Possible Action, on Activities within the Office of  
Accountability and Efficiency**

**Background**

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

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

The attached report includes activities from late January through mid-February.



### **Accountability and Efficiency Services**

Between January 13, 2024 and February 17, 2024, Accountability and Efficiency Services fulfilled one request for a special project and seven requests for information. Accountability and Efficiency Services also completed four constituent inquiries and satisfied one impartial hearing officer (IHO) request.

The OAE has worked with Office of Board Governance to ensure the reorganization of the audit function is implemented as directed by the Board. Complete implementation is expected to be completed by the end of February.

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

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

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

CCS continues to collaborate with one of our Mission Aligned Partners to develop and pilot a skilled trades training program to be launched in the summer of 2024. The program is designed to provide construction training to MPS juniors and seniors that have a career interest in carpentry and painting.

Additionally, CCS continues to maximize our partnerships with MPS staff in our high schools. Collaborating with these individuals has provided an influx of students interested in our internship opportunities. Fourteen students were sent for interviews in various industries. Five were hired in the following career industries: 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.

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 three 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:

February 6, 2024, @ 9:00 a.m.

February 15, 2024, @ 9:00 a.m.

February 23, 2024, @ 1:30 p.m.

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

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

Noes — None -0.

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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 2, 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 11, Action on a Request to Approve the Long-Term Capital Improvement Plan and Waive Administrative Policy 3.09(9)(e) and Authorize an Agreement with PFM Asset Management LLC for the Investment of the Long-Term Capital Improvement Trust Fund, has been set aside by Director Leonard

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

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

**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      |
|----------------------|-----------------------------|------------|-------------|
| <b>NEW HIRES</b>     |                             |            |             |
| 2 Jeanine Moore      | Accounting Assistant II     | 01/02/2024 | \$58,037.39 |
| 2 Tammy Bates        | Building Service Helper I   | 01/08/2024 | \$17.17/hr  |
| 2 Deontay Forret     | Building Service Helper I   | 01/08/2024 | \$17.17/hr  |
| 2 Sunceray Lee       | Building Service Helper I   | 01/08/2024 | \$17.17/hr  |
| 2 Tinyada Moore      | Building Service Helper I   | 01/08/2024 | \$17.17/hr  |
| 2 William Williams   | Building Service Helper I   | 01/08/2024 | \$17.17/hr  |
| 2 Audriana Winzer    | Building Service Helper I   | 01/08/2024 | \$17.17/hr  |
| 2 Paul Mueller       | Building Service Helper II  | 01/02/2024 | \$52,610.69 |
| 2 Evona Clayton      | Children's Health Assistant | 01/08/2024 | \$22,935.21 |
| 2 Marquita Hartfield | Children's Health Assistant | 01/17/2024 | \$20,510.86 |
| 2 Dorriss Ollie      | Children's Health Assistant | 01/22/2024 | \$22,219.43 |
| 2 LaTonya Stringer   | Children's Health Assistant | 01/08/2024 | \$25,135.66 |
| 5 David Cornell      | Electrician                 | 01/02/2024 | \$47.75/hr  |

| Name                       | Position and Salary           | Date       | Salary      |
|----------------------------|-------------------------------|------------|-------------|
| 2 Racquel Anderson         | Food Service Assistant        | 01/18/2024 | \$18.72/hr  |
| 2 Ro'Londa Benson          | Food Service Assistant        | 01/02/2024 | \$17.69/hr  |
| 4 Jorge Falto              | Food Service Assistant        | 01/17/2024 | \$18.20/hr  |
| 2 Monica Harris            | Food Service Assistant        | 01/02/2024 | \$19.75/hr  |
| 2 Dajanique Jackson        | Food Service Assistant        | 01/18/2024 | \$18.20/hr  |
| 2 Tierra Johnson           | Food Service Assistant        | 01/17/2024 | \$17.17/hr  |
| 2 Iayonna Kilpatrick       | Food Service Assistant        | 01/02/2024 | \$18.20/hr  |
| 5 Pamela Krantz            | Food Service Assistant        | 01/02/2024 | \$21.29/hr  |
| 2 LaDonna Myles            | Food Service Assistant        | 01/02/2024 | \$18.20/hr  |
| 2 Kizuwanda Omotayo        | Food Service Assistant        | 01/02/2024 | \$18.20/hr  |
| 2 Brianna Tietz-Holmes     | Food Service Assistant        | 01/02/2024 | \$18.20/hr  |
| 2 Lauryn Young             | Food Service Assistant        | 01/02/2024 | \$17.17/hr  |
| 4 Ximena Zapata Londono    | Food Service Assistant        | 01/02/2024 | \$18.20/hr  |
| 2 Antoinica Armour         | Paraprofessional              | 01/08/2024 | \$22,648.00 |
| 2 Nailah Aurelus           | Paraprofessional              | 01/08/2024 | \$21,339.00 |
| 1 Angella Cathey           | Paraprofessional              | 01/08/2024 | \$23,435.00 |
| 2 Jerry Coleman            | Paraprofessional              | 01/08/2024 | \$21,339.00 |
| 4 Sharyn Dejesus Torres    | Paraprofessional              | 01/22/2024 | \$23,435.00 |
| 2 James Eiland             | Paraprofessional              | 01/08/2024 | \$21,860.00 |
| 4 Brenda Fletes            | Paraprofessional              | 01/08/2024 | \$22,648.00 |
| 4 Yahdiris Garcia Agostini | Paraprofessional              | 01/22/2024 | \$22,648.00 |
| 4 Jose Gonzalez-Nunez      | Paraprofessional              | 01/22/2024 | \$23,435.00 |
| 2 Ahmad Madison            | Paraprofessional              | 01/08/2024 | \$21,339.00 |
| 5 Karly Mutranowski        | Paraprofessional              | 01/22/2024 | \$21,339.00 |
| 2 Akiya Palmer             | Paraprofessional              | 01/22/2024 | \$21,860.00 |
| 2 Justice Parker           | Paraprofessional              | 01/22/2024 | \$21,339.00 |
| 5 Grace Renderman          | Paraprofessional              | 01/08/2024 | \$21,339.00 |
| 2 Sabrina Rodgers          | Paraprofessional              | 01/08/2024 | \$22,648.00 |
| 4 Diana Rodriguez Vertiz   | Paraprofessional              | 01/22/2024 | \$21,339.00 |
| 2 Jasmine Savage           | Paraprofessional              | 01/08/2024 | \$23,435.00 |
| 2 Damecia Taylor           | Paraprofessional              | 01/23/2024 | \$21,339.00 |
| 4 Paola Virella Vega       | Paraprofessional              | 01/22/2024 | \$21,860.00 |
| 5 Katherine Vogel          | Paraprofessional              | 01/08/2024 | \$21,339.00 |
| 2 Quiana Wilder            | Paraprofessional              | 01/03/2024 | \$21,339.00 |
| 2 Taejah Williams          | Paraprofessional              | 01/18/2024 | \$21,860.00 |
| 6 Snjezana Zecevic         | Paraprofessional              | 01/08/2024 | \$23,435.00 |
| 2 Desiree Barefield        | School Safety Assistant       | 01/18/2024 | \$26,594.00 |
| 2 Carey Burdine            | School Safety Assistant       | 01/18/2024 | \$26,594.00 |
| 2 Selena Dukes             | School Safety Assistant       | 01/18/2024 | \$26,594.00 |
| 2 Ashley Freeman           | School Safety Assistant       | 01/18/2024 | \$26,594.00 |
| 2 Natalie Harvey           | School Safety Assistant       | 01/18/2024 | \$27,257.00 |
| 2 Catera Hubbard           | School Safety Assistant       | 01/18/2024 | \$26,594.00 |
| 2 Jerry Johnson-Bagley     | School Safety Assistant       | 01/18/2024 | \$28,258.00 |
| 2 Lashaun Mcneil           | School Safety Assistant       | 01/18/2024 | \$26,594.00 |
| 2 Tyanna Minter-Wilder     | School Safety Assistant       | 01/18/2024 | \$26,594.00 |
| 2 Donovan Moore            | School Safety Assistant       | 01/18/2024 | \$28,258.00 |
| 6 Brandon Scott            | School Safety Assistant       | 01/18/2024 | \$26,594.00 |
| 3 Mercedes Skonecki        | School Safety Assistant       | 01/18/2024 | \$28,258.00 |
| 2 Carter Smith             | School Safety Assistant       | 01/18/2024 | \$26,594.00 |
| 2 Symone Smith             | School Safety Assistant       | 01/18/2024 | \$28,258.00 |
| 2 Markeya Stewart          | School Safety Assistant       | 01/18/2024 | \$26,594.00 |
| 2 Alexis Stone             | School Safety Assistant       | 01/18/2024 | \$26,594.00 |
| 2 Iyona Woodson            | School Safety Assistant       | 01/18/2024 | \$26,594.00 |
| 3 Isabel Yang              | School Secretary I – 10 Month | 01/02/2024 | \$36,006.00 |

| Name             | Position and Salary            | Date       | Salary      |
|------------------|--------------------------------|------------|-------------|
| 4 Marisol Cruz   | School Kitchen Manager Trainee | 01/02/2024 | \$23.24/hr  |
| 2 Nickhol Ashley | Social Work Aide II            | 01/25/2024 | \$23,676.00 |
| 2 Kimora Moore   | Social Work Aide II            | 01/09/2024 | \$20,814.00 |

**PROMOTIONS**

|                          |                                |            |             |
|--------------------------|--------------------------------|------------|-------------|
| 2 Tony Bowen             | Boiler Attendant Trainee       | 01/08/2024 | \$45,867.02 |
| 2 Deshandre Brister      | Boiler Attendant Trainee       | 01/08/2024 | \$44,563.25 |
| 2 Eric Goudy             | Boiler Attendant Trainee       | 01/08/2024 | \$41,953.46 |
| 2 Rockell Hurst          | Boiler Attendant Trainee       | 01/08/2024 | \$53,694.14 |
| 2 Brenda Jones           | Boiler Attendant Trainee       | 01/08/2024 | \$47,171.91 |
| 2 Shadmeshabed Kinney    | Boiler Attendant Trainee       | 01/08/2024 | \$45,867.02 |
| 2 Fabian Lenard          | Boiler Attendant Trainee       | 01/08/2024 | \$43,258.35 |
| 2 Kino McKinley          | Boiler Attendant Trainee       | 01/08/2024 | \$45,867.02 |
| 2 John Northern          | Boiler Attendant Trainee       | 01/08/2024 | \$44,563.25 |
| 4 Juan Pacheco-Hernandez | Boiler Attendant Trainee       | 01/08/2024 | \$41,953.46 |
| 2 Tirrell Pugh           | Boiler Attendant Trainee       | 01/08/2024 | \$43,258.35 |
| 2 Jonas Harris           | Boiler Attendant               | 01/02/2024 | \$51,596.58 |
| 2 Ronald Hill            | Boiler Attendant               | 01/02/2024 | \$57,954.84 |
| 2 Charnell Wells         | Boiler Attendant               | 01/02/2024 | \$52,867.55 |
| 4 Quinteris Harris       | Food Service Assistant         | 01/17/2024 | \$17.17/hr  |
| 5 Sarah Antinucci        | Paraprofessional               | 01/12/2024 | \$25,786.00 |
| 2 Shunita Williams       | Paraprofessional               | 01/08/2024 | \$29,712.00 |
| 2 Zatia Mccreary         | School Secretary I – 12 Month  | 01/08/2024 | \$41,378.69 |
| 2 Michael Hill           | School Engineer II             | 01/02/2024 | \$64,941.81 |
| 2 Jennifer Flannery      | School Kitchen Manager III     | 01/08/2024 | \$38,216.00 |
| 2 Delores Howard         | School Kitchen Manager Trainee | 01/22/2024 | \$23.24/hr  |
| 2 Corey Morris           | Steamfitter Chargeman          | 01/08/2024 | \$55.88/hr  |

**REHIRES**

|                        |                         |            |             |
|------------------------|-------------------------|------------|-------------|
| 2 Sheneil Fears        | Food Service Assistant  | 01/02/2024 | \$18.72/hr  |
| 2 Tazzaleen Rogers     | Food Service Assistant  | 01/02/2024 | \$20.26/hr  |
| 5 Carolyn Atwell       | Paraprofessional        | 01/08/2024 | \$22,648.00 |
| 2 Eboni Boatman-Riley  | Paraprofessional        | 01/10/2024 | \$21,860.00 |
| 5 Ronna Gonzalez       | Paraprofessional        | 01/08/2024 | \$24,211.00 |
| 2 Andrea Hamer         | Paraprofessional        | 01/08/2024 | \$25,786.00 |
| 5 Timothy Pivonka      | Paraprofessional        | 01/10/2024 | \$28,137.00 |
| 2 Kevin Turner         | Paraprofessional        | 01/08/2024 | \$22,648.00 |
| 2 Gwendolyn Washington | Paraprofessional        | 01/02/2024 | \$29,712.00 |
| 2 Cayla Exum           | School Safety Assistant | 01/18/2024 | \$26,594.00 |

**Certificated Appointments**

**ACTION ON CERTIFICATED APPOINTMENTS - TEACHER**

|      |                      |         |       |             |           |
|------|----------------------|---------|-------|-------------|-----------|
| 5,nr | Adams,Lamyra         | AMP ART | 01/BA | \$50,737.00 | 1/22/2024 |
| 4,r  | De La Cruz,Arlenne I | SAGE    | 01/BA | \$80,571.00 | 1/8/2024  |
| 2,r  | Mielke,Danielle      | AMP ART | 01/BA | \$50,737.00 | 1/22/2024 |
| 5,r  | Scott,Ariel          | AMP ART | 01/BA | \$50,737.00 | 1/22/2024 |

**ACTION ON CERTIFICATED APPOINTMENTS - SCHOOL SOCIAL WORKER**

|      |                |                       |       |             |           |
|------|----------------|-----------------------|-------|-------------|-----------|
| 5,nr | Viste,Joseph T | IDEA- CENTRAL SERVICE | 01/2A | \$92,241.00 | 1/19/2024 |
|------|----------------|-----------------------|-------|-------------|-----------|

