

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN APRIL 22, 2021

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

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward
(8:08 p.m.), and President Miller — 9.
Absent and Excused — None.

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

- Colleen Charity Krajcik, a teacher at Clarke Street School, who had passed away on March 29, 2021;
- Rosemary Young, a retired paraprofessional from Elm Creative Arts School, who had passed away on March 29, 2021;
- Alex Hernandez, a student at Rogers Street Academy, who had passed away on April 1, 2021;
- Ellen Makowski, a retired school counselor at James Madison Academic Campus, who had passed away on April 2, 2021; and
- Chuck Howard, a retired teacher at Bradley Tech High School, who had passed away during the month of April 2021.

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AWARDS AND COMMENDATIONS

Proclamations in Honor of Departing Board Members

Notice previously had been given that the Board may waive Board Rule 1.10(1), which prescribes that resolutions be referred without action to the appropriate committee for consideration and report to the Board, in order to adopt proclamations in honor of members of the Board who are departing at the end of the current board year.

Director Annie Woodward, District 4

WHEREAS, ANNIE WOODWARD, who was first elected to the 4th District seat on the Milwaukee Board of School Directors in April 2009, served as Chair of the Board's Committee on Parent and Community Engagement from 2009 to 2013 and again in 2019; and of the Board's Committee on Student Achievement and School Innovation in 2015; and

WHEREAS, ANNIE WOODWARD has championed the students, parents, and community at large in her district by proposing that:

- reasonable structural changes be made to the Clarke Street School facility so as to position the school as an ADA accessible building;
- Andrew S. Douglas Middle School be designated an African-immersion school;
- the Administration work with the community to develop a grades 6-12 program at Sarah Scott with a greening focus and a walk-zone preference for enrollment;
- establishing a technology and science program be developed at Clarke Street Elementary school
- the MPS Office of Human Resource give priority in filling vacancies to the schools in MPS's Central Region;
- the Administration develop a cohort to address the equity in educational programs on the north side of Milwaukee and explore the implementation of a proposal to prevent additional closings of north side school;
- the district hire more African-American teachers

- MPS increase its minimum wage to \$15 per hour; and
- all of the proceeds from the sale of the former Wheatley site and the Donation Agreement approved by the Board in May 2020 be allocated to support MPS's 53206 Initiative and the schools within the Board's District 4; and

WHEREAS, ANNIE WOODWARD has sought to reform MPS's practices regarding student discipline by proposing that student expulsions be reviewed and recommended by an Independent Hearing Panel and that the District investigate alternative options to expulsions, to include, but not be limited to, restorative justice measures; and

WHEREAS, ANNIE WOODWARD has sought to strengthen safety and security within the district by proposing to extend the prohibition of the possession of dangerous weapons on school property to all MPS-owned or -leased properties and facilities, or at any school-sponsored activity; and

WHEREAS, ANNIE WOODWARD has promoted diversity within the district by proposing that diversity training be a required part of new teachers' orientation and of professional development for existing teaching staff and that students be provided with diverse faculty and staff; and

WHEREAS, ANNIE WOODWARD has sought to improve the functioning and transparency of the Board by proposing that it not take action on new items unless they have been published in the advance copy of the agenda; that, except under exigent circumstances, the Board and of its committees meet only on the dates and at the times approved by the Board during its annual organizational meeting; and that all members of the Board follow the Code of Ethics and be respectful of the authority of their colleagues to represent their respective districts; and

WHEREAS, ANNIE WOODWARD has sought to put money back into the classroom by establishing a plan to cut four million dollars from busing costs, with the savings to be used to put more teachers and assistants back in the classroom; now, therefore, be it

RESOLVED, That, on this, the occasion of her retirement from the Board, the Milwaukee Board of School Directors extend its sincere appreciation to ANNIE WOODWARD for her years of dedicated service to the Milwaukee Public Schools, to its students, and to the public; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent proceedings of the Board of School Directors and that the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to ANNIE WOODWARD in tribute to her record of dedicated public service to the citizens of Milwaukee and to the children of the Milwaukee Public Schools.

Director Báez moved to waive Board Rule 1.10(1) and to adopt the proclamation.

The motion passed, the vote being as follows:

Ayes*s— Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 8.

Noes — None.

Director Larry Miller, District 5

WHEREAS, LARRY MILLER, who was first elected to the 5th District seat on the Milwaukee Board of School Directors in April 2009, served as Chair of the Board's Committee on Innovation/School Reform from 2009 to 2013, of the Board's Committee on Student Achievement and School Innovation in 2013 and 2014, of the Board's Committee on Accountability, Finance, and Personnel in 2015 and 2016, of the Board's Committee on Strategic Planning and Budget in 2018, and as President of the Milwaukee Board of School Directors since April 2019; and

WHEREAS, LARRY MILLER has promoted student achievement by proposing that value added be considered in the evaluations of charter schools; that MPS charter schools be guaranteed the clear flexibility for curriculum, materials, instructional practice, and reform models as provided for in MPS policies; and that the Milwaukee Board of School Directors endorse the efforts of the Milwaukee Grade-Level Reading Campaign Consortium; and

WHEREAS, LARRY MILLER has sought to reduce at the state and federal levels the reliance on standardized testing and to promote forms of assessment that more accurately reflect the broad range of student learning and are used to support students and to improve schools; and

WHEREAS, LARRY MILLER has championed bilingual education by calling for the establishment of an English/Spanish bilingual and dual-language program so that MPS becomes a school district in which students will graduate academically well prepared in English, Spanish, or be conversant in other languages; and

WHEREAS, LARRY MILLER has led the Milwaukee Board of School Directors in supporting the Black Lives Matter movement by promoting restorative justice, a “Black Lives Matter at School Week” of education and student participation, and a week of action in coordination with the national Black Lives Matter at School movement, including promoting the first day of school on the traditional start calendar as “Black to School,” encouraging dress in BLM attire, and establishing a campaign for the whole year, beginning the first week of school, with the purpose of integrating the demands and actions of the Black Lives Matter at School program into every school and classroom; and

WHEREAS, LARRY MILLER has led the fight for the rights of immigrants by calling on the Milwaukee Board of School Directors to support the Development, Relief, and Education for Alien Minors (DREAM) Act (S. 729), to participate in the economic boycott of Arizona that state’s bills SB 1070, making it a state misdemeanor to be in the state of Arizona without legal documentation and giving law enforcement broader abilities to enforce federal immigration laws, and HB 2281, to prohibit teaching classes designed primarily for pupils of a particular ethnic group or to advocate ethnic awareness and solidarity; and

WHEREAS, LARRY MILLER has sought to strengthen the civic engagement of our students and community by encouraging voter registration; by calling on the District to develop procedures to promote the opportunity for students and employees to serve as poll workers; by proposing that mock elections be held for each presidential election; and by advocating that students be provided opportunities to engage in non-partisan electoral activities in off-campus civics activities; now, therefore, be it

RESOLVED, That, on this, the occasion of his retirement from the Board, the Milwaukee Board of School Directors extend its sincere appreciation to LARRY MILLER for his years of dedicated service to the Milwaukee Public Schools, to its students, and to the public; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent proceedings of the Board of School Directors and that the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to LARRY MILLER in tribute to his record of dedicated public service to the citizens of Milwaukee and to the children of the Milwaukee Public Schools

The gavel was passed to Director Báez at 7:27 p.m.

Director Peterson moved to waive Board Rule 1.10(1) and to adopt the proclamation.

The motion passed, the vote being as follows:

Ayes*s— Directors Báez, Herndon, O’Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 8.

Noes— None.

Director Tony Báez, District 6

WHEREAS, LUIS ANTONIO (TONY) BÁEZ, who was first elected to the 6th District seat on the Milwaukee Board of School Directors in April 2017, served as Chair of the Board’s Committee on Legislation, Rules and Polices in 2017 and 2018 and of the Board’s Committee on Student Achievement and School Innovation in 2019 and 2020; and

WHEREAS, TONY BÁEZ has championed bilingual education by proposing that MPS continue with the Bilingual Initiative and ensure that the ongoing annual funds appropriated in the budget for tuition assistance for this program be made available to bilingual employees who wish to pursue bilingual certification and meet the qualifications to receive funding, and that the Board petition the Wisconsin Legislature, Governor, and the Department of Public Instruction to establish a waiver for applicants for licensure as bilingual/immersion teachers similar to the waiver afforded to applicants for licensure as teachers in special education; and

WHEREAS, TONY BÁEZ has supported a week of action in coordination with the national Black Lives Matter at School movement, including promoting the first day of school on the traditional start calendar as “Black to School,” encouraging dress in BLM attire, and establishing a campaign for the whole year, beginning the first week of school, with the purpose of integrating the demands and actions of the Black Lives Matter at School program into every school and classroom; and

WHEREAS, TONY BÁEZ has proposed that MPS train all new and current staff and students in anti-racist and anti-bias practices along with restorative practices and that each school will have a lead person trained in the first year who will then assist the school in implementing a school-based anti-racist, anti-bias plan; and

WHEREAS, TONY BÁEZ has encouraged the Board to condemn the separation of immigrant families and the long-term detainment of families by the federal government and to call on legislative leaders at the federal level to immediately cease the practice of separating children from their families and/or detaining families for extended periods of time and to call on legislative leaders at the state and federal levels to cease providing resources that support any policy that results in such separation; and

WHEREAS, TONY BÁEZ has asked the Board, in light of the COVID 19 pandemic, to call on the Biden administration and all other appropriate political, health, and educational authorities to promptly invite negotiations with their Cuban counterparts to explore mutually beneficial cooperation, as a step toward normalization of relations between our countries.; and

WHEREAS, TONY BÁEZ, in order to ensure that the district’s children have sufficient support in their classrooms, has advocated for the establishment of an MPSU program for paraprofessionals seeking teacher licensure at no cost, to be funded with the \$200,000 allocated by the Board for tuition assistance for up to 50 paraprofessionals; and

WHEREAS, TONY BÁEZ has sought to ensure that suspensions and expulsions shall be tools of last resort in the reduction of disciplinary problems and shall be considered only when all other options have been exhausted; now, therefore, be it

RESOLVED, That, on this, the occasion of his retirement from the Board, the Milwaukee Board of School Directors extend its sincere appreciation to TONY BÁEZ for his years of dedicated service to the Milwaukee Public Schools, to its students, and to the public; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent proceedings of the Board of School Directors and that the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to TONY BÁEZ in tribute to his record of dedicated public service to the citizens of Milwaukee and to the children of the Milwaukee Public Schools.

Director Phillips moved to waive Board Rule 1.10(1) and to adopt the proclamation.

The motion passed, the vote being as follows:

Ayes*s— Directors Báez, Herndon, O’Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 8.
Noes— None.