**ACTION ON CERTIFICATED APPOINTMENTS -TEACHER EARLY START**

|      |                 |                     |       |             |           |
|------|-----------------|---------------------|-------|-------------|-----------|
| 5,r  | Cole,Daniel S   | SOCIAL STUDIES      | 01/BA | \$61,925.00 | 1/29/2024 |
| 2,r  | Holmes,Rhonda D | MATHEMATICS         | 01/BA | \$50,737.00 | 1/22/2024 |
| 5,nr | Pape,Phil J     | SPEC ED MULTICATEG. | 01/MA | \$70,549.00 | 1/22/2024 |

|   |                           |                               |            |             |            |
|---|---------------------------|-------------------------------|------------|-------------|------------|
| 5,r   | Schumacher,Katharine Anne | HEARING IMPAIRED              | 01/MA      | \$72,588.00 | 1/22/2024  |
| 5,nr  | Spieker,Thomas            | MULTICATEG. COMP. SEN         | 01/MA      | \$70,549.00 | 1/22/2024  |
| 5,nr  | Witham,Adelynn            | SOCIAL STUDIES                | 01/BA      | \$65,654.00 | 1/22/2024  |
| <b>ACTION ON CERTIFICATED APPOINTMENTS - TEACHER</b>            |                           |                               |            |             |            |
| 2,r   | Bryant,Anthony R          | HEARING IMPAIRED              | XX/4W<br>2 | \$49,836.00 | 1/8/2024   |
| 2,nr  | Maxwell,Grace-Ann         | KINDERGARTEN (4 YR<br>OLDS)   | XX/4W<br>2 | \$49,860.00 | 12/18/2023 |
| 4,r   | Navarro Soto,Maria        | EARLY CHILDHOOD- SPEC<br>ED   | XX/4W<br>2 | \$49,860.00 | 12/18/2023 |
| 2,r   | Ogboso,Onyinyechi         | TITLE I COORDINATION          | XX/4W<br>2 | \$49,836.00 | 1/8/2024   |
| 4,r   | Paba,Luz                  | SPEC ED MULTICATEG            | XX/4W<br>2 | \$49,860.00 | 12/18/2023 |
| 4,nr  | Polster,Katherine         | SAGE                          | XX/4W<br>2 | \$49,836.00 | 1/8/2024   |
| 2,r   | Williamson,Laquashia D    | GEN ELEM & K8 - ALL<br>GRADES | XX/4W<br>2 | \$49,836.00 | 1/22/2024  |
| <b>ACTION ON CERTIFICATED APPOINTMENTS -TEACHER EARLY START</b> |                           |                               |            |             |            |
| 2,nr  | Cunningham,Evelyn         | REG (5 YR)<br>KINDERGARTEN    | XX/4W<br>2 | \$49,836.00 | 1/8/2024   |
| 2,nr  | Ekeocha,Patrick           | CAT MATH HIGH                 | XX/4W<br>2 | \$49,860.00 | 12/18/2023 |
| 2,r   | Parks,Patricia            | SCIENCE                       | XX/4W<br>2 | \$49,836.00 | 1/22/2024  |

|               |             |               | Native<br>American<br>(1) | African<br>American<br>(2) | Asian/<br>Pacific<br>Islander<br>(3) | Hispanic<br>(4) | White<br>(5) | Other<br>(6) | Two or<br>More<br>Ethnic<br>Codes (8) |
|---------------|-------------|---------------|---------------------------|----------------------------|--------------------------------------|-----------------|--------------|--------------|---------------------------------------|
| <i>Counts</i> | <i>Male</i> | <i>Female</i> | <i>1</i>                  | <i>2</i>                   | <i>3</i>                             | <i>4</i>        | <i>5</i>     | <i>6</i>     | <i>7</i>                              |
| Teachers      | 6           | 14            | 0                         | 9                          | 0                                    | 4               | 7            | 0            | 0                                     |
| SSW's         | 1           | 1             | 0                         | 0                          | 0                                    | 0               | 1            | 0            | 0                                     |
| Psychologists | 0           | 0             | 0                         | 0                          | 0                                    | 0               | 0            | 0            | 0                                     |
| Other         | 0           | 0             | 0                         | 0                          | 0                                    | 0               | 0            | 0            | 0                                     |
| TOTAL         | 7           | 15            | 0                         | 9                          | 0                                    | 4               | 8            | 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: |                            |                  |
| Princess High                | Hampton School             | December 5, 2023 |
| Illness Leave January 2024:  |                            |                  |
| Caree Thomas                 | Starms Discover Center     | January 2, 2024  |
| Sara French                  | Hartford University School | January 19, 2024 |
| Sierra Grubor                | Mitchell School            | January 23, 2024 |
| Personal Leave January 2024: |                            |                  |
| Zoia Sventa                  | Bay View High School       | January 10, 2024 |
| Darlene Williams             | Burbank School             | January 29, 2024 |
| Lynsey Branstrom             | Morse Middle School        | January 31, 2024 |

**Certificated Resignations and Classified Retirements**

| Reason                           | Yrs Svc | Eth Code | Name                    | Position    | Location       | Effective Date |
|----------------------------------|---------|----------|-------------------------|-------------|----------------|----------------|
| <b>Certificated Resignations</b> |         |          |                         |             |                |                |
| Personal                         | 16.0    | 2        | Uthman Ali              | Teacher     | HS of the Arts | 01/11/2024     |
| Personal                         | 1.4     | 6        | Naghham Aljalous        | Teacher     | Meir           | 01/05/2024     |
| Personal                         | 0.3     | 5        | Najesda Amorochio       | Teacher     | Wedgewood Park | 12/21/2023     |
| Other Work                       | 15.0    | 5        | Natalie Bishop          | Teacher     | Emerson        | 01/27/2024     |
| Personal                         | 15.0    | 5        | Darci Bowden            | Teacher     | Humboldt Park  | 01/19/2024     |
| Personal                         | 16.9    | 2        | Donald Chapman          | Teacher     | MSOL           | 02/09/2024     |
| Personal                         | 6.2     | 2        | Sheila Conley Patterson | Teacher     | Obama SCTE     | 02/02/2024     |
| Retire                           | 34.0    | 4        | Iris Escobar            | Teacher     | Lincoln Ave    | 06/14/2024     |
| Personal                         | 0.4     | 5        | Alexys Foreman          | Teacher     | Hartford       | 01/01/2024     |
| Retire                           | 23.5    | 5        | Jennifer Freckmann      | SST         | Kluge          | 03/22/2024     |
| Retire                           | 21.5    | 5        | Angela Gawel            | Teacher     | IDEAL          | 06/13/2024     |
| Retire                           | 0.5     | 5        | Peggy Hamby             | SLP         | Victory        | 06/13/2024     |
| Personal                         | 6.5     | 5        | Jeffrey Kepner          | Teacher     | Rufus King HS  | 01/10/2024     |
| Retire                           | 32.0    | 2        | Patricia Krug           | Teacher     | Marshall       | 02/22/2024     |
| Retire                           | 16.5    | 2        | Garry Lawson            | Principal   | Clemens        | 06/22/2024     |
| Other Dist                       | 11.0    | 5        | Elise Mickelson         | Teacher     | Marshall       | 02/09/2024     |
| Personal                         | 1.5     | 5        | Kaja Montplaisir        | Teacher     | Rufus King HS  | 01/11/2024     |
| Personal                         | 2.4     | 4        | Amanda Perez            | Teacher     | Spanish Imm    | 01/19/2024     |
| Personal                         | 0.4     | 4        | Miguel Rodriguez        | Teacher     | MSOL           | 01/13/2024     |
| Retire                           | 33.4    | 3        | Miriam Santos Amador    | SST         | Fratney        | 02/28/2024     |
| Personal                         | 2.5     | 5        | Hannah Schein           | Teacher     | Garland        | 06/13/2024     |
| Other Dist                       | 10.4    | 5        | Ashley Starr            | Teacher     | Cooper         | 01/19/2024     |
| Personal                         | 1.4     | 4        | Yesenia Villanueva      | Teacher     | Lincoln Ave    | 01/02/2024     |
| Retire                           | 33.5    | 5        | Tania Vujasinovic       | SST         | IDEAL          | 06/13/2024     |
| Personal                         | 16.1    | 2        | Jonathan Woods          | Teacher     | Washington     | 05/23/2024     |
| <b>Classified Resignations</b>   |         |          |                         |             |                |                |
| Retire                           | 7.5     | 4        | Jenny Acevedo           | Secretary I | Recreation     | 03/29/2024     |
| Personal                         | 13.4    | 4        | Marangelie Acevedo      | CHA         | Greenfield     | 01/04/2024     |
| Personal                         | 0.5     | 4        | Bladymil Amadeo Castro  | Safety Asst | School Safety  | 01/08/2024     |
| Personal                         | 3.5     | 2        | Shawanda Barksdale      | BSH I       | Central Svcs   | 12/13/2023     |
| Personal                         | 5.5     | 2        | Eboni Boatman Riley     | Para        | MSL            | 02/01/2024     |
| Personal                         | 1.8     | 2        | Shemmida Brown          | Safety Asst | School Safety  | 12/28/2023     |
| Personal                         | 3.9     | 2        | Tiawwanda Campbell      | BSH I       | Hawthorne      | 01/02/2024     |
| Personal                         | 0.3     | 2        | Marysherell Cathey      | Safety Asst | School Safety  | 02/02/2024     |
| Personal                         | 0.1     | 2        | Zennovia Coleman        | Safety Asst | School Safety  | 11/10/2023     |
| Personal                         | 0.1     | 5        | David Cornell           | Electrician | Electric Shop  | 01/25/2024     |
| Personal                         | 0.4     | 5        | Katrina Deveau          | Para        | Lowell         | 01/22/2024     |
| Retire                           | 24.3    | 2        | Linda Donelson          | CHA         | Marshall       | 01/31/2024     |
| Personal                         | 0.3     | 2        | Laquita Edwards         | FSA         | Lincoln MS     | 01/22/2024     |
| Personal                         | 0.8     | 2        | Lester Gillet           | Para        | Audubon HS     | 11/21/2023     |
| Personal                         | 1.0     | 2        | Shondee Haralson        | Para        | MacDowell      | 01/02/2024     |
| Personal                         | 0.2     | 2        | January Hines           | Safety Asst | School Safety  | 01/12/2024     |
| Personal                         | 21.3    | 2        | Yvonne Humphrey         | FSA         | Kluge          | 01/05/2024     |
| Personal                         | 0.5     | 5        | Zachary Jensen          | Para        | MACL           | 01/04/2024     |

| Reason   | Yrs<br>Svc | Eth<br>Code | Name                 | Position     | Location           | Effective<br>Date |
|----------|------------|-------------|----------------------|--------------|--------------------|-------------------|
| Personal | 1.0        | 4           | Mizraim Jurado       | Adm Asst I   | Governance         | 01/25/2024        |
| Personal | 5.2        | 2           | Jimika Martin        | BSH I        | Hayes              | 01/04/2024        |
| Personal | 0.5        | 2           | Gwendolyn Mayon      | Para         | Townsend           | 01/04/2024        |
| Retire   | 24.7       | 2           | Kenneth McIntyre     | Supervisor I | Facilities & Maint | 02/02/2024        |
| Personal | 1.0        | 4           | Kaia Morales         | Para         | Hawley             | 01/08/2024        |
| Personal | 18.0       | 4           | Teresa Munoz Torres  | Para         | Grant              | 02/06/2024        |
| Retire   | 4.4        | 2           | Josephine Obi        | Para         | 95th Street        | 06/28/2024        |
| Retire   | 25.7       | 5           | James Ovokaitys      | Grndskeepr   | Recreation         | 02/02/2024        |
| Personal | 4.1        | 2           | Sheree Perry         | Para         | Thurston Woods     | 01/11/2024        |
| Personal | 4.4        | 2           | Kizzy Phoenix        | CHA          | Congress           | 01/17/2024        |
| Retire   | 20.0       | 5           | Gregory Popp         | Engineer     | Spanish Imm        | 02/23/2024        |
| Personal | 0.4        | 2           | Latisha Robinson     | Para         | Congress           | 02/06/2024        |
| Personal | 0.1        | 2           | Patricia Rodgers     | BSH I        | Central Svcs       | 01/23/2024        |
| Personal | 7.3        | 2           | Aviance Rogers       | CHA          | Congress           | 01/20/2024        |
| Personal | 14.0       | 2           | Lakiesha Russell     | RP Coach     | Central Svcs       | 12/01/2023        |
| Personal | 0.2        | 2           | Eddie Scott          | BSH I        | Central Svcs       | 01/11/2024        |
| Personal | 1.0        | 2           | Marshia Scott        | Para         | Gaenslen           | 01/29/2024        |
| Other    | 1.4        | 4           | Angela Serna         | Para         | Early Childhood    | 02/02/2024        |
| Work     |            |             |                      |              |                    |                   |
| Personal | 2.7        | 2           | Mariah Shareef       | BSH I        | Sherman            | 02/19/2024        |
| Personal | 0.3        | 2           | Alicia Sherrod       | Safety Asst  | School Safety      | 01/04/2024        |
| Other    | 1.3        | 5           | Katherine Simmons    | Para         | Riverside          | 02/02/2024        |
| Work     |            |             |                      |              |                    |                   |
| Personal | 0.2        | 2           | Debbie Smith         | Safety Asst  | School Safety      | 01/30/2024        |
| Other    | 0.4        | 2           | Christina Spikes     | CHA          | Westside Acad      | 01/15/2024        |
| Work     |            |             |                      |              |                    |                   |
| Other    | 0.4        | 2           | Ikia Sprewell        | Para         | Gaenslen           | 01/31/2024        |
| Work     |            |             |                      |              |                    |                   |
| Retire   | 5.9        | 2           | Lorna Stewart        | CHA          | Spanish Imm        | 06/13/2024        |
| Personal | 17.3       | 2           | Mysonie Taylor       | CHA          | Burdick            | 12/20/2023        |
| Personal | 0.1        | 2           | Brianna Tietz Holmes | FSA          | MacDowell          | 01/08/2024        |
| Personal | 7.9        | 2           | Ashia Turner         | Safety Asst  | School Safety      | 10/23/2023        |
| Personal | 0.3        | 2           | Aundrea Tyars        | BSH I        | Sherman            | 01/31/2024        |
| Personal | 10.0       | 5           | Richard Von Drasek   | Supvisr III  | School Safety      | 02/15/2024        |
| Retire   | 28.0       | 2           | Raymond Watson       | Engineer I   | Neeskara           | 03/05/2024        |
| Personal | 5.2        | 4           | Abel Whitley         | Boiler Att   | Lincoln MS         | 01/19/2024        |
| Personal | 0.1        | 5           | Kelsey Winter        | Para         | Garland            | 01/31/2024        |
| Other    | 0.1        | 2           | Myeisha Woodley      | Para         | Dr. King Elem      | 01/29/2024        |
| Work     |            |             |                      |              |                    |                   |