Director Paula Phillips, District 7

WHEREAS, PAULA PHILLIPS, who was first elected to the 7th District seat on the Milwaukee Board of School Directors in April 2017, served as Chair of the Board’s Committee on Accountability, Finance, and Personnel from the 2018 through 2020 board years; and

WHEREAS, PAULA PHILLIPS has sought to strengthen the input of schools’ communities in the selection of their schools’ leadership; and

WHEREAS, PAULA PHILLIPS has championed diversity in the Milwaukee Public Schools by proposing that MPS research the origins and intent of the national monthly commemorations of ethnic and racial groups and to bring to our students, staff, and community an awareness of the contributions made to this country by the respective peoples celebrated; and

WHEREAS, PAULA PHILLIPS has sought to address issues facing the district's female and non-binary students by advocating for the development of a catalogue of all existing or available programming that focuses on girls within MPS and for an annual survey of students in the fifth through twelfth grades in MPS to measure self-confidence and self-image, indicators of self-harm and suicidal ideation, rates of traditional and social media consumption, and attitudes/behaviors as they relate to relationships, as well as violence against students and bullying as they relate to race, gender, and ability and to develop appropriate interventions to increase the wellbeing of girls and nonbinary children in MPS schools; and

WHEREAS, PAULA PHILLIPS has encouraged the Board to state emphatically and unequivocally its steadfast and unanimous support of the Hmong community in the United States, in Wisconsin, and in Milwaukee and to demand that our federal government reject any proposal that would result in the deportation of any members of our Hmong community, local or national; and

WHEREAS, PAULA PHILLIPS has championed improved nutrition in MPS's breakfast and lunch programs by:

- seeking to limit processed, high-sugar offerings; by increasing the availability of fresh fruits and vegetables; by seeking input from students, parents, teachers, and staff on school menus; and by maximizing the time for lunch away from the desk and for breakfast in the classroom; and
- requiring every MPS school in which 70% or more of its students are eligible for free or reduced-price meals under the National School Lunch Program or the federal School Breakfast Program to establish a school "breakfast after the bell" (BATB) program and to develop a Nutrition Equity Plan for the establishment of these BATB programs; and

WHEREAS, PAULA PHILLIPS has sought to improve the safety of MPS's students and staff by seeking:

- to establish general guidelines for the closure of schools due to inclement weather;
- to review each of the suggestions of the District Advisory Council's Ad Hoc Committee for Bullying Prevention for the feasibility of their implementation within the Milwaukee Public Schools and to explore the concept of establishing a safety committee in each school; and
- the immediate termination of all contracts and negotiations with the Milwaukee Police Department for the services of School Resource Officers and other personnel and the cancellation of any contracts to buy or to maintain metal detectors, facial recognition software, and social media monitoring software, with the money previous allocated for these services to be used for serving and protecting the safety of the District's students; now, therefore, be it

RESOLVED, That, on this, the occasion of her retirement from the Board, the Milwaukee Board of School Directors extend its sincere appreciation to PAULA PHILLIPS for her years of dedicated service to the Milwaukee Public Schools, to its students, and to the public; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent proceedings of the Board of School Directors and that the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to PAULA PHILLIPS in tribute to her record of dedicated public service to the citizens of Milwaukee and to the children of the Milwaukee Public Schools.

Director Báez moved to waive Board Rule 1.10(1) and to adopt the proclamation.

The motion passed, the vote being as follows:

Ayes*s— Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 8.

Noes— None.

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The Board recessed at 7:57 p.m. to allow for members on stage to return to their individual work stations.

The gavel was returned to President Miller at 8:08 p.m.

The Board reconvened at 8:08 p.m.

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of March 2021 were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

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

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.

MPS Students Among Contest Winners at the César E. Chávez Birthday Celebration

Milwaukee Public Schools announced the many students who received honors at the César E. Chávez Birthday Celebration. The third annual celebration was held virtually and hosted by the Marcus Performing Arts Center. MPS had 22 students place in the art, spoken word, and writing competitions. The celebration can be viewed here.

Art Contest Winners

Elementary

- First PlaceCesar Santacruz-Bailan, Lincoln Avenue School
- Second PlaceTyler Vuong, Lincoln Avenue School
- Third PlaceNatalia Valdivia, Forest Home Avenue School
- Honorable Mention.....Cataleya Andrade, Forest Home Avenue School

Middle School

- First PlaceHamelin Daryannah, Manitoba School
- Second PlaceXimena Marin Castañeda, Academia De Lenguaje Y Bellas Artes (ALBA)
- Third Place.....Galy Rojas, ALBA
- Honorable Mention.....Maximilien Beltran, ALBA

Spoken-word Contest Winners

Elementary

- First PlaceBryan Zarate, Lincoln Avenue School
- Second PlaceBrandon Zarate, Lincoln Avenue School
- Third PlacePablo Soto, Forest Home Avenue School

High School

Brandon A. Gorton, Reagan High School

Writing Contest Winners

Kindergarten-2nd Grade

- First PlaceCristobal Sanchez, ALBA
- Second PlaceYahir Jonapa Aruizu, ALBA
- Third PlaceAshley Vargas Martinez, ALBA
- Honorable Mention.....Arisbeth Arredondo, ALBA

3rd-5th Grade

First PlaceYellian Cancel, Lowell International Elementary School
 Honorable Mention.....Andres Patino, Manitoba School

6th-8th Grade

Second PlaceJulianna Sanchez, Manitoba School
 Third Place.....Jaydien Curry, Manitoba School
 Honorable Mention.....Adamariz Garcia Ruiz, Manitoba School

9th-12th Grade

First PlaceBrandon A. Gorton, Reagan High School

César E. Chávez was an activist who fought for equal rights for farmworkers across the United States, beginning in the 1960s until his death in 1993. He, with Dolores Huerta, founded the United Farm Workers (UFW) Union, through which he fought for civil rights for Latinos and farmworkers.

National Public Health Week

Public health needs public support, now more than ever. Public health creates connections and listens to community leaders who help build a strong society that prioritizes health for everyone. A big thank-you to public health workers in the Milwaukee community for helping keep us safe!

MPS Is First District in the Midwest to Impact Students through TeachRock

This spring, students at MPS Brown Street Academy spent part of their school day chatting with musician Steve Van Zandt, best known as a member of Bruce Springsteen's E Street Band. Van Zandt shared details about the TeachRock program and answered questions from students.

The event was part of a TeachRock pilot program at Brown Street Academy and Kluge Elementary this year. The District will add TeachRock in more schools next year and eventually reach all MPS schools. Participation in the program allows MPS to access more than 200 lesson plans in the TeachRock curriculum. These lessons integrate arts throughout social studies, language arts, science, math, general music, and more. From the Beatles to Beyoncé, from early elementary to AP History, in the classroom or safely distanced, TeachRock offers engaging and meaningful material at no cost to teachers, students, and families.

The relationship began with a series of questions posed by district administrators to the Rock n' Roll Forever Foundation, which created and sponsors TeachRock. After learning more about Milwaukee Public Schools, the organization took the step of adopting MPS into the program, which previously included schools in southern California, New Jersey, New Mexico, and New York City.

Classroom activities use popular music to create engaging experiences for students and to keep arts alive in schools. A lesson in English language arts, for example, includes an analysis of Bob Dylan's song lyrics as poetry. A lesson focused on the Flint Michigan water crisis, which explores social studies and science concepts, including the causes of the problem, incorporates the music of local artists Vic Mensa and Mari Copeny, who became advocates for solutions to the crisis.

In fall 2021, MPS plans to incorporate TeachRock into the civics course at a number of district high schools. Civics is a requirement for graduation and is taken by all students.

Special Education Leadership Institute for Families

Families, students, and staff are invited to join us virtually for 90 minutes on Tuesday or Wednesday evenings for six weeks through May 26, 2021. The Special Education Leadership Institute for Families (SELIF) will offer virtual training and classes in English on Tuesdays and in Spanish on Wednesdays. The training will help parents, guardians, and family members gain the insight and skills needed to ensure that their children succeed in school. Topics include Individualized Education Programs (IEP), rights and responsibilities, and student conduct. Attend all sessions or select individual sessions that are appropriate to your unique needs.

Camps for Kids Program Sends Children to Summer Camp

This year, Milwaukee's Camps For Kids program will award more than 100 MPS students with full “camperships” to attend a one-week residential summer camp in Wisconsin. This is made possible through a partnership with the Camps for Kids program, which was developed to send children to camp for the first time. Children are referred to Camps for Kids by more than 25 agencies. Often, following the camp experience, the child and his or her family will connect with a new agency for services that last longer than just the week at camp. For additional information about Camps for Kids, please visit their website.

First-ever Family Drive-in Movie Day

This spring, Milwaukee Recreation will host the first-ever Family Drive-in Movie Day. Families are invited to join us for a day of physically-distanced fun at this classic drive-in movie experience. Three family-friendly movies will be played throughout the day at the MPS Central Services Building.

Featured movies are *Despicable Me 3*, *The Secret Life of Pets 2*, and *Big Hero 6*. The cost is \$20 per vehicle per movie. Physical-distancing measures will be in place, and masks will be required while outside of your vehicle.

This will be one of the only drive-in movie experiences in the city of Milwaukee. Families can sign up to see one movie or all three. Popcorn and water will be provided, but families are encouraged to bring additional snacks to eat during the films.

Summer Arts Internship Positions Available for High-school Students

Are you a high-school student looking for a summer job? Do you enjoy the arts or want to know more about working in the arts? The Arts Internship Application is now open! There are 44 positions available with 12 different arts organizations for high-school students who meet the eligibility requirements. Positions pay a minimum of \$9.50 per hour.

The Arts Internship Program is a paid internship program that provides high-school students with practical job experience in arts-related positions ranging from 40 to 400 hours over the summer. Interns explore the arts in an in-depth and applicable way while also gaining job skills.

Positions are available with the following organizations: Art Start, Artists Working in Education, ArtWorks for Milwaukee, Bembe Drum and Dance, Casa Romero Renewal Center, Lead2Change, Lynden. Inc., Milwaukee Repertory Theater, UW-Milwaukee/ArtsECO, Walnut Way Conservation Corps, Wild Space Dance Company, and Woodland Pattern Book Center.

To be eligible for the program, you must be:

- at least 16 years of age at the start of work, unless the hiring organization indicates that the position or positions are open to students who are 15 years of age or older;
- a high-school student or the equivalent (or an outgoing senior);
- a resident of the city of Milwaukee or currently enrolled in a MPS high school; and
- available to work the internship schedule as determined by the organization and able to attend the mandatory trainings/events:

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

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

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

(Item 1) Communication from the Board Clerk on the Dissolution of the Milwaukee City Council of PTAs

Background

The Milwaukee City Council of PTAs was founded in 1926 and has served the children of Milwaukee for nearly 100 years. Traditionally, at its annual meeting, the Board has chosen a delegate from among its members to represent the Board at meetings of the Council of PTAs.