Other District – 2 (Classified – 0 Certificated – 2)

Other Work – 6 (Classified – 5 Certificated – 1)

Personal – 53 (Classified – 39 Certificated – 14)

Retirement – 16 (Classified – 8 Certificated – 8)

### **Monthly Personnel Report**

The Affirmative Action monthly personnel transaction report for January 2024 is attached. 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.*

\* \* \* \* \*

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

**Recommended Administrative Appointments**

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

|         |                 |  |                        |
|---------|-----------------|--|------------------------|
| (2)(r)  | Meredith Welch  | Head Start Supervisor I                                    | Schedule 03, Range 09A |
|         |                 | Office of the Chief of Academics                           | \$120,395              |
| (2)(nr) | Richard Walker  | Principal II K-8 - Gaenslen                                | Schedule 03, Range 14T |
|         |                 | Office of the Chief of School Administration               | \$118,047              |
| (2)(r)  | Michael Powell  | Supervisor I – Building Operations                         | Schedule 03, Range 09A |
|         |                 | Office of the Chief of Operations                          | \$101,045              |
| (4)(r)  | Rena Strzelecki | Supervisor I – Building Operations                         | Schedule 03, Range 09A |
|         |                 | Office of the Chief of Operations                          | \$96,548               |
| (2)(r)  | Monica Epps     | Assistant Principal I – 53rd St                            | Schedule 03, Range 10C |
|         |                 | Office of the Chief of School Administration               | \$93,829               |
| (2)(r)  | Raquel Griffin  | Assistant Principal I - Lancaster                          | Schedule 03, Range 10C |
|         |                 | Office of the Chief of School Administration               | \$75,448               |
| (3)(r)  | Sophia Saito    | Associate II – Recreation, Human Resources                 | Schedule 03, Range 04A |
|         |                 | Office of the Chief of Operations                          | \$66,150               |
| (2)(r)  | Mojishola Mason | Associate I - Family & Community Engagement                | Schedule 03, Range 03A |
|         |                 | Office of the Chief of Operations                          | \$66,151               |
| (5)(r)  | Elyse Heinrich  | Associate II - Recreation, Aquatics                        | Schedule 03, Range 04A |
|         |                 | Office of the Chief of Communications & School Performance | \$60,208               |



### **Recommended Appointments of the Office of Board Governance**

|        |                 |  |                                    |
|--------|-----------------|--|------------------------------------|
| (5)(r) | Susan Patterson | Associate II, Records Management<br>Office of Board Governance | Schedule 03, Range 04A<br>\$71,821 |
|--------|-----------------|--|------------------------------------|

### **Recommended Appointments of the Office of Accountability and Efficiency**

|         |                |   |                                     |
|---------|----------------|---|-------------------------------------|
| (5)(nr) | Jenelle Zito   | Manager I, Accountability & Efficiency<br>Office of Accountability & Efficiency | Schedule 03, Range 11A<br>\$103,300 |
| (3)(nr) | Laiho Leong Ho | Performance Auditor II<br>Office of Accountability & Efficiency                 | Schedule 03, Range 06A<br>\$93,388  |

### **Recommended Reassignment**

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

|         |                   |   |  |
|---------|-------------------|---|--|
| (2)(nr) | Trinette Green    | Administrator on Special Assignment - South<br>Division<br>Office of the Chief of School Administration | Schedule 03, Range<br>15A<br>\$140,408 |
| (3)(r)  | Kelle<br>Williams | Student Assignment Specialist II – Student<br>Services<br>Office of the Chief of School Administration  | Schedule 03, Range<br>09A<br>\$100,072 |

### **Recommend LTE Contracts (To be effective upon the Boards approval)**

|         |                         |   |                      |                                       |
|---------|-------------------------|---|----------------------|---------------------------------------|
| (5)(r)  | James Gorton            | Employee Rights Administration<br>Office of the Chief of Human Resources                            | 02/01/24 to 08/01/24 | \$67.00                               |
| (5)(nr) | Carol Arendt            | School Nurse<br>Office of the Chief of Academics  | 01/02/24 to 05/30/24 | \$40.00                               |
| (2)(r)  | Kathy Bonds             | Professional Development<br>Office of the Chief of Academics  | 12/01/23 to 06/01/24 | \$40.00                               |
| (2)(nr) | Bridgette Hood-Leveston | Professional Development<br>Office of the Chief of Academics  | 12/01/23 to 06/01/24 | \$40.00                               |
| (5)(nr) | Azhar Ali               | Refugee Student Services Provider<br>Office of the Chief of Academics                               | 02/01/24 to 06/30/24 | \$35.00                               |
| (5)(nr) | Karen Green             | Computer Science Instructional Coach<br>Office of the Chief of Academics                            | 01/02/24 to 06/30/24 | \$30.00                               |
| (5)(r)  | Jacqueline Meifert      | Planning Assistant – Extended Learning<br>Opportunities/CCR/CAO<br>Office of the Chief of Academics | 01/31/24 to 07/31/24 | \$30.00                               |
| (5)(r)  | Gary Kowalski           | Youth Mentor<br>Office of the Chief of Academics  | 01/02/24 to 05/21/24 | \$30.00                               |
| (2)(r)  | Danny Hamilton          | Youth Mentor<br>Office of the Chief of Academics  | 01/02/24 to 05/21/24 | \$30.00                               |
| (5)(nr) | Devin Lazo              | Planning Assistant<br>Office of the Chief of Academics  | 12/02/23 to 06/01/24 | \$30.00                               |
| (2)(r)  | Cassu Green             | Youth Mentor<br>Office of the Chief of Academic   | 01/02/24 to 05/21/24 | \$30.00                               |
| (2)(r)  | Erica Cook              | Climate Assistance<br>Office of the Chief of School<br>Administration                               |                      | \$25.00<br>10/01/23<br>to<br>04/01/24 |
| (5)(r)  | Malin Ehram             | Law Clerk<br>Office of the Chief of Human Resources   | 01/19/24 to 06/19/24 | \$20.00                               |

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 6.19 - Positions: Staff

**Fiscal Impact Statement**

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Authorized expenditures were previously approved in the FY24 budget.

**Committee’s Recommendation**

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

Director Siemsen moved to approve the Administration’s recommendations on the revised attachment provided under separate cover [captured herein].

The motion passed, the vote being as follows:

- Ayes — Directors Gokalgandhi, Jackson, Leonard, O’Halloran, Siemsen, Zombor, and President Herndon — 7.
- Noes — None — 0.

\* \* \* \* \*

**(Item 3) Action on a Request for Approval of a Job Description for Manager III - Emergency Operations**

**Background**

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Pursuant to Administrative Policy 6.19, the Superintendent is bringing forth approval of the job description for the Manager III - Emergency Operations position.

Reporting to the Chief of Staff, the Manager III – Emergency Operations manages all emergency situations related to weather, health, and safety. They monitor all operational security systems including but not limited to the Avigilon Security Camera System, access control and fire and burglar alarm monitoring to ensure efficient services are designed to protect the children, staff and assets of Milwaukee Public Schools. They ensure the continual operation of all safety systems, the monitoring of impeding weather-related issues, and the coordination of efforts to maintain the integrity of the associated security applications and the monitoring of response personnel.

This full-time, exempt position is paid at a grade of 13A in a range of \$100,732 - \$145,437.

The complete job description is attached to the minutes of your Committee’s meeting.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 6.19 - Positions: Staff

**Fiscal Impact Statement**

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The item does not authorize expenditures.

**Implementation and Assessment Plan**

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Upon approval of the Board, the Administration will utilize the attached job description.

**Committee’s Recommendation**

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Your Committee recommends that the Board approve the attached job description for the Manager III - Emergency Operations position.

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

\* \* \* \* \*

**(Item 4) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess Of \$25,000; Acceptance of the Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant awards; Acceptance of Donations.**

**Purchases**

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State Authorization to Issue a Purchase Order to CDW Government LLC for Cisco Nexus Switches

The Administration is requesting authorization to issue a purchase order to CDW Government LLC for Cisco Nexus switches. These items include identical high density network switches and related cabling, memory, and support for each data center in MPS.

This equipment is needed as our current core switches are end-of-support in May 2024. This equipment purchase will provide supported and secure layer 2 switching of all copper and fiber connections in the data center including application servers, network appliances, wireless controllers, and firewall. This equipment switches all network traffic to all MPS locations including schools, departments, and recreation sites.

This purchase is made under the Wisconsin Cisco NVP Data Communications

AR3227 Cooperative Contract (AR3227 .....505ENT-M21-DATACOM).

The total cost of the purchase will not exceed \$189,813.14.

Budget Code: TSV-0-0-TLN-DW-EEQ5 (Technology Equipment).....\$189,813.14

Cooperative Action on a Request to Issue a Purchase Order to Bogie Enterprises Inc. d/b/a Envirotech Equipment for a Diamondback Rear Loader Refuse Garbage Truck

The Administration is requesting authorization to issue a purchase order to Bogie Enterprises Inc. d/b/a Envirotech Equipment for a one-time purchase of a Diamondback Rear Loader refuse garbage truck for use by Milwaukee Recreation Facilities and Maintenance.

One vehicle is to be purchased. A 2024 Isuzu NRR Cab Chassis fitted with an 8-yard Diamondback Rear Loader. Other specifications of the vehicle: auto-lock tailgate, backup alarm, ICC lights and reflectors, suspension seat side access door, tailgate ajar indicator, Color Vision camera w/audio, Hopper Floor & Back 1/4-inch, shovel/broom rack, LED work lights (2), strobe light package, automatic

transmission, hour meter on PTO, fire extinguisher, and a triangle kit.

This purchase is being made under Sourcewell Contract #091219-NWY, and the total cost shall not exceed \$136,964.00

Budget Code: STS-0-0-FGR-RC-ERVH .....\$136,964.00

HUB, COIN, and Student Career Awareness Commitment information may be found in the minutes of your Committee’s meeting.

**Report on Change Orders**

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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 C030627

Cooperative Educational Service Agency #1 (CESA #1)

On July 1, 2022, the Milwaukee Board of School Directors and Cooperative Educational Services\ Agency #1 (CESA #1) entered into Professional Services Contract number C030627 (“Contract”), with a term of July 1, 2022, through June 30, 2023, for 165 days of professional development aligned to the current professional learning strategy.

On January 3, 2023, a Request to Change Contract (RCC) was approved for additional funds to cover additional professional development in Central Region CSI schools. On May 25, 2023, the Board approved the first contract extension with a term of July 1, 2023, through June 30, 2024, with compensation not to exceed \$246,400. On August 17, 2023, an RCC was approved to add funds of \$84,700 for an expansion of services to work with Central Region CSI schools. On December 21, 2023, an RCC was approved to add \$30,030 for services for Green Tree where CESA 1 will provide coaching and professional learning to improve educator practices, classroom instruction, and classroom management leading to improved student learning

|                              |               |
|------------------------------|---------------|
| Original Contract:.....      | \$ 261,800.00 |
| RCC 1/3/23.....              | \$ 39,000.00  |
| 2nd Extension 5/25/2023..... | \$ 246,400.00 |
| RCC 8/17/23.....             | \$ 84,700.00  |
| RCC 12/21/2023.....          | \$ 30,030.00  |
| Ending contract: .....       | \$ 661,930.00 |

Contract: C030208

Sixteenth Street Community Health Centers

On October 1, 2021, the Milwaukee Board of School Directors and Sixteenth Street Community Health Centers Inc entered into Professional Services Contract number C030208 (“Contract”), with a term of October 1, 2021, through September 30, 2022, for School Community Partnership for Mental Health (SCPMH) activities as outlined in the SCPMH manual. Services will occur for students at Bay View High, Doerfler, Forest Home, Kagel, Lincoln Avenue, and Zablocki schools.

On August 25, 2022, the Board approved a contract extension with a term of October 1, 2022, through September 24, 2024. On February 1, 2023, a Request to Change Contract (RCC) was approved to decrease the contract by \$30,000. On August 22, 2023, an RCC was approved to decrease the contract by \$30,000 as the vendor is not able to serve one school. On January 11, 2024, an RCC was approved to add \$75,000 for Project AWARE funds for each school.

|   |                             |               |
|---|-----------------------------|---------------|
| Original Contract Amount: \$ 180,000.00 | Contract Extensions 8/25/22 | 360,000.00    |
| RCC 2/1/2023.....                       |                             | (30,000.00)   |
| RCC 8/22/2023.....                      |                             | (30,000.00)   |
| RCC 1/11/2024.....                      |                             | 75,000.00     |
| Ending amount: .....                    |                             | \$ 555,000.00 |

Contract: C030209

Children’s Hospital of Wisconsin

On October 1, 2021, the Milwaukee Board of School Directors and Children’s Hospital of Wisconsin entered into Professional Services Contract number C030209 (“Contract”), with a term of October 1, 2021, through September 30, 2022, for School Community Partnership for Mental Health (SCPMH) activities as outlined in the SCPMH manual. Services will take place for students at Auer Avenue, James Madison Academic Campus, Martin Luther King Jr Elementary, Milwaukee High School of the Arts, Milwaukee School of Languages, Next Door Foundation, Reagan IB, and Riverwest schools.