The Office of Board Governance has received notification that, on December 10, 2020, the delegates to the Milwaukee PTA Council approved a motion to dissolve the Council, effective March 1, 2021.

The local PTA units at various Milwaukee schools are unaffected by the dissolution. They remain active and are serviced directly by Wisconsin PTA. In addition, any school who wishes to establish a PTA may contact the Wisconsin PTA for assistance in forming a unit at their school.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 9.04, Community Involvement in Decision Making

Fiscal Impact Statement

This item has no fiscal impact.

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(Item 2) Corrective Action on Items from the Board’s Regular Meeting on March 25, 2021

1. Report of the Task Force on Strategies and Guidelines to Develop Capacity in Attracting, Retaining, and Developing Bilingual Teachers and Support Staff

At its meeting in March 2021, the Committee on Accountability, Finance and Personnel (AFP) received a report of the Bilingual Task Force relative to the development of strategies and guidelines for attracting, retaining, and developing bilingual teachers and support staff. Public hearing was given on this report, which is attached to the minutes of your Committee’s meeting.

While this item had been presented to the Committee as a report with no action required, the Committees did choose to make the follow recommendations, which were inadvertently omitted from the Reports of the Standing Committees at the Board’s regular meeting in March:

1. That the final report of the Bilingual Task Force (BTF) shall include recommendations by bilingual paraprofessionals, bilingual permit teachers, students, parents, community members, and others with expertise on bilingual and World Language issues; and
2. in its next meetings, the BTF will create working groups for this purpose. The working groups shall prepare recommendations on
 - a. all aspects of the financial support from MPS and the specific out-of-pocket costs to future bilingual and World Language teachers;
 - b. protocols so that bilingual and World Language teachers complete their student teaching on the job at MPS;
 - c. alternative ways of assessing the language proficiency of bilingual employees and on how to engage DPI on standards for bilingual and related certification; and
 - d. the most efficient and effective reorganization of MPS programs, support systems to advocate for, and retain and nurture educators for the expansion of bilingualism in MPS.

2. Report Relative to Resolution 2021R-018 on Standardized Testing

At its meeting in March 2021, the Committee on Student Achievement and School Innovation (SASI) received a follow-up report to Resolution 2021R-018, concerning standardized testing. Public hearing was given on the report, which is attached to the minutes of your Committee's meeting.

While this item had been presented to the Committee as a report with no action required, the Committee did choose to make the following recommendation, which were inadvertently omitted from the Reports of the Standing Committees at the Board's regular meeting in March:

1. That a Working Group on Standardized Testing be created to engage in a rigorous review of the data on testing prepared by the MPS administration in response to resolution 2021R-018. The Working Group shall:
 - review the existing data; work with the MPS Administration to collect more data when necessary and determine how best to collect it; and
 - work with the MPS Administration to respond to the issues referenced in the resolution on testing; and
 - seek input from teachers, administrators, students, students' families and other users of standardized testing in our schools.
 - make recommendations to the MPS Board on key matters related to the practice, time spent on testing, costs, professional development issues, and consequences of standardized testing, as well as specifics regarding how the board should proceed on particular tests.

The Working Group's development and structure shall follow Board Rule 2:11, Advisory Committees, and Administrative Policy 2.12 and shall be composed of representation from the MPS Administration (including principals), the Milwaukee Board of School Directors, the MTEA, the Milwaukee community, students and parents, and teachers and support staff, including those with expertise in bilingual/dual-language programs, special education, and other specialty programs; and

2. that a summary of the data be developed for presentation to the public during the updates on the Working Group's progress; and
3. that the Working Group provide a preliminary report to the Board in September and complete its work and final report to the MPS board within the November 2021 board cycle.

3. Action on Resolution 2021R-021 on the Designation of an MPS African Immersion School

On March 11, 2021R-021, the Committee on Student Achievement and School Innovation considered and gave public hearing on Resolution 2021R-021, by Director Woodward regarding the official designation of an MPS African immersion school with the primary language of Spanish. The resolved portion of the resolution read as follows:

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

FURTHER RESOLVED, That the Board direct the Administration to report back to the Board on this work through the appropriate committee during the next board cycle.

The Administration recommended adoption of the resolution as presented; however, the Committee recommended a different course of action. When the Committee's report was being compiled for submission to the Board at its regular monthly meeting on March 25, 2021, it was the Administration's recommendation that was inadvertently included. As a result of the inclusion of the Administration's recommendation in the Committee's report, it was adopted along with the balance of the reports at the March 25, 2021, meeting.

Your Committee had recommended that:

1. the Board direct the Administration to provide a clear distinction between an African-American Immersion School program and an African Immersion School;
2. over the 2021-22 school year, an audit of the African-American Immersion programming throughout the district be conducted, including program supports;

- 3. the Andrew Douglas school community be engaged in determining which specialization should be offered at the school;
- 4. a report be brought back to the Board not later than the June 2022 board cycle.

Recommendation of the Office of Board Governance

The recommendation is that the Board

- 1. rescind its previous action of March 25, 2021, relative to these items; and
- 2. approve the Committees' recommendations.

Director Phillips moved to approve the recommendations of the Office of Board Governance. The motion passed, the vote being as follows:

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

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(Item 3) Monthly Report with Possible Action on Legislative Activities Affecting Milwaukee Public Schools

Background

Works continues at the federal level to move President Biden's American Jobs Plan forward. The plan includes \$100 billion of much-needed funds to modernize the nation's schools.

At the state level, work continues on the state budget. Although the Governor has introduced a budget that provides strong support for schools, it is not yet clear what can be expected from the Joint Committee on Finance.

There continues to be strong statewide support for increasing support for students with disabilities. Partners in the Milwaukee area shared with members of the Legislature the attached letter calling for a reimbursement rate of 50%, the amount proposed in the Governor's budget.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Board Governance BG 2.13, Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

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

Report to the Milwaukee Board of School Directors

Work Plan Highlight: Annual Review of Audit/Budget/Comprehensive Annual Financial Report (CAFR)

Board Governance Policy BG 3.08 charges the Office of Accountability and Efficiency with bringing oversight and accountability to the financial operations, with evaluating fiscal performance and transparency, and with making recommendations in the furtherance of fiscal stewardship for MPS. One way in which the OAE satisfies this responsibility is by conducting an independent review of the District's most significant annual financial documents, which includes the fiscal year-end audit, proposed and amended district budgets, and annual final reports.

Accountability and Efficiency Services

Between March 16, 2021 and April 12, 2021, Accountability and Efficiency Services fulfilled one request for information/research, one constituent inquiry, two requests for data visualization, and two special projects. Accountability and Efficiency Services also continued to build capacity in the area of data analysis and visualization by building a demonstration of geographic data using story-mapping tools. This will significantly enhance the District's ability to combine geospatial data with other visual information to engage internal and external stakeholders around various topics.

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

Contract Compliance Services

This month, Contract Compliance Services (CCS) continued to advance efforts with Mission Aligned Partners (MAPs), which included the addition of three new MAPs: Milwaukee Metropolitan Sewerage District (MMSD), Planet2Plate, and STEM 101. The letters of support received from these new partners include commitments to serve as designated training, education, and employment partners increasing project-based, paid skilled-trade training opportunities for students and community members. These strategic partnerships support the scaling of Administrative Policy 3.13, Communities In Need (COIN), as MAPs have prioritized the work based on industry feedback. Additionally, MAPs Lead2Change and Mindful Solutions are collaborating to provide training opportunities to youth within state-certified programs for healthcare and carpentry. Approximately 30 students will participate in the upcoming cohort in May.

Contract Compliance Services is updating the Facilities and Maintenance Services' Participation Plan for Contractors. Updates will align with feedback received from industry partners concerning COIN, which will include procedural updates on complying with contractual workforce assignments.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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

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

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REPORTS OF STANDING COMMITTEES

In accordance with Board Rule 1.09, Regular Items of Business, the Board gave public hearing on all regular items of business, below, which replaced the reports of standing committees at the Board's regular April 2021 meeting.

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REGULAR ITEMS OF BUSINESS

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

Classified Personnel Transactions

Codes	Name	Position	Salary	Date
New Hires				
2	Parice Allen	Building Service Helper I	\$15.00/hr.	03/01/2021
2	Brettany Dugar	Building Service Helper I	\$15.00/hr.	02/22/2021
2	Faith Lewis	Building Service Helper I	\$15.00/hr.	02/22/2021
2	Derek Nicholson	Building Service Helper I	\$15.00/hr.	03/01/2021
2	Mendkia Tate	Building Service Helper I	\$15.00/hr.	02/22/2021
2	Vanessa Whitfield	Building Service Helper I	\$15.00/hr.	03/08/2021
2	Mekyela Wooford	Building Service Helper I	\$15.00/hr.	02/22/2021
5	Richard Olson	Central Kitchen Delivery Driver	\$21.01/hr.	03/02/2021
5	Samira Bachi	Para Ed Assistant	\$19,099.00	02/23/2021
2	Jessica Franklin	Para Ed Assistant	\$18,642.00	03/15/2021
2	Brittany Griffin	Para Ed Assistant	\$21,841.00	02/23/2021
4	Maura Hernandez	Para Ed Assistant	\$19,099.00	02/22/2021
4	Blanca Martinez	Para Ed Assistant	\$19,099.00	03/01/2021
5	Allison Mitchell	Para Ed Assistant	\$19,785.00	03/08/2021
5	Katherine Oleyniczak	Para Ed Assistant	\$18,642.00	03/08/2021
5	Olyvia Pierce	Para Ed Assistant	\$18,642.00	03/08/2021
4	Marivel Sanchez Garcia	Para Ed Assistant	\$19,785.00	02/23/2021
4	Daniela Torres	Para Ed Assistant	\$18,642.00	03/15/2021
2	Shahidah Woodley	Para Ed Assistant	\$18,642.00	02/22/2021
4	Yamilex Luciano	School Secretary I — 10-month	\$26,731.23	03/03/2021
2	Kimberlee Parks	School Kitchen Manager I	\$28,848.64	03/15/2021
Promotions				
5	Dalton Danowski	Boiler Attendant	\$41,742.10	03/08/2021
2	Walter Love	Building Laborer	\$32.95/hr.	03/01/2021
4	Naisha Alicea	School Secretary I — 12-month	\$31,934.13	03/01/2021
2	Marlena Gladney	School Engineer I	\$49,094.00	02/22/2021
2	Shakira Thompson	School Engineer I	\$46,832.60	02/22/2021
2	Cheyenne Williams	School Engineer I	\$49,093.70	02/22/2021
2	Sean Reaves	School Kitchen Manager Trainee	\$15.80/hr.	02/22/2021