On February 24, 2022, a Request to Change Contract (RCC) was approved to increase the contract by \$11,250 using DPI grant funds. On August 25, 2022, the Board approved a contract extension with a term of October 1, 2022, through September 24, 2024. On February 1, 2023, an RCC was approved to increase the contract by \$5,000 to reflect the addition of funds from the DPI Mental Health grant. On January 8, 2024, an RCC was approved to add \$120,000 for Project AWARE funds for each school and to add Rufus King to the list of schools served and to remove Next Door from that list.

|                             |               |
|-----------------------------|---------------|
| Original Contract Amount:   | \$ 240,000.00 |
| RCC 2/24/2022 .....         | 11,250.00     |
| Contract Extensions 8/25/22 | 480,000.00    |
| RCC 1/26/2023 .....         | 5,000.00      |
| RCC 1/8/2024 .....          | 120,000.00    |
| Ending amount: .....        | \$ 856,250.00 |

Contract: C030254

Lutheran Social Services of WI & Upper MI Inc

On October 1, 2021, the Milwaukee Board of School Directors and Lutheran Social Services of WI & Upper MI Inc entered into Professional Services Contract number C030254 (“Contract”), with a term of October 1, 2021, through September 30, 2022, for School Community Partnership for Mental Health (SCPMH) activities as outlined in the SCPMH manual. Services will occur for students at Andrew Douglas, Gwen T. Jackson, Lafollette, and North Division High School.

On June 22, 2022, a Request to Change Contract (RCC) was approved to add \$51,250 to the contract to accommodate services. On August 25, 2022, the Board approved a contract extension with a term of October 1, 2022, through September 24, 2024. On September 6, 2023, an RCC was approved to decrease the contract by \$11,250 DPI grant funds. On January 11, 2024, an RCC was approved to add \$90,000 for Project AWARE funds for each school.

|                             |               |
|-----------------------------|---------------|
| Original Contract Amount:   | \$ 80,000.00  |
| RCC 6/22/2022               | 51,250.00     |
| Contract Extensions 8/25/22 | 360,000.00    |
| RCC 2/1/2023 .....          | (11,250.00)   |
| RCC 1/11/2024 .....         | 90,000.00     |
| Ending amount: .....        | \$ 570,000.00 |

Contract: C030216

Mental Health America of WI

On October 1, 2021, the Milwaukee Board of School Directors and Mental Health America of Wisconsin entered into Professional Services Contract number C030216 (“Contract”), with a term of October 1, 2021, through September 30, 2022, for School Community Partnership for Mental Health (SCPMH) activities as outlined in the SCPMH manual. Services will occur for students at Burdick, Golda Meir, and Clemens schools.

On February 25, 2022, a Request to Change Contract (RCC) was approved to add \$11,250 using DPI grant funds. On June 22, 2022, an RCC was approved to add \$1,000 to the contract due to a reallocation of unutilized grant funds. On August 25, 2022, the Board approved a contract extension with a term of October 1, 2022, through September 30, 2024. On February 1, 2023, an RCC was approved to add \$20,000 to reflect additional funds from the DPI Mental Health grant. On January 8, 2024, an RCC was approved to add \$15,000 from ESSER funds and \$60,000 for Project AWARE funds. Grantosa is added to the list of schools served.

|                                 |              |
|---------------------------------|--------------|
| Original Contract Amount: ..... | \$ 90,000.00 |
|---------------------------------|--------------|

|                             |              |
|-----------------------------|--------------|
| RCC 2/25/2022.....          | 11,250.00    |
| RCC 6/22/2022.....          | 1,000.00     |
| Contract Extensions 8/25/22 | 180,000.00   |
| RCC 2/1/2023.....           | 20,000.00    |
| RCC 1/8/2024.....           | 75,000.00    |
| Ending amount: .....        | \$377,250.00 |

Contract: C030207

**Sebastian Family Psychology Practice LLC**

On October 1, 2021, the Milwaukee Board of School Directors and Sebastian Family Psychology Practice LLC entered into Professional Services Contract number C030207 (“Contract”), with a term of October 1, 2021, through September 30, 2022, to conduct School Community Partnership for Mental Health (SCPMH) activities as outlined in the SCPMH manual.

Services will take place at Audubon, Bethune Academy, Franklin, Hopkins Lloyd, Humboldt Park, Keefe Avenue, OW Holmes, Shalom, Sherman, Milwaukee College Prep Lloyd Street campus, Thoreau, and Westside Academy schools.

On February 24, 2022, a Request to Change Contract (RCC) was approved to increase the contract using Department of Public Instruction (DPI) grant funds. The Contract was subsequently extended for the first and second additional one-year terms, from October 1, 2022, through September 30, 2024 (Years 2 and 3). On February 1, 2023, an RCC was approved to increase funds to reflect the addition of funds from the DPI Mental Health grant and the addition of Zablocki to the list of schools served. On March 3, 2023, an RCC was approved to add \$24,154 to adjust clear the negative encumbrance balance from closed grant project. On January 8, 2024, an RCC was approved to add funds of \$30,000 to cover needs for additional services. On January 8, 2024, an RCC was approved to add \$30,000 ESSER funds and \$225,000 for Project AWARE funds. In addition, Engleburg, and Fifty-Third Street schools were added to the list of schools served and Milwaukee College Prep was removed.

|                                 |              |
|---------------------------------|--------------|
| Original Contract: \$           | 330,000.00   |
| RCC 2/24/2022 \$                | 30,000.00    |
| Contract Extension 8/25/2022 \$ | 720,000.00   |
| RCC 2/1/2023 \$                 | 50,000.00    |
| RCC 1/8/2024 \$                 | 30,000.00    |
| RCC 1/8/2024 \$                 | 255,000.00   |
| Ending contract: \$             | 1,415,000.00 |

**Monthly Financial Reports**

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

**Donations**

| <b>Monetary Donations</b> |                    |        |                               |
|---------------------------|--------------------|--------|-------------------------------|
| Location                  | Donor              | Amount | Gift or Purpose               |
| Alliance High School      | G/L Community Fund | 200.00 | LGBTQ Programs                |
| Bay View High School      | Gerald Hollander   | 250.00 | Support Gay Straight Alliance |

|  |   |           |  |
|--|---|-----------|--|
| Carver Academy                                 | Anonymous                                 | 140.00    | General School Supplies                  |
| Carver Academy                                 | Historic Brewers Hill Association         | 1,345.00  | General School Supplies                  |
| Doerfler School                                | Ulrich Kristelle                          | 1,000.00  | Washington Field Trip                    |
| Doerfler School                                | Sally R Brown                             | 40.00     | Washington Field Trip                    |
| Doerfler School                                | Jose Trinidad                             | 100.00    | Gift Cards for Math/Literacy Night       |
| Emerson School                                 | Natural Resources Foundation of Wisconsin | 450.00    | Big on Bugs Project                      |
| French Immersion School                        | Johnson Financial Group                   | 2,000.00  | Support Annual 5th Grade Field Trip      |
| Albert E Kagel School                          | Lions Club International                  | 240.00    | Be Volunteer New Berlin Leons State Fair |
| King High School                               | Anonymous                                 | 155.00    | General School Supplies                  |
| Lincoln Middle School                          | Mix Church                                | 500.00    | Food For HEP Students for Holidays       |
| Longfellow Elementary                          | Optimist Club of Milwaukee Charity        | 200.00    | Parranda Parent/Student Activity         |
| Longfellow Elementary                          | Barbara Gilman                            | 300.00    | Parranda Parent/Student Activity         |
| MacDowell Montessori                           | Duet Resource Group - Dan Mahlik          | 4,995.00  | Flex Farm                                |
| MacDowell Montessori                           | Jeanne Wittman                            | 94.93     | Cheese Pizza                             |
| Maryland Avenue Montessori School              | Anonymous                                 | 35.00     | General School Supplies                  |
| Meir School                                    | Natural Resources Foundation of Wisconsin | 2,000.00  | Golda Meadows Project                    |
| Milwaukee School of Languages                  | German Immersion Foundation               | 800.00    | German Immersion Foundation              |
| Milwaukee School of Languages                  | German Immersion Foundation               | 800.00    | Support German Program                   |
| Obama School of Career and Technical Education | Kerry Holeman                             | 50.00     | Scholarships Fund                        |
| Ronald Reagan High School                      | * Samuel Mitchell                         | 5.00      | General School Supplies                  |
| Spanish Immersion School                       | * Dimas Ocampo                            | 250.00    | General School Supplies                  |
| Trowbridge School                              | Dennis Cook                               | 100.00    | Madison Trip                             |
| Trowbridge School                              | Loretta Senderhauf                        | 200.00    | Family in Need                           |
| Trowbridge School                              | Robert Radtke                             | 400.00    | Family in Need                           |
| Trowbridge School                              | Grace Presbyterian Church                 | 2,500.00  | Mad Hot Ballroom Program                 |
| Total Monetary Donations                       |   | 19,149.93 |  |
| <b>Non-Monetary Donations</b>                  |   |           |  |
| Location                                       | Donor                                     | Amount    | Gift or Purpose                          |
| Alcott School                                  | DonorsChoose                              | 177.33    | Passing a Law                            |
| Bethune Academy                                | DonorsChoose                              | 285.33    | Warm and Cozy                            |
| Bethune Academy                                | DonorsChoose                              | 345.52    | Flexible Seating                         |
| Bethune Academy                                | DonorsChoose                              | 384.36    | Living in Color                          |
| Bradley Trade & Tech                           | DonorsChoose                              | 286.47    | Great Kids Need the Basics!              |
| Brown Street School                            | DonorsChoose                              | 844.14    | Art Supplies                             |

|   |  |          |   |
|---|--|----------|---|
| Doerfler School                             | ATW Artistry (Mark & Molly)                | 30.00    | Raffle Prizes for Math/Literacy Night                           |
| Doerfler School                             | Miriam Elizabeth Ramirez Garcia            | 50.00    | Plants and Candy Bags for Raffle Prized for Math/Literacy Night |
| Doerfler School                             | Fox River Christian Church Mitten Ministry | 200.00   | Mittens and Hats  |
| Doerfler School                             | DonorsChoose                               | 163.27   | No More Tummy Aches   |
| Doerfler School                             | DonorsChoose                               | 516.67   | Bugs Be Gone and Sweet Treats                                   |
| Carver Academy                              | DonorsChoose                               | 363.62   | Literature Circle Reads   |
| Dr. B Carson Academy of Science             | DonorsChoose                               | 219.50   | Wonderful Mrs. Wishy-Washy                                      |
| Dr. B Carson Academy of Science             | DonorsChoose                               | 265.51   | Farwell to 3rd Grade  |
| Dr. B Carson Academy of Science             | DonorsChoose                               | 290.17   | Rewards Shopping  |
| Dr. B Carson Academy of Science             | DonorsChoose                               | 431.09   | Food, Clothing & Hygiene  |
| Dr. B Carson Academy of Science             | DonorsChoose                               | 490.64   | Hygiene Kits for Fresh Kids                                     |
| Dr. B Carson Academy of Science             | DonorsChoose                               | 498.52   | New Carpet  |
| Dr. B Carson Academy of Science             | DonorsChoose                               | 663.77   | School Psychologist in Need!                                    |
| Engleburg School                            | DonorsChoose                               | 400.48   | Motivational Incentives   |
| Fifty-Third Street School                   | UWM African Diaspora Council               | 3,500.00 | General School Supplies   |
| Forest Home Avenue School                   | DonorsChoose                               | 1,397.20 | Bookshelf Bonanza   |
| Frances Brock Starms Early Childhood Center | DonorsChoose                               | 193.56   | Legos for Little Learners                                       |
| Fratney Street School                       | DonorsChoose                               | 524.78   | Sensory Exploration!  |
| Gaenslen School                             | DonorsChoose                               | 505.27   | Second Grade Stars  |
| Gaenslen School                             | DonorsChoose                               | 669.48   | Educational Kits & Games  |
| Grant School                                | DonorsChoose                               | 435.41   | Healthy Skin For The Win  |
| Grantosa Drive School                       | DonorsChoose                               | 135.43   | Calming Down Space  |
| Grantosa Drive School                       | DonorsChoose                               | 202.94   | Educational Kits & Games  |
| Grantosa Drive School                       | DonorsChoose                               | 206.99   | Food, Clothing & Hygiene  |
| Gwen T. Jackson School                      | DonorsChoose                               | 337.24   | Flexible Seating  |
| Hamilton High School                        | DonorsChoose                               | 193.46   | Books   |
| Hawthorne School                            | DonorsChoose                               | 477.24   | Flexible Seating  |
| Hayes Bilingual School                      | DonorsChoose                               | 273.91   | Books   |
| Hayes Bilingual School                      | DonorsChoose                               | 355.69   | Socialize Through Play  |
| Hayes Bilingual School                      | DonorsChoose                               | 469.78   | Flexible Seating Carpet   |
| Holmes School                               | DonorsChoose                               | 232.16   | Books   |
| Holmes School                               | DonorsChoose                               | 256.57   | Books   |
| Holmes School                               | DonorsChoose                               | 269.35   | Books   |
| Holmes School                               | DonorsChoose                               | 271.93   | Books   |
| Holmes School                               | DonorsChoose                               | 279.29   | Books   |
| Kilbourn School                             | DonorsChoose                               | 1,003.37 | Comfy Reading Time Please!                                      |
| King Elementary School                      | DonorsChoose                               | 625.24   | Cool Air Needed   |
| King High School                            | DonorsChoose                               | 343.06   | Books   |
| King High School                            | DonorsChoose                               | 474.61   | Keep Them Reading!  |
| King High School                            | DonorsChoose                               | 663.46   | Lab Equipment   |
| Kluge School                                | DonorsChoose                               | 456.27   | Summer Breeze   |
| Lincoln Avenue School                       | DonorsChoose                               | 161.89   | Promote Writing Skills  |



|  |                    |          |   |
|--|--------------------|----------|---|
| Lincoln Middle School                          | DonorsChoose       | 320.92   | Classroom Basics                            |
| Lincoln Middle School                          | DonorsChoose       | 475.67   | Fun Seats For School                        |
| Lincoln Middle School                          | Pick N Save        | 54.70    | Christmas Presents for HEP                  |
| Lincoln Middle School                          | Fresh Thyme Market | 163.00   | HEP Thanksgiving Meals                      |
| Lloyd Barbee Montessori                        | DonorsChoose       | 440.96   | YOTO Audio Player                           |
| Lloyd Barbee Montessori                        | DonorsChoose       | 807.42   | Flexible Seating                            |
| Lowell School                                  | DonorsChoose       | 196.39   | Educational Kits & Games                    |
| Lowell School                                  | DonorsChoose       | 243.14   | Writing in Style!                           |
| Lowell School                                  | DonorsChoose       | 302.51   | Supplies for Everyday Learning              |
| Lowell School                                  | DonorsChoose       | 306.58   | Classroom Positivity                        |
| Lowell School                                  | DonorsChoose       | 333.93   | Food, Clothing & Hygiene                    |
| Lowell School                                  | DonorsChoose       | 344.65   | A Is for Alphabet                           |
| Lowell School                                  | DonorsChoose       | 445.04   | Imaginative Play                            |
| Lowell School                                  | DonorsChoose       | 500.00   | Headphones Please!                          |
| MacDowell Montessori                           | DonorsChoose       | 262.44   | Magic with Manipulatives!                   |
| MacDowell Montessori                           | DonorsChoose       | 303.91   | Building the Set!                           |
| Manitoba School                                | Office Depot       | 1,014.78 | E-Gift Card for School Supplies             |
| Marvin Pratt                                   | DonorsChoose       | 649.83   | Educational Kits & Games                    |
| Morgandale School                              | DonorsChoose       | 219.12   | Stamp & Punch                               |
| Morgandale School                              | DonorsChoose       | 273.54   | Print Perfection                            |
| Morgandale School                              | DonorsChoose       | 291.97   | The Basics                                  |
| Morgandale School                              | DonorsChoose       | 567.94   | Flexible Seating                            |
| Ninety-Fifth Street School                     | DonorsChoose       | 136.17   | Books                                       |
| Ninety-Fifth Street School                     | DonorsChoose       | 176.02   | Books for Literacy Night                    |
| Ninety-Fifth Street School                     | DonorsChoose       | 246.48   | Teen Self Care Package                      |
| Ninety-Fifth Street School                     | DonorsChoose       | 249.57   | Educational Kits & Games                    |
| Ninety-Fifth Street School                     | DonorsChoose       | 269.35   | School Store Incentives                     |
| Ninety-Fifth Street School                     | DonorsChoose       | 326.33   | Dry Clothes for Pre-K2                      |
| Ninety-Fifth Street School                     | DonorsChoose       | 336.87   | Books                                       |
| Ninety-Fifth Street School                     | DonorsChoose       | 337.19   | Craft Kits for PreK!                        |
| Ninety-Fifth Street School                     | DonorsChoose       | 471.94   | Books                                       |
| North Division High School                     | NDHS Staff         | 148.22   | Walking Taco Fundraiser Food & Supply Items |
| Obama School of Career and Technical Education | DonorsChoose       | 308.36   | Bright Lights                               |
| Obama School of Career and Technical Education | DonorsChoose       | 768.08   | Art Supplies                                |
| Pulaski High School                            | DonorsChoose       | 467.32   | The Show Must Go On!                        |
| Riley School                                   | * Nicole Wallace   | 25.00    |   |
| Riverwest Elementary                           | DonorsChoose       | 318.56   | Hygiene Kits & Spare Clothing               |
| Siefert School                                 | DonorsChoose       | 300.97   | Rowdy Readers!                              |
| Siefert School                                 | DonorsChoose       | 413.93   | Multicultural Masterpieces!                 |
| Siefert School                                 | DonorsChoose       | 617.33   | Books                                       |
| Siefert School                                 | DonorsChoose       | 1,477.50 | Splendid Storage!                           |
| Office of Academics - Specialized Services     | Chris Coughlin     | 200.00   | Winter Gloves                               |
| Office of Academics - Specialized Services     | Jim Coughlin       | 250.00   | Hygiene Products                            |

|   |                                 |                 |                             |
|---|---------------------------------|-----------------|-----------------------------|
| Office of Academics - Specialized Services  | Jim and Chris Coughlin          | 335.00          | Gently Used Sweatshirts     |
| Office of Academics - Specialized Services  | * MARTA/Debra Jupka             | 808.35          | Health And Hygiene Products |
| Office of Academics - Specialized Services  | Amber Williams                  | 1,190.00        | Gift Cards                  |
| Office of Academics - Specialized Services  | Soles4Souls                     | 113,550.00      | Footwear                    |
| Office of Communications and School Performance - Strategic Partnerships and Customer Service | MaryJane Lukas and Noah Pothast | 200.00          | MPS School Supply Drive     |
| Office of Communications and School Performance - Strategic Partnerships and Customer Service | Sherry Steward                  | 400.00          | MPS Mitten Tree             |
| Office of Communications and School Performance - Strategic Partnerships and Customer Service | Mary Hay                        | 500.00          | MPS Mitten Tree             |
| Office of Communications and School Performance - Strategic Partnerships and Customer Service | Megan O'Halloran                | 1,500.00        | MPS Mitten Tree             |
| Trowbridge School   | DonorsChoose                    | 133.41          | Mice...Where Are You?       |
| Trowbridge School   | DonorsChoose                    | 138.01          | Books                       |
| Trowbridge School   | DonorsChoose                    | 149.38          | We Need New Books           |
| Trowbridge School   | DonorsChoose                    | 226.83          | Sports & Exercise Equipment |
| Trowbridge School   | DonorsChoose                    | 233.00          | STEM Equals TPT             |
| Trowbridge School   | DonorsChoose                    | 246.26          | Pokémon Book Bonanza!       |
| Trowbridge School   | DonorsChoose                    | 274.11          | Books                       |
| Trowbridge School   | DonorsChoose                    | 276.77          | Classroom Basics            |
| Vieau School  | DonorsChoose                    | 357.16          | Sensory Needs               |
| Walt Whitman School   | DonorsChoose                    | 271.24          | Classroom Basics            |
| Walt Whitman School   | School Store                    | 10.00           | Gift Card                   |
| Walt Whitman School   | Caring For Classrooms           | 30.00           | Gift Card                   |
| Walt Whitman School   | Caring For Classrooms           | 60.00           | Gift Card                   |
| Walt Whitman School   | Caring For Classrooms           | 90.00           | Gift Card                   |
|   |                                 |                 |                             |
| Total Non-Monetary Donations  |                                 | 159,165.12      |                             |
| Total Value of Donations  |                                 | 178,315.05      |                             |
|   |                                 |                 |                             |
| <i>* Donations from MPS Alumni</i>  |                                 | <i>1,088.35</i> |                             |

**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 5) Action on the Award of Professional Services Contracts**

**Background**

**RFP 1075 Authorization to Enter into a Contract with Boys and Girls Clubs of Greater Milwaukee Inc. for Safe Places at Three MPS locations**

The Administration is requesting authorization to enter into a contract with the Boys and Girls Clubs of Greater Milwaukee Inc. (BGCGM) to operate three after-school Safe Place locations at Bethune Academy, Riverwest Elementary School, and Townsend Street School during the 2023-2024 school year.

The BGCGM provides fiscal administration for its respective Safe Place sites, hires and evaluates Safe Place staff, and assists day schools in developing extended-day academic and recreational programming.

The Safe Place programs provide youth with academic support, engaging recreation enrichment activities, and nutritious meals. Depending on the respective program times, all locations will offer breakfast, lunch, and dinner.

Milwaukee Recreation will monitor the agency’s compliance with the contract and will manage the reimbursements of monthly expenditures. Daily attendance and overall performance of the Safe Place Programs will be monitored by the MPS Before/After-School Team through the Cayen web-based data-tracking system, as well as through regular site visits.

The Contractor was chosen pursuant to RFP 1075 (Before and After School Recreational Providers) which closed on August 8, 2022. This contract will have a term of March 1, 2024, through June 30, 2024. The contract will not exceed \$120,000 and will be distributed amongst the Safe Place locations as follows:

- Bethune Academy \$40,000.00
- Townsend Street \$40,000.00
- Riverwest Elementary \$40,000.00

**Budget Code:**

|   |             |
|---|-------------|
| 000-0-0-W2C-37-ECTS (Wisconsin Shares)..... | \$40,000.00 |
| 000-0-0-W2C-TO-ECTS (Wisconsin Shares)..... | \$40,000.00 |
| 000-0-0-W2C-PI-ECTS (Wisconsin Shares)..... | \$40,000.00 |

**RFP 1091 Authorization to Contract with Camp for All Kids and Boys & Girls Clubs of Greater Milwaukee Inc. for Overnight Camp**

The Administration is requesting authorization to enter into contracts with Camp for All Kids and Boys & Girls Clubs of Greater Milwaukee Inc. for Overnight Camp. These Contractors will be used to provide high-quality, overnight camp experiences for MPS students in grades 4-8 to support students in recovering from the impact of COVID-19 on educational and social-emotional development. All age eligible schools have been invited through Thursday Updates to express interest in overnight camp.

Services will include room, board, and camp activities. Campers will be provided with transportation to and from camp and camp supplies as needed.

Contractor was chosen pursuant to RFP 1091, which closed on January 13, 2023, with an initial term of April 10, 2023, through September 30, 2023.

This Administration recommends that these contracts run from March 1, 2024, through September 30, 2024. The contracts will not exceed \$325,204 and will be distributed to the camps as follows:

|   |              |
|---|--------------|
| Camp for All Kids   | \$228,204.00 |
| Boys and Girls Clubs of Greater Milwaukee Inc.  | \$ 97,000.00 |
| Budget Code: EXC-B-S-9V4-RC-ECTS.....   | \$325,204.00 |
| RFP 1128 Authorization to Contract with Girl Scouts of Wisconsin Southeast Inc for Overnight Camp |              |

The Administration is requesting authorization to enter into a contract with Girl Scouts of Wisconsin Southeast Inc for Overnight Camp. This contractor will be used to provide high-quality, overnight camp experiences for MPS students in grades 4-8 to support students in recovering from the impact of COVID-19 on educational and social-emotional development. Services will include room, board, and camp activities. Campers will be provided with transportation to and from camp and camp supplies as needed. All age eligible schools have been invited through Thursday Updates to express interest in overnight camp.

Contractor was chosen pursuant to RFP 1128, which closed on January 19, 2024. The contract will run from March 1, 2024, through September 30, 2024, (the "Initial Term").

The total cost of the contract in the Initial Term will not exceed \$60,000. 00

|   |             |
|---|-------------|
| Budget Code: EXC-B-S-9V4-RC-ECTS (Recreation...Contracted Services) ..... | \$60,000.00 |
|---|-------------|

RFP 1122 Authorization to Enter into a Contract with First Student, Inc., North America Central School Bus Intermediate Holding Company, LLC dba Illinois Central School Bus, LLC, Lakeside Buses of Wisconsin, Inc. Lamers Bus Lines, Inc., MC Transportation Services LLC, and Safeway Transportation Services Corporation for Busing Services for MPS Students (Regular, Suburban, and Special Education)

The Administration is requesting authorization to enter into blanket contracts with First Student, Inc. Illinois Central School Bus, LLC, Lakeside Buses of Wisconsin, Inc. Lamers Bus Lines, Inc., MC Transportation Services LLC, and Safeway Transportation Services Corporation for yellow school bus transportation for students throughout the metro-Milwaukee area, to and from school. This service will provide service for students who may require transportation to MPS schools and/or schools in the surrounding suburban districts.

The vendors were chosen pursuant to RFP 1122 which closed on December 19, 2023. The contracts for First Student, Inc. Illinois Central School Bus, LLC, Lakeside Buses of Wisconsin, Inc. Lamers Bus Lines, Inc., MC Transportation Services LLC, and Safeway Transportation Services Corporation will run from July 1, 2024, through June 30, 2027.

The total cost of these contracts will not exceed \$72,896,136.42. The three (3) year total cost of each of the contracts will not exceed:

| Vendor                                      | Contract Value   |
|---|------------------|
| First Student, Inc.                         | \$ 13,808,196.71 |
| Illinois Central School Bus, LLC            | \$ 17,391,909.60 |
| Lakeside Buses of Wisconsin, Inc.           | \$ 15,289,445.59 |
| Lamers Bus Lines, Inc.                      | \$ 4,832,774.10  |
| MC Transportation Services LLC              | 2,034,000.00     |
| Safeway Transportation Services Corporation | \$ 19,539,810.43 |

Budget Codes:

|                     |                |
|---------------------|----------------|
| AST-0-0-TRS-DW-EPPT | \$476,727.71   |
| HLT-0-0-TRS-DW-EPPT | \$1,321,384.23 |
| KMT-0-0-TRS-DW-EPPT | \$84,304.39    |
| MDK-0-0-TRS-DW-EPPT | \$431,203.34   |
| PMO-0-0-TRS-DW-EPPT | \$200,464.27   |

|                         |                 |
|-------------------------|-----------------|
| RTS-0-0-TRS-DW-EPPT     | \$41,175,893.88 |
| RTS-0-0-TRS-DW-EVSPFPUB | \$663,739.31    |
| RWT-0-0-TRS-DW-EPPT     | \$22,574,294.25 |
| SM1-0-0-TRS-DW-EPPT     | \$3,986,781.61  |
| SMT-0-0-TRS-DW-EPPT     | \$550,154.10    |
| TED-0-0-TRS-DW-EPPT     | \$1,431,189.33  |

HUB, COIN, and Student Career Awareness Commitment requirements may be found in the attachments to your Committee’s meeting.