Codes	Name	Position	Salary	Date
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Rehires

2	Armond Smith	Boiler Attendant	\$42,853.17	02/22/2021
2	Trinette Taylor	Para Ed Assistant	\$21,156.00	02/25/2021
2	Latasha Wood Scaife	Para Ed Assistant	\$19,099.00	03/03/2021
2	Brandy Willis	School Engineer I	\$46,832.60	02/22/2021

Codes:

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

Certificated Appointments

Codes	Name	Appointment	Salary	Date
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Teachers

2, r	Anderson, Shainae U	Gen'l Elem & K8 — All Grades	\$44,325.00	3/1/2021
2, nr	Mcgowan, Patricia A	Multicateg. Comp. Sen	\$44,325.00	2/22/2021
5, r	Synovic, Stefanie	Gen'l Elem & K8 — All Grades	\$43,537.00	7/1/2019

Teacher Leader, Early Start

4, nr	Cabrera Gadea, Lucia	Bilingual Education	\$65,986.00	3/1/2021
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Teachers, Early Start

2, r	Blue, Lynn R	Spec Ed Multicateg.	\$44,325.00	2/24/2021
2, r	Dantzler, Ravonte	Spec Ed Multicateg.	\$47,379.00	3/16/2021
5, r	Manley, Melissa	Gen'l Elem & K8 — All Grades	\$58,069.00	3/1/2021
5, nr	Boness, Debbra A	Foreign Language	\$77,772.00	3/8/2021
5, r	Contreras, Maryna V	ESL	\$72,215.00	7/1/2016

Permit Teacher

4, r	Cantoral ,Laura K	Spec Ed Multicateg.	\$43,537.00	2/15/2021
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Permit Teacher, Early Start

5, r	Camacho, Madeline	Technical Services	\$43,537.00	3/15/2021
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Code	Ethnicity	Counts				Total
		Teachers	SSWs	Psychologists	Other	
1	Native American	1	0	0	0	0
2	African American	2	4	0	0	4
3	Asian/Oriental/Pacific Islander	3	0	0	0	0
4	Hispanic	4	2	0	0	2
5	White	5	5	0	0	5
6	Other	6	0	0	0	0
7	Two or More Ethnic Codes	7	0	0	0	0
	Male	1	0	0	0	1
	Female	10	0	0	0	10

Leaves of Absence

	<u>Present Assignment</u>	<u>Effective From</u>
Illness Leave, January 2021		
Tammie Anderson Taylor	Hamilton HS	01/18/2021
Kirklan Cunningham	Marshall HS	01/29/2021
Illness Leave, February 2021		
Paul Hoffman	Cooper	02/11/2021

Illness Leave, March 2021		
Alyssa Mussa	Central Services Bldg.	03/01/2021
Tammy Long	Currently Out of Assignment	03/12/2021
Military Leave, August 2020		
Isamil Reyes	Central Services Bldg.	08/10/2020

Report on Certificated Resignations and Classified Retirements

Reason	Yrs		Name	Position	Location	Date
	Svc	Code				
Certificated Resignations						
Personal	0.6	2	Lakeisha Allen	Teacher	Lancaster	02/23/2021
Personal	1.6	5	Lynn Anderson	Teacher	Rufus King HS	05/28/2021
Retire	31.3	5	Lisa Breित्रick	Teacher	Central Svcs	06/15/2021
Retire	26.1	2	Deborah Bruce	Teacher	Hamilton	05/28/2021
Personal	2.4	2	Lenzy Crawford	Teacher	Riverside	02/26/2021
Personal	4.4	5	Abigail Dalla Santa	Teacher	Vieau	06/15/2021
Personal	3.0	2	David DeBerry	Teacher	Metcalfe	05/29/2021
Retire	32.8	5	Gary DePerry	Teacher	Ronald Reagan	05/28/2021
Retire	25.0	5	Coreen Dziewit	Teacher	Hamilton	05/28/2021
Personal	2.5	2	Nathaniel Edwards	Teacher	Morgandale	06/15/2021
Retire	31.0	2	Elizabeth Eiland	Teacher	North Division	05/28/2021
Retire	32.0	5	Christina Flood	Principal	Curtin	07/01/2021
Personal	5.0	5	Zachary Gifford	Teacher	Fairview	06/15/2021
Retire	34.0	5	Laurie Gross	Teacher	Rufus King HS	05/28/2021
Other Dist	5.0	5	Alyssa Guard	OT	Central Svcs	06/15/2021
Personal	2.6	5	Kristin Guziewicz	Speech Pathologist	MSL	02/19/2021
Retire	21.5	5	Mary Hammer	Teacher	Victory	06/15/2021
Personal	2.0	7	Chelsea Heikes	Teacher	Bradley Tech	05/28/2021
Retire	18.6	2	Julia Hill	Spec Ed Supervisor	Central Svcs	06/04/2021
Personal	2.0	5	Alexandra Hinton	Teacher	Vieau	06/16/2021
Retire	12.0	5	Kathy Johnson	Nurse	Central Svcs	05/28/2021
Retire	43.6	4	Betty Keller	Teacher	Vieau	06/15/2021
Retire	30.4	5	Steven Midthun	Library Spec	Riverside	05/28/2021
Personal	4.6	5	Rebekah Morin	Teacher	Hopkins Lloyd	06/11/2021
Retire	33.0	5	Donna Moss	SST	Audubon	05/28/2021
Retire	31.0	5	Andrea Mueller	Teacher	Trowbridge	06/15/2021
Personal	9.0	2	Tiffani Parker	Teacher	Vincent	05/29/2021
Personal	20.0	5	Stephen Princer	Teacher	Central Svcs	02/20/2021
Retire	32.0	2	Carmen Rahming	Teacher	Central Svcs	06/01/2021
Retire	31.0	5	Jeff Sathe	Teacher	Longfellow	06/15/2021
Personal	4.0	3	Mansi Singh	Teacher	South Division	05/28/2021
Personal	2.0	7	Erika Stanley	Teacher	Brown Street	06/15/2021
Retire	17.0	5	Otilie Sullivan	Teacher	Fernwood	06/18/2021
Retire	29.8	5	Jodene Stefanovich	Mentor Teacher	Central Svcs	06/18/2021
Personal	3.0	5	Ashton Talkovic	Psychologist	Hampton	06/18/2021
Personal	1.0	5	Terri Toninato	Teacher	Ronald Reagan	05/28/2021
Retire	32.4	2	Denise Tucker	AP	MACL	06/25/2021
Personal	17.0	4	Narcisa Valdez	Teacher	Greenfield	06/16/2021

Classified Retirements

Retire	39.4	5	Ronaele Dietzman	Equipment Operator I	Central Svcs	03/20/2021
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Codes:

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

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for March 2021 has been provided under separate cover. This is an informational item, and no action is required.

Remote Work Plan

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

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

Total Remote Work Forms Submitted by Office That have Been Received by 03/26/2021

Office	Total Forms Submitted
Academics	571
Accountability & Efficiency	7
Board Governance	1
Communications & School Performance	106
Finance	162
Human Resources	20
School Administration	15
School Based	5,386
Superintendent	3
Total Received	6,271

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY21 budget.

Implementation and Assessment Plan

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

Administration’s Recommendation

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

Director Báez moved to approve the Administration’s recommendation.

The motion passed, the vote being as follows:

Ayes*s— Directors Báez, Herndon, O’Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.

Noes — None.

* * * * *

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

Recommended Appointments

The Superintendent recommends that the Board authorize the promotions, reassignments, decreases and increases in salary, and appointments to the classifications indicated below, to be effective as indicated in the attachment; and

Codes	Name	Appointment	Assignment	Salary		
				Sched	Range	Amount
2, r	Felecia Jasper-Mitchell	General Accounting Manager II	Office of the Chief of Finance	03	12A	\$100,370
5, nr	Kimberly Romero	MPSU Development Specialist I	Office of the Chief of Human Resources	03	08A	\$99,750
5, nr	Shannon Arms	Recreation Supervising Associate II	Office of the Chief of Finance	03	04A	\$73,164
5, r	Jennifer Butzbach	Grant Specialist I	Office of the Chief of Finance	03	08A	\$70,000
1, nr	Gwen Nellen	Senior Programmer Analyst I	Office of the Chief of Communications & School Performance	03	05A	\$56,502
2, r	Ashley Veasley	Payroll Associate I	Office of the Chief of Finance	03	03A	\$50,405

Limited-term Employment (LTE) Contracts Exceeding Sixty Days

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

Codes	Name	Position	Assignment	Hourly	Dates
				Wage	
5, nr	Christopher Geiser	Accompanist	Office of the Chief of School Administration	\$30.00	01/04/21-05/21/21
4, r	Juan Guzman	DJ Club Advisor	Office of the Chief of School Administration	\$30.00	01/04/21-05/21/21
5, r	Nicholas Lang	Percussion Instructor	Office of the Chief of School Administration	\$30.00	01/04/21-05/21/21
5, r	Sarah Shinkle	Early Childhood Instructional Support	Office of the Chief of School Administration	\$30.00	01/03/21-06/30/21
2, r	Zechariah Simmons	Radio Reagan Advisor	Office of the Chief of School Administration	\$30.00	01/04/21-05/21/21
5, r	Carol Stein	MYP/CP Program Support	Office of the Chief of School Administration	\$30.00	01/03/21-06/30/21
5, r	James Tomasello	Co-Advisor/Artist in Residence	Office of the Chief of School Administration	\$30.00	01/01/21-06/01/21
5, r	Heidi Wylie	Vocal Music Instructor	Office of the Chief of School Administration	\$30.00	01/04/21-05/21/21
4, r	Maria Navarro	HR Assistant	Office of the Chief of Human Resources	\$25.00	10/23/20-04/23/21

Codes:

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

Director Woodward moved to approve the Administration’s recommendation.

The motion passed, the vote being as follows:

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

* * * * *

(Item 3) Action on a Request for Approval of Job Descriptions for Business Analyst III, Accounting; Coordinator III, Grant Accounting; and Print Production Designer

Background

Pursuant to Administrative Policy 6.19, the Superintendent is bringing forth for approval the job descriptions for Business Analyst III, Accounting; Coordinator III, Grant Accounting; and Print Production Designer. All three job descriptions have been reviewed by and are being brought forward at the recommendation of the Compensation Committee. Each job description represents the reclassification of a currently-vacant position.

Detailed descriptions of each position have been provided under separate cover.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

This item does not authorize expenditures.

Administration’s Recommendation

The Administration recommends that the Board approve the job descriptions for Business Analyst III, Accounting; Coordinator III, Grant Accounting; and Print Production Designer as provided under separate cover.

Director Woodward moved to approve the Administration’s recommendation.

The motion passed, the vote being as follows:

Ayes*s— Directors Báez, Herndon, O’Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.

Noes — None.

* * * * *

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

Purchases

RFB 5772 Authorization to Extend a Blanket Agreement with Oliver Packaging and Equipment Company for Tray-wrapping Film

The Administration requests authorization to extend a blanket agreement with Oliver Packaging and Equipment Co. (“Oliver Packaging”) for heat-seal fiber trays and polyester heat-sealable film (Group B of RFB 5772) to provide nine types of heat-seal fiber trays and six types of polyester heat-sealable film to all MPS kitchens needing the products.

The vendor was chosen pursuant to RFB 5772, which closed on April 18, 2019. Oliver Packaging was the lowest complying bidder for award Group B. The original blanket agreement provided for two additional

one-year terms. MPS is exercising the second, and final, extension option (“Year 3”), which will run from July 1, 2021, through June 30, 2022.

The total cost for the second extension will not exceed \$110,000.

Budget Code: Varies by location purchasing goods..... \$110,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
76	12	16	No	NA	NA	NA	NA	0	0

————— Authorization to Purchase from Duet Resource Group, Inc., for Palmer Hamilton Cafeteria Items on a UW-Madison Contract

The Administration is requesting authorization to issue a purchase order to Duet Resource Group, Inc., for Palmer Hamilton cafeteria items, including cafeteria furniture, for Milwaukee Parkside School for the Arts. This purchase is to be made under the UW-Madison’s contract #18-5665 for Miscellaneous Educational Related Furniture, Lot 2: Lounge Furniture and shall be in accordance with the quote dated February 25, 2021.

The total cost of goods purchased will not exceed \$71,342.40.

Budget Code: GEN-P-I-BDK-TP-ESUP (Educational Supplies) \$71,342.40

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

————— Authorization to Purchase a Subscription for DocuSign – eSignature Enterprise Pro for Government from Carahsoft Technology Corporation under a Wisconsin State Contract

The Administration is requesting authorization to issue a purchase order to Carahsoft Technology Corporation for a subscription for DocuSign — eSignature Enterprise Pro for Government to be utilized by the authorized signatories of the District for the electronic signing of contracts, memoranda of understanding, and other formal documents. This will allow for a more expeditious, more secure, and safer procedure when signing documents, as each signatory will receive notification when his/her signature is required and will be able to electronically sign and to date the document from virtually any location. This will also standardize the execution process so that Procurement will be able to monitor which signatory the document is pending with in the workflow.

This purchase is made under the State of Wisconsin’s contract #505ENT-O18-NASPOCLOUD-00 for IT — NASPO Cloud Solutions Contract (All XaaS) and shall be in accordance with the vendor’s quote dated February 10, 2021.

The subscription period will be from May 1, 2021, through April 30, 2022. Included with the cost of the subscription shall be electronic signatures for up to 10,000 documents, along with support and consulting.

The total cost of the purchase will not exceed \$49,942.11.

Budget Code: GSP-0-S-CR1-DW-ECTSCOVD..... \$49,942.11

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

Report on Emergency Purchases Due to COVID-19

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

Vendor	Purchase Order	PO Total	Description of Goods	Procurement Basis
Kajeet, Inc.	P938805	\$207,464.64	Wi-Fi Hotspots	ETB
Kajeet, Inc.	P941737	\$373,247.47	Wi-Fi Hotspots	ETB
Office Depot Workspace Facilities	DFMS's System	\$5,690,760.00	6000 AeroMax Stand Air Purifiers	ETB
Office Depot Workspace Facilities	DFMS's System	\$214,080.00	160 AeroMax Stand Air Purifiers	ETB

Monthly Finance Reports

The report on change orders in excess of \$25,000 and cumulative purchases in excess of \$50,000, report on revenues and expenses, monthly expenditure control report, report on school fund transfers, report on contracts under \$50,000 and cumulative total report, and report on monthly grant awards have provided under cover. These are informational items, and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Fernwood School	Susan Gaudynski	\$20.00	General School Supplies
Fernwood School	United Way	\$28.00	United Way Campaign
Fratney Street School	Tara L Zielinski	\$2,500.00	General School Supplies
French Immersion School	Philip Change	\$50.00	1st GR Math Kit
Greenfield School	Summerfest	\$2,500.00	Band Equipment
Hawthorne School	Natural Resources Foundation of Wisconsin	\$500.00	General School Supplies
Hawthorne School	Kidsgardening.org	\$1,000.00	General School Supplies
Keefe Avenue School	The Blackburn Giving Fund	\$140.00	General School Supplies
Kilbourn School	Milwaukee World Festival, Inc	\$1,500.00	General School Supplies
Lancaster School	Milwaukee World Festival, Inc	\$2,600.00	General School Supplies
MacDowell Montessori	Gianna Higgins-Crawford	\$20.00	General School Supplies
MacDowell Montessori	MacDowell Montessori PTO	\$4,355.00	Water Bottle Station
MacDowell Montessori	King Solutions Inc.	\$27.65	General Field Trip Support
Milwaukee Sign Language School	Action for Healthy Kids	\$2,500.00	General School Supplies
Riverwest Elementary	Anonymous Donation	\$40.00	General School Supplies
Thoreau School	BOKS Reebok Foundation Inc	\$2,000.00	School Equipment for Program
	<i>Total Monetary Donations</i>	<i>\$19,780.65</i>	
Non-monetary Donations			
Academy of Accelerated Learning	Donors Choose	\$679.00	Classroom Library
Academy of Accelerated Learning	Walmart	\$100.00	School Supplies
Audubon High School	Donors Choose	\$541.36	Books - Just Mercy
Audubon High School	Donors Choose	\$556.48	Items for Homeless Students
Audubon High School	Donors Choose	\$541.42	Self-Care Packages for student
Barton School	Costco Wholesale, New Berlin	\$420.00	Backpacks
Barton School	Andrea Carter	\$5,000.00	New winter coats
Burbank School	Donna Gonzalez	\$250.00	Motivational Speaker
Burdick School	Donors Choose	\$247.32	Student Incentives

Location	Donor	Amount	Gift or Purpose
Burdick School	Donors Choose	\$356.54	Classroom Resources
Burdick School	Donors Choose	\$636.43	Classroom Library
Cass Street School	Donors Choose	\$343.89	Hand2mind classroom set
Cass Street School	Donors Choose	\$769.65	Learning materials
Doerfler School	Donors Choose	\$334.50	Online resources for students
Doerfler School	Donors Choose	\$440.87	Student lapboards & supplies
Doerfler School	Donors Choose	\$377.48	Manipulatives for math
Doerfler School	Donors Choose	\$383.47	Student supplies
Doerfler School	Donors Choose	\$340.64	Scholastic magazines & books
Doerfler School	Donors Choose	\$268.49	Student alarm clocks
Doerfler School	Donors Choose	\$479.58	Student supplies for science
Doerfler School	Donors Choose	\$343.68	Student supplies
Doerfler School	Donors Choose	\$360.72	Storybooks & art supplies
Doerfler School	Donors Choose	\$478.10	Student headphones
Doerfler School	Donors Choose	\$248.70	Dry erase boards & markers
Doerfler School	Donors Choose	\$398.24	Student supplies
Elm Creative Arts School	Bella-Canvas.com	\$466.65	Face Masks
Elm Creative Arts School	Neighbors Care	\$1.00	Boots, Mittens, Hats
Fernwood School	Donors Choose	\$469.56	Virtual Learning Supplies
Fernwood School	Donors Choose	\$722.09	Remote learning for Montessori supplies
Fifty-third Street School	Roundy's Supermarkets, Inc.	\$100.00	Holiday gala gift card
Forest Home Avenue School	Donors Choose	\$334.50	Teacher pay Teacher gift cards
Forest Home Avenue School	Donors Choose	\$326.80	Dry Erase Lapboards
Fratney Street School	Donors Choose	\$382.94	Coqui Tree Books
Goodrich School	Donors Choose	\$233.00	Virtual Learning Supplies
Goodrich School	Donors Choose	\$249.49	Supplies for Writing Success
Goodrich School	Donors Choose	\$253.77	Just Right Books
Goodrich School	Donors Choose	\$378.06	Virtual learning tools
Goodrich School	Donors Choose	\$286.83	Green Classroom supplies
Goodrich School	Donors Choose	\$212.61	Library Baskets
Goodrich School	Donors Choose	\$334.50	Gift Cards
Goodrich School	Donors Choose	\$529.47	Art Supplies
Goodrich School	Donors Choose	\$269.30	Non-Fiction Books
Goodrich School	Donors Choose	\$530.05	Classroom Supplies
Goodrich School	Donors Choose	\$535.68	Virtual Learning Resources
Goodrich School	Donors Choose	\$911.23	Classroom Supplies
Goodrich School	Donors Choose	\$241.81	Books
Goodrich School	Donors Choose	\$196.73	Books
Goodrich School	Donors Choose	\$252.20	Classroom Supplies
Goodrich School	Donors Choose	\$373.70	Classroom Supplies
Humboldt Park School	Donors Choose	\$1,079.44	Laptop
Humboldt Park School	Donors Choose	\$1,520.47	Laptop/Camera
Humboldt Park School	Donors Choose	\$1,109.51	Tech Support
Humboldt Park School	Donors Choose	\$1,527.11	Laptop/iPad
Humboldt Park School	Donors Choose	\$507.60	Art Resources
Humboldt Park School	Donors Choose	\$1,109.51	Laptop
King Elem School	Stonecreek Coffee	\$682.00	Stone Creek Coffee
MacDowell Montessori	Donors Choose	\$635.20	Language Mats
MacDowell Montessori	Donors Choose	\$432.80	Art Supplies
MacDowell Montessori	Donors Choose	\$275.54	Life Science Mat
MacDowell Montessori	Donors Choose	\$339.30	Speech Supplies
MacDowell Montessori	Donors Choose	\$233.00	Special Services Supplies
MacDowell Montessori	Donors Choose	\$206.61	Math Supplies
MacDowell Montessori	Donors Choose	\$413.65	Ink
MacDowell Montessori	Donors Choose	\$1,385.02	Language Packet
MacDowell Montessori	Donors Choose	\$1,566.15	Math Supplies
MacDowell Montessori	Donors Choose	\$281.15	Math Supplies