**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 6) Action on the Award of Exception-to-Bid Contracts**

**Background**

Exception Authorization to Extend the Contract with Contract with Cream City Futsal LLC for Soccer Officials for Milwaukee Recreation Soccer Leagues

The Administration is requesting authorization to extend the contract with Cream City Futsal LLC to provide soccer officials for Milwaukee Recreation soccer leagues. The leagues include Adult Sports, Youth Sports, Summer Stars, Twilight, and Late Night Sports.

Cream City Futsal shall work with Milwaukee Recreation to fulfill the officiating assignments, assignment changes, and payments to officials for all recreation run soccer leagues. Additionally, Cream City Futsal will recruit and train any new officials assigned to Milwaukee Recreation’s leagues.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that there are not available competitive alternative vendors that can provide this service (Administrative Policy 3.09(7)).

The initial contract had a term of March 27, 2023, through March 27, 2024. This contract will run from March 28, 2024, through March 27, 2025 (Year 2), and will not exceed \$70,396.00.

Budget Code:

|                           |             |
|---------------------------|-------------|
| RYS-0-0-PRC-RC-ECTS ..... | \$31,636.00 |
|---------------------------|-------------|

|                           |             |
|---------------------------|-------------|
| RMS-0-0-PRC-RC-ECTS ..... | \$10,950.00 |
| RTW-0-0-MCC-RC-ECTS.....  | \$16,250.00 |
| RAS-0-0-MCC-RC-ECTS.....  | \$11,560.00 |

Cream City Futsal LLC

HUB PARTICIPATION

Required ..... 0%

Proposed..... 0%

\$ Value 0 STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

**Exception Authorization to Issue a Purchase Order to Discovery Education Inc. for the Spanish Translation of Identified Assets**

The Administration is requesting authorization to issue a purchase order to Discovery Education Inc. to translate science and social studies materials for use in grades K5 through 5 and grades K5 through 8 bilingual program classrooms, respectively. These digital resources are not part of the current MPS Board adopted science or social studies instructional resources. These resources provide schools with additional interactive activities for science and social studies in an accessible language.

The number of assets to be translated is 7,792. Pricing is determined per word if spoken (i.e. video) or per page if written. The average cost to translate each asset is \$79.57.

The purchase order will have a term of March 1, 2024, through June 30, 2024, and the total cost will not exceed \$620,000.00.

|  |              |
|--|--------------|
| Budget Code: ESL-0-I-9Q4-BI-ECTS ( Contract Services)..... | \$620,000.00 |
|--|--------------|

Discovery Education Inc.

HUB PARTICIPATION

Required .....N/A

Proposed.....N/A

\$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

**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 contract and purchase order will begin as indicated in the attachments.

**Committee’s Recommendation**

Your Committee recommends that the Board authorize the exception-to-bid contract and purchase order as set forth in the attachments to this item.

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

\* \* \* \* \*

**(Item 7) Request to Waive Administrative Policy 3.09(9)(e) and Enter into a Contract with U.S. Bank National Association and Canon Financial Services, Inc.**

**Background**

State Authorization to Issue a Contract with U.S. Bank National Association for Enterprise Banking Services

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and enter into a contract with U.S. Bank National Association to perform the banking services of the District.

In accordance with 3.09(7)(e)1a, the District has not directly engaged in a competitive procurement process for these services. Instead, these services will be obtained pursuant to Wisconsin State Contract 505ENT-M21-ENTBANKING-01, the result of a competitive selection process by the State of Wisconsin.

Given the processes and procedures inherent in a banking relationship, we are requesting a waiver of the three-year term limit. The contract will have a term of March 1, 2024, through June 30, 2027.

The total cost of the contract will not exceed \$20,600 annually. This expenditure will be offset by interest earnings and earning credits on the average daily balances on deposit with the bank. The combination of the earnings credits and interest earnings, offset against the cost of banking services, will result in the lowest net cost of services to the District.

Budget Code: FSC-0-0-BSF-DW-EDDU (Contract-Board Funding) .....\$61,800.00

U.S. Bank National Association

**PRIME CONTRACTOR INFORMATION**

Certified HUB Contractor? ..... NA.

Total # of Employees ..... NA

Total # of Minorities ..... NA

Total # of Women ..... NA

**HUB PARTICIPATION**

Required .....0%

Proposed..... NA

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

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

STATE Authorization to Enter into a Lease Agreement with Canon Financial Services, Inc. for a Multi-Purpose Digital Color Press Bundle and Canon Solutions America, Inc. for the Printing Usage Costs

The Administration is requesting authorization to waive the three-year-term limit of Administrative Policy 3.09(9)(e) and enter into a lease with Canon Financial Services, Inc. ("Canon"), for a multi-purpose digital color press bundle and Canon Solutions America, Inc for the printing usage costs also known as clicks. Canon

will provide a Canon V900 Color Printer and iJet 1175 Color Envelope Printer. This equipment is necessary for the Division of Duplicating Services to continue providing quality services and products needed for district stakeholders. This equipment replaces an existing Canon IPC8000VP printer that was being leased. The lease agreement on the IPC8000VP expires in August 2025. As such, this contract agreement with Canon is the best available option. There will be no equipment sale. Maintenance is included.

This purchase is made under the State of Wisconsin Contract #505ENT-M20-MFDCOPIER-02 and NASPO Wisconsin #140595.

This lease term will run for 63 months from March 1, 2024, through May 1, 2029, and will not exceed \$245,070.00.

The printing usage costs will not exceed \$270,209.52 and the agreement will run from March 1, 2024, through May 1, 2029.

The total of the two agreements will not exceed \$515,279.52 over the course of the term of the agreements.

Budget Code: DUP-0-0-DUP-DU-EMTC ...(Duplicating Services - Contracted Services) \$245,070.00  
Canon Financial Services, Inc.

**HUB PARTICIPATION**

Required ..... 0%

Proposed ..... N/A%

\$ Value N/A

**STUDENT ENGAGEMENT (hours per 12-month contract)**

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Budget Code: DUP-0-0-DUP-DU-EMTC (Duplicating Services - Contracted Services)  
\$270,209.52  
Canon Solutions America, Inc.

**HUB PARTICIPATION**

Required ..... 0%

Proposed ..... N/A%

\$ Value N/A

**STUDENT ENGAGEMENT (hours per 12-month contract)**

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

**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 request to waive Administrative Policy 3.09(9)(e) and authorize the 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 8) Action on Monthly Facilities Matters: FMS Award of Construction, Professional Services Contracts, Material Purchase and Emergency Contract Committee's Recommendation**

#### **Construction Contract**

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##### **ROOF REPLACEMENT**

Pulaski High School

Prime Contractor

Langer Roofing & Sheet Metal, Inc.

345 South Curtis Road

Milwaukee, WI 53214

Low Bidder, Base Bid of \$1,696,232.00 plus \$82,866.00 for Mandatory Alternate Bid #1 plus \$518,937.00 for Mandatory Alternate Bid for a total of \$2,298,035.00.

Funds are available for the Roof Replacement project from account code FAR 00 MM2 NL ECNC (Project No 2536). The project contract start date is scheduled for March 1, 2024, and completion date is August 23, 2024.

#### **Professional Services Contract**

---

##### **RFP #24-004 Testing, Repairing and Recharging Fire Extinguishers and Fire Suppression Systems at Various MPS Sites**

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Testing, Repairing and Recharging Fire Extinguishers and Fire Suppression Systems at various MPS sites.

Selected Firm: ACM Fire Protection Inc.

Requested Expenditure Authority: Not to exceed \$300,000.00

Contract Period: March 1, 2024 – February 28, 2027

Budget Code: Various

#### **Material Purchase**

---

##### **Uninterruptible Power Supply (UPS) System**

Central Services

Prime Contractor

Capital Data, Inc.

1360 S. Moorland Road, Suite 200

Brookfield, WI 53005

Authorization to approve the purchase of the UPS and all of its supporting components for installation at the Administration Building. Purchase is made under the State University of Wisconsin Contract 21-2007 and shall be in accordance with the component pricing on the quote dated January 25, 2024.

One-Time Purchase Amount: \$248,326.00

Budget Code: ITS HS 9P4 TC ECTS

### **Report of Emergency Contract**

---

This emergency contract is being reported as required by Administrative Policy 3.09 Purchasing and Bidding Requirements.

An emergency contract for the materials and labor for a full replacement of the storefront entrance system at Browning School, Site #123 was issued to Klein-Dickert Milwaukee, Inc. in the amount of \$56,621.00 on December 12, 2023.

On October 19, 2023, the storefront entrance system at Browning School, site #123 was damaged by a car accident. The Department of Facilities and Maintenance Services (DFMS) responded to secure the entrance and make repairs as necessary until the storefront entrance system could be fully restored. DFMS was able to utilize the original construction documents and obtain quotes from three (3) vendors for a complete replacement and restoration of the storefront system to match the existing original construction and issued a contract to the lowest bidder.

Funds are available from account code EQM 00 MMP DW EMTC (Project No. 8852).

### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 3.09 - Purchasing and Bidding Requirements

### **Fiscal Impact Statement**

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This item authorizes expenditures for:

Construction Contract:

Total Construction Contract Requested = \$2,298,035.00

Professional Services Contract:

Total Professional Services Contracts Requested = Not to Exceed \$300,000.00

Material Purchase:

Total Material Purchase Requested = \$248,326.00

Emergency Contract:

Total Emergency Contract = \$56,621.00

### **Implementation and Assessment Plan**

---

Upon the Board's approval, the attached construction, professional services contracts, material purchase and emergency contract will be executed.

### **Committee's Recommendation**

---

Your Committee recommends that the Board approve the attached construction, professional services contract, material purchase and emergency contract.

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

\* \* \* \* \*

### **(Item 9) Action on Approval of Head Start Carryover Funding for the 2023-24 School Year Background**

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The Milwaukee Public Schools is eligible to request for the carryover of unspent funding from the previous program period (6/1/2022-5/30/2023) to be transferred to the current program year (2023-2024) budget. The application for the carryover of \$1.2 million in additional funding is subject to approval from the Administration for Children and Families (ACF).

The awarded funds are planned to be applied toward strategies that are of benefit to the program inclusive of additional hours for programmatic staff support and health and educational supplies. All funds are planned to be expended by the end of the budget period ending on 5/30/2024. However; there is a provision for a low-cost extension to ensure that all programming can be completed if the request for extension is needed.

Approval of the application is required from both the Milwaukee Public Schools' Head Start Policy Council and the Board before the transmittal to the Administration for Children and Families (ACF).

The application is attached to the minutes of your Committee's meeting. It will be submitted March 1, 2024.

### **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**

The Head Start carryover is expected to be \$1,261,812.77

### **Implementation and Assessment Plan**

Upon Board approval, MPS Head Start office will submit the MPS Head Start Carryover Application requesting approval for the carryover of funding to the Office of Head Start.

### **Committee's Recommendation**

Your Committee recommends that the Board authorize the request to submit an application to the Administration of Children and Families, Office of Head Start approving the carryover of \$1,261,812.77 to be transferred to the Milwaukee Public Schools Head Start program for the 2023-2024 school year.

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

\* \* \* \* \*

## **(Item 10) Action on Resolution 2324R-007 on an Audit Review of the Expulsion Process**

### **Background**

On December 21, 2023, Resolution 2324R-007 on an Audit Review of the Expulsion Process was introduced by Director Zombor and referred to the Committee on Accountability, Finance, and Personnel.

The Resolved portion of the Resolution 2324R-007 reads:

RESOLVED, That the Office of Board Governance – Audit Services, conduct a review of the MPS expulsion process; and, be it

FURTHER RESOLVED, That the scope of the review include consideration of:

- the extent to which the MPS expulsion process meets Wisconsin statutory requirements; and
- the extent to which appropriate processes are in place to ensure that:

- adequate notice requirements are being met in the expulsion hearing notification letter sent to pupils and guardians;

- the expellable offenses are valid and indicated in both the hearing notice and referenced in the written findings; due process hearing requirements are met;

- student rights to testify or waive that right are upheld;

- that law enforcement records will not constitute the sole basis for expulsion;

- that proper minutes and/or recordings are kept of hearings; and

- that expulsion orders include required findings; and, be it

FURTHER RESOLVED, That the review shall also consider the extent to which Administrative Policy and Procedure 8.32, Student Expulsions align to the Wisconsin statutory requirements.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 8.32 - Student Expulsion

**Fiscal Impact Statement**

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There is no fiscal impact at this time.

**Implementation and Assessment Plan**

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Upon Board approval, the Office of Accountability and Efficiency - Audit Services will begin the review.

**Committee’s Recommendation**

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Your Committee recommends the Board adoption of Resolution 2324R-007, but with the Office of Accountability – Audit Services being directed to conduct the review, and with a report due back to the Board no later than August 2024.

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

\* \* \* \* \*

**(Item 11) Action on a Request to Approve the Long-Term Capital Improvement Plan and Waive Administrative Policy 3.09(9)(e) and Authorize an Agreement with PFM Asset Management LLC for the Investment of the Long-Term Capital Improvement Trust Fund**

**Background**

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Wisconsin Statute 120.137 has been created to allow school districts to establish a trust fund for the purpose of funding long-term capital improvements. The fund, which the Department of Public Instruction (DPI) has identified as Fund 46, enables school districts to make deposits to the trust on an aid-eligible basis to accumulate funds for future capital projects.

Milwaukee Public Schools established the trust fund in May of 2015. Currently, the Long-Term Capital Improvement Trust has \$129 million in funds.

Attached to this item is an agreement with a ten-year term to work with PFM Asset Management LLC as an investment advisor for the trust and an updated ten-year plan for using the long-term capital improvement trust. Investments will be established following Wisconsin State Statutes.