Location	Donor	Amount	Gift or Purpose
MacDowell Montessori	Donors Choose	\$413.00	Montessori Supplies
Manitoba School	Donors Choose	\$284.07	Science notebooks
Manitoba School	Donors Choose	\$322.93	Uno and Mancala games
Manitoba School	Donors Choose	\$225.96	Rulers, sticks, pipe cleaners
Manitoba School	Donors Choose	\$1,213.48	Math, Science manipulatives
Manitoba School	Donors Choose	\$420.64	Books
Manitoba School	Donors Choose	\$431.83	Art supplies, whiteboards
Manitoba School	Donors Choose	\$199.18	Classroom set of novels
Maple Tree School	Donors Choose	\$645.61	Classroom Supplies
Maple Tree School	Donors Choose	\$646.10	Classroom Supplies
Marshall High School	Donors Choose	\$161.00	Autism Supplies
Milwaukee Sign Language School	Donors Choose	\$299.46	Headphones, dry erase
Milwaukee Sign Language School	Donors Choose	\$758.09	Middle School Supplies
Ninety-Fifth Street School	Donors Choose	\$434.98	Supplies for organization
Ninety-Fifth Street School	Donors Choose	\$566.42	Holiday organization
Ninety-Fifth Street School	Donors Choose	\$212.28	Virtual learning supplies
Ninety-Fifth Street School	Donors Choose	\$253.29	Math kit
Ninety-Fifth Street School	Donors Choose	\$370.54	Chapter books
Ninety-Fifth Street School	Donors Choose	\$840.98	Storage cabinet
Ninety-Fifth Street School	Donors Choose	\$347.47	Holiday Supplies
Ninety-Fifth Street School	Donors Choose	\$181.33	Phonetics supplies
Ninety-Fifth Street School	Donors Choose	\$420.64	Classroom Supplies
Ninety-Fifth Street School	Donors Choose	\$207.83	Mailing
Ninety-Fifth Street School	Donors Choose	\$178.25	Books
Ninety-Fifth Street School	Donors Choose	\$202.87	Books
Ninety-Fifth Street School	Donors Choose	\$305.83	Literacy Supplies
Ninety-Fifth Street School	Donors Choose	\$303.19	Books
Ninety-Fifth Street School	Donors Choose	\$248.57	Book set
Ninety-Fifth Street School	Donors Choose	\$458.04	Books
Ninety-Fifth Street School	Donors Choose	\$293.32	Picture Books
Ninety-Fifth Street School	Donors Choose	\$373.01	Literacy and Math supplies
Ninety-Fifth Street School	Donors Choose	\$216.12	Hands on materials
Ninety-Fifth Street School	Donors Choose	\$262.64	Supplies
Ninety-Fifth Street School	Donors Choose	\$174.39	Cooking Utensils
Ninety-Fifth Street School	Donors Choose	\$165.97	Books and Snacks
Parkside School	Gilbane Building	\$3,000.00	Lumber
Riverside High School	Donors Choose	\$434.35	Books for Classroom
Riverwest Elementary	Stonecreek Coffee	\$1,100.00	Coffee Donation for Teachers
Marvin Pratt School	Donors Choose	\$187.30	Math Manipulatives
Story School	Donors Choose	\$414.10	Classroom Supplies
Story School	Donors Choose	\$671.48	Classroom Supplies
Vieau School	Donors Choose	\$389.87	Virtual interaction supplies
Whitman School	Donors Choose	\$143.18	Cleaning Supplies
Whitman School	Donors Choose	\$274.12	Teacher Pay Teacher Gift Cards
Whitman School	Donors Choose	\$154.71	Teacher Pay Teachers Gift Card
Whitman School	Donors Choose	\$233.00	Teachers Pay Teachers Cards
Whitman School	Donors Choose	\$233.00	Teachers Pay Teachers Cards
Office of Academics-Specialized Services	Greenpath Plastics	\$73,728.00	N95 Masks
	<i>Total Non-monetary Donations</i>	<i>\$130,795.01</i>	
Total Value for April 2021		\$150,575.66	
*Donations from MPS Alumni		\$78,333.00	

Administration's Recommendation

The Administration recommends that the Board

1. authorize the purchases; and
2. accept the donations as listed, with appropriate acknowledgement to be made on behalf of the Board.

Director Báez moved to approve the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes*s— Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.

Noes — None.

* * * * *

(Item 5) Action on the Approval of the Selection of Textbooks/Instructional Materials for Science (Grade K-8), High School Anatomy and Physiology, High School Biology, High School Botany, High School Chemistry, High School Earth Science, Advanced Placement Biology, International Baccalaureate Biology 1 & 2 to be used During the 2021-022 School Year

Background

In accordance with the textbooks/instructional materials adoption rules of Administrative Policy 7.26, Textbooks/Instructional Materials Adoption, textbooks/instructional materials evaluation committees were formed as a result of the Board's action on October 29, 2020, which opened subject areas for selection studies. The committees have completed the necessary studies with respect to grades K5-2, grades 3-5 and grades 6-8 science, biology, chemistry, earth science, International Baccalaureate (IB) biology, advanced placement (AP) biology, botany, and anatomy and physiology, and are recommending the following for adoption for use during the 2021-2022 school year:

K5-2nd-grade Science

Science Dimensions; 2018; Houghton Mifflin Harcourt

3-5th-grade Science

Science Dimensions; 2018; Houghton Mifflin Harcourt

6-8th-grade Science

Science Dimensions; 2018; Houghton Mifflin Harcourt

Biology

The Living Earth; 2021; Accelerate Learning (STEMscopes)

Chemistry

Chemistry in the Earth; 2021; Accelerate Learning (STEMscopes)

Earth Science

Earth Science; 2020; McGraw-Hill Education

Botany

Stern's Introductory Plant Biology; 2021; McGraw-Hill Education

Anatomy and Physiology

Essentials of Human Anatomy and Physiology; 2021; McGraw-Hill Education

AP Biology

AP Biology (Mader); 2019; McGraw-Hill Education

IB Biology I & II

Higher Level Biology 2nd Edition; 2014, Pearson Baccalaureate

Supplemental Lab Simulations (grades 9-12)

Labster (grades 9-12); ongoing updates; Labster Inc.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

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

Administrative Policy 7.26, Textbooks/Instructional Materials Adoption

Fiscal Impact Statement

Approval of this item authorizes expenditures. The estimated cost for selection of the recommended textbooks/instructional materials is \$16,435,600, with schools budgeting \$10/student per year for the duration of the K-8 science adoption for consumables. Funding is included in the FY21 budget.

Budget Code: GEN-0-0-INV-DW-ETXB (Textbooks).....\$16,435,600

Implementation and Assessment Plan

Textbooks/instructional materials and on-line tools for the recommended adoptions will be purchased in FY21 with funds that have been allocated in FY21. Professional development for teachers will begin in FY22. Textbooks/instructional materials and online tools will be implemented during the 2021-22 school year.

Administration’s Recommendation

The Administration recommends that the Board authorize the Administration to select the textbooks/instructional materials to be used during the 2021-22 school year as detailed in this item and begin the negotiation and implementation processes as specified, including related supplementary materials such as teacher manuals, resource guides, and online resources.

Director Peterson moved to approve the Administration’s recommendation.

The motion passed, the vote being as follows:

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

* * * * *

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

Background

RFP 931 Authorization to Extend a Contract with Johnson Controls Fire Protection LP, Formerly known as SimplexGrinnell, LP, for Video Surveillance System Components and Installation

The Administration is requesting authorization to extend the contract with Johnson Controls Fire Protection LP, formerly known as SimplexGrinnell, LP, (“JCI”) to provide video surveillance system components and installation to all MPS schools and buildings.

JCI will assist MPS in the design, installation, and configuration of an enterprise-wide IP-based video surveillance system and associated components, including video-recording devices, cameras, video monitors, and video-management software. SimplexGrinnell, LP, will also provide MPS with ongoing support and maintenance of equipment installed pursuant to this blanket contract.

Contractor was chosen pursuant to RFP 931. The original term of the contract was for three years. The contract provided for two one-year options to extend if certain performance metrics were met. JCI has met the performance metrics codified in the contract; therefore, MPS is exercising the second, and final, option to extend the contract.

This contract extension will run from May 1, 2021, through April 30, 2022. The total cost of the contract in this final extension year will not exceed \$1,750,000.

Budget Code: Varies by location ordering goods..... \$1,750,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	5%	5.8%	\$193,350	NA	400	10

RFP 1024 Authorization to Extend the Contracts with Catapult Learning West, LLC; Mainstream Development Educational Group, LLC; and Owners Group, d/b/a Learning Exchange, for Title IA Services to Eligible City of Milwaukee Students Enrolled in Non-public Schools, Title IIA Professional Development Services, Title IIIA Language-instruction Services, Title IVA Student Support/Academic-achievement Services to Non-pubic School Personnel, Elementary and Secondary School Emergency Relief (ESSER) Services, and the Governor’s Emergency Education Relief (GEER) Services.

The Administration is requesting authorization to extend the contracts with Catapult Learning West, LLC; Mainstream Development Educational Group, LLC; and Owners Group, d/b/a Learning Exchange, for Title IA, Title IIA, Title IIIA, Title IVA, ESSER, and GEER services.

MPS is required by federal legislation to provide equitable Title IA services to eligible Milwaukee-resident students in non-public schools, Title IIA professional development services for non-public school personnel, Title IIIA services to eligible non-public school students who are English learners, Title IVA student support/academic-achievement services to non-public school personnel, and ESSER/ GEER services to help address changes in students’ needs due to COVID-19. Services include supplemental instruction for students at risk of failing or who are English learners, professional development for educational staff, parental-involvement activities, mental health services, and educational technology for educational staff and students.

These vendors were chosen pursuant to RFP 1024. These contracts, which originally ran from July 1, 2020, through June 30, 2021, provided for two additional one-year extensions upon mutual written consent of the parties and in consideration of the performance metrics listed therein. Based on the contractor’s achievement of those performance metrics, the parties now agree to extend the contracts for the first additional one-year term (“Year 2”), which shall run from July 1, 2021, through June 30, 2022.

The first contract extension’s amounts are based on estimated preliminary budget amounts, using a formula determined by federal law and with the Wisconsin Department of Public Instruction's guidance. The contracted amount for non-public school services in Year 2 is not to exceed \$31,168,749.85 and is available through the following budget codes for the following third-party providers:

Catapult Learning West, LLC

Budget Code: GOE-0-I-1N2-1S-ECTV0000 (Instructional Services — Title IA)..... \$7,458,235.19
 PRT-0-S-1N2-1S-ECTS0000 (Family-engagment Services — Title IA)..... \$65,348.13
 MSS-0-S-T22-1S-ECTS0000 (Contract Services — Title IIA) \$986,390.17
 GOE-0-I-T32-1S-ECTS0000 (Contract Services — Title IIIA) \$281,213.30
 MSS-0-S-4B2-1S-ECTS0000 (Contract Services — Title IVA) \$651,068.11
 MSS-0-S-6H2-1S-ECTS0000 (Contract Services — ESSER)..... \$1,235,239.24
 GOE-0-I-6Z2-1S-ECTV0000 (Contract Services — GEER)..... \$297,259.25
 Contract Not to Exceed..... \$10,974,753.39

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
5,700	2,249	3,644	No	20%	20%	TBD	NA	600	10

Mainstream Development Educational Group, LLC.