With respect to the agreement with PFM Asset Management LLC, the Administration is requesting to waive Administrative Policy 3.09(9)(e) three-year term limit for a ten-year term limit until February 28, 2034, to align with the term of the long-term capital improvement plan attached to this item. A copy of this agreement is attached to the minutes of your Committee’s meeting, along with a document showing ten-year projections.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 3.06 - Fiscal Accounting and Reporting

### **Fiscal Impact Statement**

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The fiscal impact is laid out in the long-term capital improvement plan with an initial \$50 million use of funds in fiscal year 2024-25.

### **Implementation and Assessment Plan**

---

Upon approval of the Milwaukee Board of School Directors, the Administration will implement the plan and agreement as attached.

### **Committee's Recommendation**

---

Your Committee recommends that the Board approve the Long-Term Capital Improvement Plan; waive Administrative Policy 3.09(9)(e) term limit and authorize an agreement with PFM Asset Management LLC for the investment of the Long-Term Capital Improvement Trust Fund.

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

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

\* \* \* \* \*

### **(Item 12) Report with Possible Action on MPS School Nutrition Program**

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

### **Background**

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School Nutrition Services continues serving MPS students with healthful, nutritious meals. The commitment and focus to improve the quality of meals served to our students remain unchanged during the 2023-24 school year. Approximately 5.5 million meals have been served during the months of August to December of the current school year.

School Nutrition Services proudly participates in the USDA's Fresh Fruit and Vegetable Program (FFVP). During the 2023–24 school year, 74 MPS schools were awarded this grant, totaling \$1,865,432.

School Nutrition Services has added new menu items to address the needs of our diverse student population. More entrée choices are being offered to all students including a hot vegetarian option daily. The number of pre-packed food items have been reduced and offering students more choices by implementing "offer vs. serve" serving model.

Currently, 42 schools have been transitioned from a pre-pack to a production model kitchen, and 15 more schools are in consideration for switching to production kitchen model.

School Nutrition Services has contracted with a vendor for equipment replacement in MPS kitchens. The equipment replacement work of approximately 350 pieces of equipment has started and expected to be completed by September 2024 or sooner.

### **Menu Enhancements and Feedback**

---

Department of Nutrition Services is collaboratively working with student groups like YES Group and Milwaukee Community Schools Partnership to continuously improve the food quality. More food choices, including a hot vegetarian entrée option, are offered daily at both elementary and high schools during the 2023-24 school year.

Only hot food items are being pre-packed and cold food items are being directly delivered to sites, allowing students to choose what they want to eat

- A lot of clean plates and few leftover meals! – From Meir Lower Campus
- Baked potatoes were a hit for high school students at Obama.
- Bake Potato bar is also a hit with Milwaukee High School of the Arts

• “My kids are at Rufus King and have been sending me pictures about the better options. They have been recognized by students there!” – Rufus King Parent

**Staff Vacancies**

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As of January 31, 2024, there are 122 vacancies (20 Managers and 102 Assistants)

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 4.05 - School Nutrition Management

**Fiscal Impact Statement**

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N/A

\* \* \* \* \*

**(Item 13) Report with Possible Action on Limited-term Employees, July-December 2023**

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

**Background**

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Per Administrative Policy 6.37, the Administration on a semi-annual basis, in August and February, shall present a report on all Limited-Term Employees (LTEs) active during that period, their life-to-date earnings as LTEs, and an indicator of how long each individual has served as an LTE.

Attached to the minutes of your Committee’s meeting is the current list of LTEs active during July through December 2023.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 6.37 - Limited-term Employment Positions

\* \* \* \* \*

**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) Action to Reaffirm Administrative Policy 2.14 Assessment Ethics, Administrative Policy 2.15 Research and Survey Proposals, Administrative Policy 7.03 School Year/School Calendar, and Administrative Policy 7.04 School Day**

**Background**

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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 2.14 Assessment Ethics  
 Administrative Policy 2.15 Research and Survey Proposals  
 Administrative Policy 7.03 School Year/School Calendar  
 Administrative and Policy 7.04 School Day

Furthermore, it is recommended that the Board reaffirm these policies.

**Strategic Plan Compatibility Statement**

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

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

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Administrative Policy 2.14 - Assessment Ethics Policy

**Fiscal Impact Statement**

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No fiscal impact for this item.

**Implementation and Assessment Plan**

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Upon Board approval, the Office of Board Governance will publish the reaffirmed policies.

**Committee's Recommendation**

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Your Committee recommends that the committee reaffirm Administrative Policy 2.14 Assessment Ethics, Administrative Policy 2.15 Research and Survey Proposals, Administrative Policy 7.03 School Year/School Calendar, and Administrative Policy 7.04 School Day

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

\* \* \* \* \*

**(Item 2) Update with Possible Action on the District's Policy Review Process**

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

**Background**

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At its meeting of August 31, 2023, the Board directed the Office of Board Governance, with the Administration and the Office of Accountability and Efficiency, to bring to the Board a comprehensive plan for policy review.

Since that time, the three offices have met to determine which policies are up-to-date and which are in need of review.

MPS has 335 policies, procedures, and rules that make up its policy manual. It should also be noted that some policies don't have a procedure and, instead, have a separate handbook, manual, or guidebook, which will need to be considered in the review process, to ensure consistency.

## **Considerations**

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The pace at which we are able to complete this work will depend on the following of factors:

- Staffing – The involvement of in-house experts from all Offices will be key. Some work areas are short-staffed.
- Legal review – Many policies will need to be reviewed by the Office of the City Attorney and we cannot control their workflow.
- Meeting frequency– Per the Board’s Rules, all policy changes are required to go through the Committee on Legislation, Rules and Policies, which currently meets at the call of the Chair. The pace of the work will depend on the frequency with which the Committee meets.

To mitigate these factors, we will proceed by:

- Exploring a possible partnership with a provider for assistance (Wisconsin Association of School Boards, NEOLA, Council of Great City Schools, etc.)
- Balancing the review work across all offices so as not to overburden any one team.
- Balancing policies that need extensive review with those that do not.
- Bringing an item in the March cycle for consideration of the Board’s committee structure and meeting frequency

## **Review Criteria**

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To ensure a thorough examination of policies and procedures, the review will include, but not be limited to:

- Ensuring alignment to current federal, state, and/or local laws and requirements of oversight agencies.
- Ensuring alignment with the Strategic Plan.
- Ensuring alignment to best practices within the corresponding subject matter area.
- Consistency with other rules, policies, and procedures or District guidelines/handbooks as well as elimination of any redundancies.

Confirming whether the policy still meets the current needs or mission/focus of the District or that the policy is no longer necessary and may be rescinded.

Reviewing the extent to which a non-expert would understand the directives or expectations within the policy and ensuring that word choices are up to date.

- Building a monitoring and evaluation function into each policy
- Ensuring that each policy describes who is responsible for its administration.
- Determining if a corresponding procedure needs to be updated or created.

## **Project Management**

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The Board is the policy-making body of the district. As the Board’s business office, the Office of Board Governance will track the progress of this work and will monitor the five-year review process moving forward.

## **Future Considerations**

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- The Board has expressed a desire to make policies more accessible. As we proceed with this work we will:
- Explore the possibility of having policies available in other languages.
- Research web-based platforms that allow the policy manual to be searchable.

## **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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2.11 - District Policies: Development, Adoption, and Evaluation



### **Fiscal Impact Statement**

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This item has no fiscal impact.

### **Implementation and Assessment Plan**

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The policy review work will proceed as described in the attachments to this item.

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## **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: District Advisory Council**

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

#### **Background**

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

Today, the DAC has grown into a diverse group of families committed to sharing their thoughts on events happening in the district. Each month the District Advisory Council meets to discuss current topics that impact students, schools and the district. Departments throughout MPS utilize the DAC as a means to share information, provide updates and solicit feedback. The District Advisory Council is an important way for MPS families to serve as equal partners with their school community, help improve district and school culture, and strengthen communication and collaboration between families and the district.

#### **Fall 2023 DAC Areas of Focus**

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- Delegate Orientation
- School Safety
- Bullying- MPS Violence Prevention Program
- Student Discipline Process- Student Services
- MPS Budget and Finance
- Formal and Informal Parent Groups (PTA's and Family Leadership Organizations)

#### **Spring 2024 DAC Areas of Focus**

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- MPS Referendum and State Budget
- Public Schools Week
- Special Education- Certificate of Completion
- Multi-Faceted Communication in MPS

#### **DAC Delegate**

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- Jennifer Buchanan, Parent Delegate from 81 Street School spoke about:
- Why Getting Involved with the DAC was Important
  - Developing a Stronger Connection with the School Community
  - Understanding Milwaukee Public Schools from a Broader Perspective

**Strategic Plan Compatibility Statement**

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Goal 2, Student, Family and Community Engagement

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

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Administrative Policy 9.11 - School Engagement Councils

**Fiscal Impact Statement**

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None

**Implementation and Assessment Plan**

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None

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**(Item 2) Report with Possible Action on Milwaukee Public Schools Community Partner: Safe and Sound**

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

**Background**

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Safe & Sound is a comprehensive community-based organization that is dedicated to building safe and empowered neighborhoods. They use their Theory of Change Model to meet their vision.

This unique approach has helped Safe & Sound build lasting relationships with several students and families from Milwaukee Public Schools to help empower them to enact the change they would like to see in their neighborhoods and in the community.

Some of the ways Safe and Sound engages youth, is through programs and activities they offer:

- Youth Preventing Violence
- Youth Substance Prevention
- Barbershop Monday: Smile & Slay
- Project 943: Drive Wisdom
- Natural High: Drug Prevention

**Safe and Sound**

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Vision: We unite residents, youth, law enforcement and community resources to build safe and empowered neighborhoods.

**Safe and Sound Key Initiatives**

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- Neighborhood Safety
- Community Outreach
- Youth Leadership
- Community Resources

**Safe and Sound Community Impact**

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Bridget Whitaker, Executive Director spoke about:

- History of Safe & Sound
- Community Approach
- Service Areas
- Neighborhood Partners
- Programs

**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**

None

**Implementation and Assessment Plan**

None

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**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 Contracts for At-Risk Seats with Assata, Grandview, NOVA, and Shalom****Background**

Since 1986, in accordance with Wisconsin Statutes, Sec. 118.153, MPS has been offering alternative school options to students considered at-risk of not graduating high school.

Administration has determined that there is a continued educational programming need for schools that provide services for students that are at risk of not graduating that may not be addressed within a traditional school setting. It is necessary to contract with non-traditional schools and community-based agencies to ensure that the district offers a continuum of services that meets the changing needs of the families and students in the district.

In November and December 2023, the Partnership Review Team (Team) conducted a full-day review for each of the schools. Each review included a presentation by school representatives, classroom visits, and parent, staff, and student focus groups. The Team was provided the opportunity to discuss the findings, to consider additional input from schools, and to provide feedback.

Based on a thorough review of the school application, data, presentation, and site visit, the Team has recommended a three-year renewal of the partnership school contracts with the following programs:

Assata High School, located at 3517 W. Courtland Avenue, established in 1992. The proposed contract is to serve up to a maximum of 120 FTE seats in grades 9 through 12. Assata's educational component is designed to integrate historic contributions and experiences of African-Americans into the daily curriculum as a means to expand both subject and content knowledge needed to overcome credit deficiencies.

Grandview High School, located at 2745 S. 13th St., established in 1988. The proposed contract is to serve up to a maximum of 240 FTE seats in grades 9 through 12. Grandview's mission is to help young adults become academically, emotionally, and socially prepared for productive participation in the 21st Century.

NOVA High School, located at 2320 W. Burleigh St., established in 1993. The proposed contract is to serve up to a maximum of 110 FTE seats in grades 9 through 12. NOVA's mission is to graduate proficient, confident, and respectful young scholars with the educational and social skills necessary to compete in our ever-changing world.

Shalom High School, located at 1749 N. 16th St., established in 1986. The proposed contract is to serve up to a maximum of 100 FTE seats in grades 9 through 12. Shalom's mission is to partner with students to re-envision their obstacles as stepping stones toward their future.

Representatives from the partnership schools, the Office of the City Attorney, and Administration collaborated to update the contract for students at-risk of not graduating from high school. The representatives agree with the contract modifications for the Board's approval as outlined in the attachments to this item.

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

### **Strategic Plan Compatibility Statement**

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

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

Administrative Policy 3.06 - Fiscal Accounting and Reporting

### **Fiscal Impact Statement**

School allocations are approved annually by the Milwaukee Board of School Directors as part of the budget process.

### **Implementation and Assessment Plan**

The contract term for At-Risk schools is three years and may be renewed based on the outcome of the contract review, availability of funds, and needs of MPS.

Upon Board's approval, the contracts will become effective beginning with the 2024-2025 school year and ending on the last regularly scheduled day of the 2026-2027 school year.

### **Committee's Recommendation**

Your Committee recommends that the Board approve the attached contracts for at-risk seats with Assata, Grandview, NOVA, and Shalom beginning with the 2024-2025 school year and ending with the last regularly scheduled day of the 2026-2027 school year.

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

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## **(Item 2) Action on a Request to Approve the Contracts for Behavioral Reassignment Seats with Banner Prep, Southeastern Education Center, and Lad Lake Synergy for the 2024-2025 School Year**

### **Background**

Milwaukee Public Schools (MPS) provides a continuum of services, including placements for students who have significant emotional, behavioral, and social needs. The behavioral reassignment (BR) schools were created to serve students who have been expelled with services or reassigned through a Central Office hearing process and have received a placement in a BR school for a specified period of time.

In March 2023, the Milwaukee Board of School Directors approved one-year contracts for educational services with the following BR schools:

Banner Prep is located at 3517A W. Courtland Avenue. The current contract specifies that Banner Prep will serve 125 BR seats in grades 9-12. Banner Prep's mission is to provide an alternative small-school setting for students when academic and/or behavioral issues have become major barriers to their success in school.

Southeastern Education Center (Southeastern) is located at 4200 N. Holton Street. The current contract specifies services for 85 BR seats in grades 6 through 8. Southeastern's mission is to provide students with a

safe and secure environment within which they can strengthen their academic skills, develop effective work/school habits, and improve interpersonal relationships.