Budget Code: GOE-0-I-1N2-1S-ECTV0000 (Instructional Services — Title IA)..... \$2,683,322.01
 PRT-0-S-1N2-1S-ECTS0000 (Family-engagment Services — Title IA)..... \$23,510.94
 MSS-0-S-T22-1S-ECTS0000 (Contract Services — Title IIA) \$334,514.01
 GOE-0-I-T32-1S-ECTS0000 (Contract Services — Title IIIA) \$7,929.67
 MSS-0-S-4B2-1S-ECTS0000 (Contract Services — Title IVA) \$220,796.41

MSS-0-S-6H2-1S-ECTS0000 (Contract Services — ESSER)..... \$337,737.05
 GOE-0-I-6Z2-1S-ECTV0000 (Contract Services — GEER)..... \$99,836.40
 Contract Not to Exceed..... \$3,707,646.49

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
150	125	135	Yes	20%	20%	TBD	NA	600	10

Owners Group, d/b/a Learning Exchange

Budget Code: GOE-0-I-1N2-1S-ECTV0000 (Instructional Services — Title IA)..... \$11,581,684.46
 PRT-0-S-1N2-1S-ECTS0000 (Family-engagment Services — Title IA)..... \$101,477.32
 MSS-0-S-T22-1S-ECTS0000 (Contract Services — Title IIA) \$1,523,780.25
 GOE-0-I-T32-1S-ECTS0000 (Contract Services — Title IIIA) \$255,877.03
 MSS-0-S-4B2-1S-ECTS0000 (Contract Services — Title IVA) \$1,002,647.67
 MSS-0-S-6H2-1S-ECTS0000 (Contract Services — ESSER)..... \$1,556,441.88
 GOE-0-I-6Z2-1S-ECTV0000 (Contract Services — GEER)..... \$464,441.36
 Contract Not to Exceed..... \$16,486,349.97

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
91	15	86	Yes	20%	20%	TBD	NA	600	10

RFP 1038 Authorization to Enter into a Contract with Drive USA, Inc., d/b/a Arcade Drivers School, for a Drivers’ Education Program

The Administration is requesting authorization to enter into a contract with Drive USA, Inc., d/b/a Arcade Drivers School, (“Arcade Drivers School”) for a drivers’ education program. Arcade Drivers School will be used to deliver classroom and behind-the-wheel instruction for the MPS Drive program and behind-the-wheel instruction for the community-based drivers’ education program.

MPS has identified a large disparity in the number of young people within the City of Milwaukee who possess drivers’ licenses. In an effort to eliminate potential barriers to obtaining a driver’s license, the MPS Drive program was developed to offer free drivers’ education to all age-eligible MPS students. Paired with the community-based driver s’education program, young people throughout Milwaukee now have multiple access points to obtaining drivers’ licenses.

The ontractor was chosen pursuant to RFP 1038, which closed on February 22, 2021. The contract will run from September 1, 2021, through August 31, 2022, (the “Initial Term”), with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed \$566,940.

Budget Code: DRD-0-0-DED-DW-ECTS (MPS Drive — Contract Services)..... \$486,940
 CSV-0-0-DED-DW-ECTS (Community-based Drivers’ Ed — Contract Services). \$80,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
32	14	12	No	NA	NA	NA	NA	600	20

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments provided under separate cover.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments provided under separate cover.

Administration’s Recommendation

The Administration recommends that the Board authorize the professional services contracts as set forth in the attachments provided under separate cover, with the exception of the Drives USA contract.

Director Taylor moved to approve the Administration’s recommendation with the exception of the Drives USA contract.

The motion passed, the vote being as follows:

- Ayes*s— Directors Báez, Herndon, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 8.
- Noes — None.
- Recusal — Director O’Halloran — 1.

* * * * *

(Item 7) Action Award of Professional Services Contracts Related to Transportation

RFP 1036 Authorization to Enter into Contracts with Six Contractors for Regular School-day Transportation Services

The Administration is requesting authorization to enter into contracts with the following contractors for regular school-day transportation services: National Express Durham Holding Corporation, dba Durham School Services, LP; First Student, Inc.; Johnson School Bus Service; Lamers Bus Lines, Inc.; North America Central School Bus Intermediate Holding Company, LLC; and Subs Specialized Care Transport, Inc., dba Illinois Central School Bus. These contractors were all chosen pursuant to RFP 1036, with a term beginning July 1, 2021, and ending June 30, 2022, (the “Initial Term”) with two additional one-year options to extend if certain performance metrics incorporated into the contracts are met.

The Administration is requesting the approval of the contracts and is seeking authorization of an amount not to exceed \$55,918,371.76 to be distributed across the contractors. The following table provides information on the amount not to exceed for each particular contract:

Contractor	Amount
National Express Durham Holding Corp. dba Durham School Services LP	\$6,871,443.40
First Student, Inc.	\$19,045,788.36
Johnson School Bus Service, Inc.	\$639,511.20
Lamers Bus Lines, Inc.	\$9,665,548.20
North American Central School Bus Intermediate Holding Company LLC dba Illinois Central School Bus	\$17,391,909.60
Specialized Care Transport, Inc.	\$2,304,171.00

Budget Codes:	RTS-0-0-TRS-DW-EPPT	\$31,804,014.82
	RWT-0-0-TRS-DW-EPPT.....	\$18,772,547.58
	TED-0-0-TRS-DW-EPPT.....	\$4,693,137.36
	AST-0-0-TRS-DW-EPPT.....	\$615,102.00
	PMO-0-0-TRS-DW-EPPT.....	<u>\$33,570.00</u>
	Total	<u>\$55,918,371.76</u>

National Express Durham Holding Corp, dba Durham School Services LP

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
18,541	8,429	11,417	No	5%	5%	TBD	NA	600	20

First Student, Inc.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
48,000	21,000	27,000	No	5%	5%	TBD	NA	600	20

Johnson School Bus Service, Inc.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
350	75	129	No	5%	5%	TBD	NA	600	20

Lamers Bus Lines, Inc.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
1,681	141	634	No	5%	5%	TBD	NA	600	20

North American Central School Bus Intermediate Holding Company LLC, dba Illinois Central School Bus

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
4,385	1,949	2,537	No	5%	5%	TBD	NA	600	20

Specialized Care Transit, Inc.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
43	37	28	No	5%	5%	TBD	NA	600	20

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments provided under separate cover.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments provided under separate cover.

Administration's Recommendation

The Administration recommends that the Board authorize the professional services contracts as set forth in the attachments provided under separate cover.

Director Peterson moved to approve the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes*s— Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.

Noes — None.

* * * * *

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

Authorization to Extend a Contract with Cooperative Education Service Agency (CESA) #1 for Title IA, Title ID, Title IIA, Title IVA, and Elementary and Secondary School Emergency Relief (ESSER) Services and the Governors' Emergency Education Relief (GEER) Grant Services

The Administration requests authorization to extend a contract with Cooperative Education Service Agency ("CESA") #1 for Title IA, Title ID, Title IIA, Title IVA, and ESSER services and the Governor's Emergency Education Relief grant services. This contractor will provide Title ID, Title IIA, Title IVA, ESSER, and GEER services at Milwaukee Academy, The contractor will provide Title IA, Title ID, Title IIA, Title IVA, ESSER, and GEER services at St. Rose Youth and Family Center. The Contractor will provide Title IA, Title ID, Title IIA, Title IVA, ESSER, and GEER services at St. Charles Youth and Family Center, Focus Program. The contractor will provide Title IA, Title ID, Title IIA, Title IVA services at Bakari Center. The contract includes the CESA #1 membership and service flat fees.

MPS, as the Local Education Agency, is obligated to provide Title IA, Title ID, Title IIA, Title IVA, ESSER, and GEER services for students at these institutions especially for students at risk of failing. The allocation amounts are provided through the Wisconsin Department of Public Instruction and are estimated based on a formula determined by federal law.

The contract provided for two one-year options to extend. This will be the first extension option. This contract extension will run from July 1, 2021m through June 30, 2022.

The total cost of the contract in this first extension year will not exceed \$162,646.48.

Estimated Allocation for CESA Service Fee

Budget Codes:	SCF-0-0-CTG-DW-ECTS (The Basic CESA Membership Fee)	\$12,500
	SCF-0-0-CTG-DW-ECTS (A Basic Service Flat Fee)	<u>\$900</u>
	Total	<u>\$13,400</u>

Estimated Allocation for CESA Services at Milwaukee Academy

Budget Codes:	(GOE-0-I-9A2-KY-ECTS (Title ID).....	\$32,559.00
	GOE-0-I-1N2-1S-ECTV (Title IA).....	\$19,771.65
	MSS-0-S-T22-1S-ECTS (Title IIA).....	\$2,209.75
	MSS-0-S-4B2-1S-ECTS (Title IVA)	\$1,458.55
	MSS-0-S-61-12-1S-ECTS (ESSER)	\$2,061.79
	GOE-0-I-6Z2-1S-ECTV (GEER).....	<u>\$648.29</u>
	Total	<u>\$58,709.03</u>

Estimated Allocation for CESA Services at St. Charles Youth & Family Services

Budget Codes:	GOE-0-I-9A2-25-ECTS (Title ID).....	\$32,567.00
	GOE-0-I-1N2-1S-ECTV (Title IA).....	\$10,356.57
	MSS-0-S-T22-1S-ECTS (Title IIA)	\$1,157.49
	MSS-0-S-4B2-1S-ECTS (Title IVA)	\$764.00

MSS-0-S-61-12-1S-ECTS (ESSER)	\$2,688.97
GOE-0-I-6Z2-1S-ECTV (GEER).....	\$533.88
Total	<u>\$48,067.91</u>

Estimated Allocation for CESA Services at St. Rose Youth & Family

Budget Codes: GOE-0-I-9A2-57-ECTS (Title ID).....	\$8,909.00
GOE-0-I-1N2-1S-ECTV (Title IA).....	\$2,824.52
MSS-0-S-T22-1S-ECTS (Title IIA).....	\$315.68
MSS-0-S-4132-1S-ECTS (Title IVA)	\$208.36
MSS-0-S-6H2-1S-ECTS (ESSER).....	\$1,185.03
GOE-0-I-6Z2-1S-ECTV (GEER).....	\$228.81
Total	<u>\$13,671.40</u>

Estimated Allocation for CESA Services at Bakari Center

Budget Codes: GOE-0-I-9A2-5A-ECTS (Title ID).....	\$2,2101.00
GOE-0-I-1N2-1S-ECTV (Title IA).....	\$5,649.05
MSS-0-S-T22-1S-ECTS (Title IIA).....	\$631.36
MSS-0-S-4132-1S-ECTS (Title IVA)	\$416.73
Total	\$28,798.14

Contract Not to Exceed..... \$162,646.48

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

————— Authorization to Enter into an Agreement with Milwaukee County Youth Education Center for Title ID Services

The Administration requests authorization to enter into an agreement with Milwaukee County Youth Education Center (MCYEC) for Title I, Part D, Subpart 2 services. This school is an MPS school that provides instruction and continuity of services for a population of Milwaukee County Jail inmates ages 12-20.