Lad Lake Synergy (Synergy) is located at 2820 W. Grant Street. The current contract specifies services for 110 BR seats in grades 6 through 12. Synergy's mission is to guide growth of youth and families so they can reach their fullest potential.

MPS continues to have a need to partner with community-based agencies to serve students that have been reassigned for a designated period of time due to violations of the MPS code of conduct.

In January 2024, a team met to review the data for each of the schools. Each review was conducted at the school location and included a review of data and the implementation of the school's identified goals with school representatives, classroom visits and student focus groups. The team was provided the opportunity to discuss the findings, to consider additional input from schools, and to provide feedback.

Based on the review of data, the outcome of the review process, and the district's needs, the Administration recommends one-year contract renewals with Banner Prep, Southeastern, and Synergy for BR seats for the 2024-2025 school year.

The proposed Committee's Recommendation is for Banner Prep to serve 125 BR seats in grades 9 through 12, Southeastern to serve 85 BR seats in grades 6 through 8, and Synergy to serve 110 BR seats in grades 6 through 12.

Representatives from the partnership schools, the Office of the City Attorney, and Administration collaborated to update the contract for BR seats. The representatives agree with the contracts' modifications for the Board's approval, as outlined in the attachments to this item.

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

### **Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.06 - Fiscal Accounting and Reporting

### **Fiscal Impact Statement**

School allocations are approved annually by the Milwaukee Board of School Directors as part of the budget process.

### **Implementation and Assessment Plan**

The contract term for behavioral reassignment schools is one year and may be renewed for subsequent years, based on the outcome of the contract review, availability of funds, and district needs.

Upon the Board's approval, the contracts will become effective for the 2024-25 school year.

### **Committee's Recommendation**

Your Committee recommends that the Board approve the attached contracts for behavioral reassignment seats with Banner Prep, Southeastern Education Center, and Lad Lake Synergy for the 2024-2025 school year.

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

\* \* \* \* \*

### **(Item 3) Report with Possible Action Regarding Black Lives Matter Week Campaign and Planning for the 2023-2024 School Year**

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

## **Background**

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At its July 2020 meeting, the Board referred Resolution 2021R-010 to the Committee on Student Achievement and School Innovation. At its August 2020, meeting, the Board took action to adopt Resolution 2021R-010.

The resolution included assembling the Black Lives Matter (BLM) Week of Action and a Year of Purpose Advisory Committee and creating sub-groups. The Administration is continuing this important work for the 2023-24 school year.

For the 2023-24 school year, the committee and sub-groups were updated and have been meeting regularly. The Administration will continue to provide reports to the Board on its planning relative to three key areas:

### **2023-24 BLM Theme and Mission**

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#### **Theme**

“A Lifetime of Practice with Power in Our Voice and Action in Our Steps”

#### **Mission**

MPS Black Lives Matter aims to decrease the racial and social disparities by activating our voice, sparking action in our steps, ensuring equitable practices exist, and uniting humanity for a better tomorrow

### **2024 BLM Logo Winner**

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D’Zariah Walker, Grade 10, Vincent School of Agricultural Science

### **Curriculum Committee Updates**

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- Provided the monthly activity for January to all schools
- Developed Week of Action in-school activity information for all schools; provided curriculum resources, curriculum suggestions, and content connections
  - Provided schools with Week of Action in-school activities, field trip experience information, literacy connections, and online toolkit information
  - Identified team members to engage with schools/classroom teachers during in-school activity days

### **Week of Action Committee Updates**

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- Confirmed the Week of Action events, speakers, and panelists
- Completed the T-shirt contest and selected a winner
- Presented D’Zariah Walker, T-shirt contest winner, with an award from our partner, MTEA
- Hosted the Week of Action, which included two in-school and three after-school activity days
- Distributed all T-shirt order information to all schools and departments
- Collaborated with the Department of Communications regarding advertising strategy and photo and story opportunities

### **Strategic Plan Compatibility Statement**

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

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

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

### **Fiscal Impact Statement**

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N/A

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**(Item 4) Report with Possible Action on Gifted and Talented Identification and Services**

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

**Background**

Wisconsin State Statutes, chapters 121.02(1)(t) and 118.35, require school boards to establish guidelines for identification and to provide access to programs for students who are identified as gifted and talented. In Wisconsin, “gifted and talented pupils” means students enrolled in public schools who give evidence of high-performance capability in intellectual, creative, artistic, leadership, or specific academic areas and who need services or activities not ordinarily provided in a regular school program in order to fully develop such capabilities.

Milwaukee Public Schools begins this process through the identification of students by administering the CogAT, which is a cognitive-reasoning assessment to grade two students. Additionally, schools that are part of the Javits Grants (SEE US!, SURGE, and Expanding Excellence) use the Teacher's Observation of Potential in Students (TOPS) Tool to identify gifted potential in underrepresented students.

This presentation will review this year's CogAT and TOPS nominations results that includes the expanded identification methods. This includes identifying advanced cognitive and intellectual abilities through CogAT and gifted potential using TOPS in the following nine domains: learns easily, shows advanced skills, displays curiosity and creativity, has strong interests, shows advanced reasoning and problem-solving, displays spatial abilities, social perceptiveness, and leadership. Additionally, programming opportunities and services for identified students will be discussed.

**High Ability/High Potential vs. Gifted**

- High ability/high potential students are those above the average-ability student in a given domain who require a Tier 2 response to fully develop their talents. This is determined by local norms.
- Gifted students are pupils significantly above the average-ability students in a given domain who need a Tier 2 or Tier 3 level of differentiation. This is determined by national norms.

**Demographics: High Ability/High Potential**

|   |        |
|---|--------|
| American Indian/Alaska Native .....             | 0.5%   |
| Black or African American.....                  | 16.8%  |
| Native Hawaiian or Other Pacific Islander ..... | 0.5%   |
| Asian.....                                      | 7.7%   |
| Hispanic .....                                  | 31.3%  |
| White .....                                     | 32.0%  |
| Two or More.....                                | .10.1% |

**Students Identified as High Ability/High Potential**

|                            | <u>HA/HP</u> | <u>Currently<br/>in Gr. 2</u> |
|----------------------------|--------------|-------------------------------|
| Special Education Students | 8.4%         | 19.3%                         |
| English Learners           | 16.6%        | 19.2%                         |
| Economically Disadvantaged | 66.5%        | 82.8%                         |
| Female                     | 45.4%        | 47.9%                         |
| Male                       | 54.6%        | 52.1%                         |

**Demographics: Gifted and Talented**

|   |       |
|---|-------|
| American Indian/Alaska Native .....             | 0.6%  |
| Black or African American.....                  | 12.7% |
| Native Hawaiian or Other Pacific Islander ..... | 1.2%  |
| Asian.....                                      | 4.2%  |
| Hispanic .....                                  | 22.3% |
| White .....                                     | 47.0% |
| Two or More.....                                | .9.6% |

## **Stages of Talent Development**

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### **Childhood – Emerging Talent**

- Early exposure and exploration of subject
- Acquiring foundational knowledge
- Meeting like-minded
- Early enrichment in school
- Cultivating joy in learning

### **Early Adolescence – Competency**

- Acceleration and enrichment
- Talent focus area
- Collaboration with like-minded peers
- High achievement
- School-based extracurricular programs that develop foundational knowledge

### **Late Adolescence – Expertise**

- Mentorship and apprenticeship
- Advanced-level coursework
- Networking with peers and professionals
- Independent research and projects
- Authentic work within a field
- Career exploration

## **Gifted and Talented Services and Supports**

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### **Javits Grant (24 Schools)**

- Saturday STEM camps
- Genius hour clubs
- Summer talent development camps
- Differentiation using cluster grouping
- Inquiry-based learning
- 2e Minds clubs

### **All MPS Schools**

- Subject and grade acceleration
- ALEKS (K–8)
- Curriculum replacement
- College for Kids (grade 6)
- Algebra (grades 7–8)
- Badger State Science and Engineering Fair
- IB program
- AP courses/academies/Summer Bridge
- Dual enrollment
- Milwaukee Virtual Education Program

### **Parents**

- Family STEM nights and parental support
- GT 101 Parent Institute and Resource Fair
- Virtual parent support meetings
- CESA 1 PAGE (Partners for the Advancement of Gifted Education)

### **Teachers**

- Professional development and GT training
- Javits fall, spring, and summer workshops



- Coaching and classroom materials
- Support with GT identification and differentiation
- Support with ALEKS
- Support with grade and subject acceleration
- Book studies

**Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Administrative Policy 7.38 - Balanced Assessment Systems

**Fiscal Impact Statement**

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NA

**Implementation and Assessment Plan**

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NA

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

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

**Background**

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Based on the Board’s action, the 2023-2024 monthly Regional Showcase item will provide a thorough picture of each region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the region and that may be replicated will be included.

This month, the Central Region is featured. The Central Region comprises 28 schools, and serves 8,059 students in diverse settings to meet the varied needs of our students. English language learners represent 6.0% of schools in the region. There are 21.2% of students with disabilities and 80.1% who are economically disadvantaged.

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

**Central Region Climate Data**

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|                   | 2021-22 | 2022-23 | 2023-24 |
|-------------------|---------|---------|---------|
| Attendance Trends | 77%     | 82.2%   | 84.5%   |
| Suspension Trends | 2748    | 2710    | 873     |

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

**Featured School – Starms Learning Center**

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Two campuses:

Starms Early Childhood Center (ECC) – 2616 W. Garfield Avenue offers half-day K3 and full day K4 and K5

Starms Discovery Learning Center (DLC) – 2035 N. 25<sup>th</sup> Street, serves grades 1-8

**Starms Demographics**

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- 526 Students
  - 294 Starms Early Childhood
  - 232 Starms Discovery Learning Center
- Students with Disabilities
  - 26.5% Starms Early Childhood
  - 25.9% Starms Discovery Learning Center
- Economically Disadvantaged
  - 83.3% Starms Early Childhood
  - 89.7% Starms Discovery Learning Center
- Student Race
  - 89.9 % Black or African American
  - 5.5% Hispanic
  - 2.9% Multiple
  - 1.0% White
  - .08% Asian

**Starms Learning Centers: Student Achievement**

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**Early Literacy: 21-22 Compared to 23-24**

- Decreased Sig. Below from 76.5% to 39.1% (-37.4%)
- Increased On Target to Sig. Above Target from 2.9% to 15.2% (+12.3%)

**Math: 21-22 Compared to 23-24**

- Decreased Sig. Below from 62.7% to 48.6% (-14.1%)
- Increased On Target to Sig. Above Target from 2.0% to 3.7% (+1.7%)

**Starms Learning Centers Educating the Whole Child**

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**Maslow’s Hierarch of Needs for Learning**

Self-actualization; Esteem; Love and belonging; Safety needs; Physiological Needs

**What the Data Tells Us**

- Behavior Referrals Decreased: 1,241 in 2021-22 to 401 in 2023-24 (-840 fewer referrals)
- Suspensions Decreased from 19.8% 2021-22 to 3.8% in 2023-24 (-16%)
- Attendance Increased: 71.6% in 2020-21 to 86.4% (+14.8%)
- Increase in Early Literacy and Math Scores

**Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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

**Fiscal Impact Statement**

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N/A

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## REGULAR ITEMS OF BUSINESS

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

The Board received the reports of its delegates to the Head Start Policy Council, CESA #1, the DAC, and the WASB.

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

#### **Background**

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President Herndon has submitted the below report of her activities for February 2024.

#### **Academic Achievement**

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- George Koonce Scholars Lunch & Learn – MHSA
- JMAC NAF Advisory Board

#### **Effective and Efficient Operations**

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- Budget Meeting with Administration (4)
- Special Board Meeting (2)
- Full Board Meeting
- Board Executive Session
- Rightsizing the District Meeting
- Communications Plan – Academics
- Legislation, Rules & Policies Meeting
- Accountability, Finance and Personnel Meeting

#### **Student, Parent, and Community Engagement**

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- NAACP Meeting (SRO Legislation – ACT 12) – With Dr. Posley
- KUUMBA Showcase - MHSA
- Book Tasting Event – Rooted MKE Bookstore (State Rep. Meyers)
- Press Conference
- Student Poetry Showcase – Central Office

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

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Goal 2, Student, Family and Community Engagement

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

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

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## UNFINISHED BUSINESS

### (Item 1) Action on Adoption of Proposed Revisions to Board Rule 2.06, Committee on Accountability, Finance and Personnel – Powers and Duties

#### Background

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At its January 25, 2024, meeting, the Board adopted Resolution 2324R-010 and related revisions to certain Administrative Policies and Board Governance Policies.

Recommended changes were also proposed for Board Rule 2.06, Committee on Accountability, Finance and Personnel – Powers and Duties.

The proposed amendments to Board Rule 2.06 have been held, as required under Board Rule 1.11, and may now be acted upon.

#### Strategic Plan Compatibility Statement

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Goal 3, Effective and Efficient Operations

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

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

#### Fiscal Impact Statement

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N/A

#### Implementation and Assessment Plan

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Upon Board approval, the Office of Board Governance will publish the revised rule.

#### Committee's Recommendation

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The recommendation is that the Board approve the recommended amendments to this rule, in alignment with the Board's action of January 25, 2024.

Director Zombor moved to approve the proposed revisions to Board Rule 2.06. The motion passed, the vote being as follows:

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

\* \* \* \* \*

## ITEMS DEFERRED

The Board returned to consideration of the two items previously deferred:

From the Reports and Communications from the Office of Board Governance, Item 1, Consideration of and Possible Action Regarding the Upcoming Vacancy in the Position of Board Clerk/Chief Officer, Office of Board Governance

And, from the Reports and Communications from the Office of Accountability and Efficiency, 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

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

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

The Board retired to closed session at 6:38 p.m.

The Board adjourned from closed session at 7:31 p.m., having taken no action.

JILL M. KAWALA.  
Interim Director/Board Clerk