MPS, as the Local Education Agency for MCYEC, is obligated to provide these Title ID services for students continuing to learn while incarcerated. The Title ID allocation amount is provided through the Wisconsin Department of Public Instruction and is estimated based on a formula determined by federal law.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are required via a grant (Title ID grant funding) (Administrative Policy 3.09(2)(c))

This agreement will run from July 1, 2021, through June 30, 2022. The total cost of the agreement in this term will not exceed \$28,356.24.

Budget Codes: GOE-0-I-9A2-MY-ECTS (Title ID)	\$28,356.24
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Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

————— Authorization to Contract with Wisconsin Center District for MPS High-school Graduation Ceremonies

The Administration is requesting authorization to enter into a contract with Wisconsin Center District “WCD” for in-person graduation ceremonies for 16 MPS high schools. Contractor will be used to deliver in-person graduation ceremonies for 16 high schools with an approved safety plan for gatherings of over 250 people from the Milwaukee Health Department. Services include set-up, cleaning, staffing, video, and sound for all ceremonies.

Under the current COVID-19 restrictions in the City of Milwaukee, all gatherings over 250 people must have an approved plan from the Milwaukee Health Dept. With the ability to physically distance the guests at the ceremony, the Panther Arena will host the graduations for the 16 largest MPS high schools with a maximum capacity of 1,800 in attendance per ceremony. Therefore, the exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract meet the unique design required by the City of Milwaukee (Administrative Policy 3.09(7)(e)(1)(b)(vi))

The contract will run from June 1, 2021, through June 4, 2021. The total cost of the contract will not exceed \$146,318.28.

Budget Code: OGA-0-0-ADS-LS-ECTS (School Administration — Contract Services)..... \$146,316.28

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

— Authorization to Issue a Purchase Order to Teachers’ Curriculum Institute, LLC, for Online Teacher Licenses

The Administration is requesting authorization to issue purchase orders to Teachers’ Curriculum Institute, LLC, (“TCI”) for previously-adopted online teachers’ program subscriptions.

The purchase of 420 teachers’ licenses is needed to continue district-wide support for K5-5th-grade social studies. TCI provides online standards-aligned social studies resources for students in grades K5-5. These resources are the foundation for social studies instruction in the specified grades, including summer school. The last adoption for K5-5th-grade social studies was in 2009 ,and this two-year request for subscriptions will service students until the next social studies adoption.

The exception from the requirement of a competitive procurement process for these purchases has been granted on the basis of continuity of goods (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The license period will be from May 1, 2021, through April 30, 2023. The total cost of the goods purchased will not exceed \$68,460.

Budget Code: GEN-0-0-INV-DW-ENTB (Instructional Resources — Non -textbooks)..... \$68,460

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

— Authorization to Issue a Purchase Order to Learning A-Z, LLC, for Online Resource Licenses

The Administration is requesting authorization to issue a purchase order, on the basis of continuity, to Learning A-Z, LLC for 3,580 online resource licenses for the following products: Reading A-Z, RAZ-Kids (RAZ Plus); Science A-Z; Vocabulary A-Z, and Headsprout.

Learning A-Z’s resources (Reading A-Z, RAZ-Kids/RAZ Plus; Science A-Z; Vocabulary AZ, and Headsprout) are impactful for a broad range of students, encompass best practices in education, and support key instructional elements such as the Wisconsin Common Core State Standards (CCSS), Differentiated Instruction, Personalized Learning, and Tiered Instruction. Learning A-Z addresses these key instructional resources for the district to save teachers time and to increase students’ performance.

Reading A-Z provides differentiated reading instruction during all parts of the instructional block to supplement and align to adopted resources; differentiated leveled practice to support independent work for all learners; differentiated homework practice that motivates and builds better readers and writers; and progress-monitoring tools for teachers to monitor students’ achievement and to plan for explicit small-group instruction.

Raz-Kids is an award-winning resource that provides a library of differentiated books at which students use to practice reading in school, at home, or on the go. Digital and mobile access means that students get the personalized reading practice they need anytime, anywhere. And with easy-to-use online controls, teachers can quickly manage and track their students' reading progress in a matter of minutes. It provides meaningful online reading practice on computers and mobile devices with hundreds of leveled books and corresponding quizzes offered at 29 levels of reading difficulty.

Raz-Kids encourages close reading skills and the reading-and-writing connection with interactive tools and constructed-response quiz questions. Raz-Kids makes practicing reading fun with the engaging Kids A-Z eLearning environment, which includes built-in motivational rewards and allows parents, students, and teachers to easily track individual and class-wide progress with digital reports.

Science A-Z provides embedded literacy in the content-area classroom science instruction and provides content-area teachers with differentiated resources to provide instruction and to reinforce literacy skills and strategies that are effective in having students read like subject-area experts.

Vocabulary A-Z provides differentiated vocabulary and word-work instruction during the small-group teacher-led reading that aligns to adopted resources, as well as differentiated vocabulary and word-work leveled practice for independent work at the vocabulary and word work literacy work station.

The exception from the requirement of a competitive procurement process for these purchases has been granted on the basis of continuity of goods (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The license period will be from July 15, 2021, through July 14, 2022. Included with the cost of the licenses are onsite and webinar trainings, as needed.

The total cost of this purchase will not exceed \$937,078.

Budget Code: GEN-0-0-INV-DW-ENTB (Instructional Resources — Non-textbooks)..... \$937,078

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

Authorization to Renew Virtual Library Services Subscriptions with Various Vendors

The Administration is requesting authorization to purchase one-year renewal subscriptions for district-wide virtual library services. The current virtual-library databases offer continuity in the District’s overall plan to invest in library staffing and technology and continue to be a core resource for the library-skills (research and inquiry) curriculum. Digital resources allow students to engage in research/inquiry to investigate topics and provide experiences for self-directed, real-life investigations. The District’s collection of digital resources provides equity to all MPS sites. Additionally, full access to all databases is available from home on a 24/7 basis. On-site and online professional development is available to all MPS educators for all resources.

These purchases will be paid for with Common School Funds, which provide annual library-aid support to all Wisconsin public school districts. Each district must spend its total Library Aid allocation for appropriate library materials by June 30 of that same year. Digital, video-streamed, or web-based resources are earmarked materials that support the school library media program.

The exception from the requirement of a competitive procurement process for these purchases have been granted on the basis of continuity of goods (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The database renewal costs are outlined below:

Vendor	Products	Subscription Period	Area of Focus	Amount
BrainPOP	BP, JR, ELL, Espanol, Creative Coding	10/01/21-9/30/22	K4-12	\$290,718.00
Capstone	Pebble Go	06/30/21-06/30/22	K4-3	\$124,768.95

Vendor	Products	Subscription Period	Area of Focus	Amount
Cengage Learning	Biography in Context	06/30/21-06/29/22	5-12	\$50,460.90
Cengage Learning	Gale in Context MS/Opposing Viewpoints in Context	06/30/21-06/29/22	7-12	\$43,209.86
Defined Learning	Defined STEM	08/01/21-07/31/22	K-12	\$277,860.00
Discovery Education	DE Curriculum Services (Streaming)	07/01/21-06/30/22	K4-12	\$377,786.28
Nearpod	Flocabulary	08/05/21-08/4/22	K4-12	\$123,042.44
Follett	Library Manager	08/30/21-08/31/22	K4-12	\$151,672.74
Follett	Resource Manager	08/30/21-08/31/22	K4-12	\$52,845.01
OverDrive	Digital Library, eBooks, Video, and Audio	08/01/21-07/31/22	K-12	\$70,000.00
Proquest	SIRS Discoverer/SIRS Issues Researcher	08/01/21-07/31/22	6-12	\$21,927.46
Proquest	Culture Grams Online	07/01/21-06/30/22	3-12	\$57,416.32
Texthelp, Inc.	Read & Write Google/Snapverter	08/01/21-08/01/22	K4-12	\$125,627.40
World Book Inc.	Digital Subscription	07/02/21-07/02/22	K4-12	\$ 35,078.00
Xello (Career Cruising)	Xello for Elementary School	10/01/21-9/30/22	K-12	\$52,500.00

The subscription renewals will be paid for with Common School Funds and textbook funds, and the total cost of subscription services will not exceed \$1,854,913.36

Budget Code(s): SLB-0S-CSF-DW-ESWR (School Library — Non-textbooks) \$1,802,068.35
 GEN-00-INV-DW-ETXB (Textbook Funds — for Resource Manager)..... \$52,845.01

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments provided under separate cover.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments provided under separate cover.

Administration’s Recommendation

The Administration recommends that the Board authorize the exception-to-bid requests as set forth in the attachments provided under separate cover.

President Miller passed the gavel to Director Báez at 9:35 p.m.

Director O’Halloran moved to approve the Administration’s recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and Woodward — 8.
 Noes — None.
 Temporarily Absent — President Miller — 1.

* * * * *

(Item 9) Action on a Request to Approve the FY21 Federal Cost-of-Living Adjustment (COLA) Funding Application for Head Start

Background

The Milwaukee Public Schools' Head Start Program is eligible to apply for a supplemental Cost-of-Living Adjustment (COLA) grant through the Administration for Children and Families, Office of Head Start.

The 2021 Consolidated Appropriations Act contains an increase of approximately \$123 million for programs under the Head Start Act for FY21. A portion of the increase provides a cost-of-living adjustment (COLA) of 1.22% to assist all Head Start grantees in increasing staff salaries and fringe benefits or in offsetting higher operation costs.

On March 25, 2021, the Milwaukee Board of School Directors approved the MPS FY21 Head Start Federal Continuation Grant Application. After submission of the application, the COLA funding guidance was released in early March by the Office of Head Start (OHS). Subsequently, the OHS notified MPS to include the COLA funds in the previously-approved application. Incorporating the COLA funds in the MPS FY21 Head Start Federal Continuation Grant Application allows for aligning efforts and for streamlining the application process.

The Milwaukee Public Schools Head Start Policy Council approved the submission of the application on April 13, 2021. The full application, as provided under separate cover, will be submitted on April 15, 2021.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

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

Fiscal Impact Statement

This item does not authorize expenditures. The Milwaukee Public Schools Head Start Program has been allocated \$134,936 in COLA funding. The budget provided under separate cover reflects the previously-approved \$11,181,973 of the FY21 Head Start Federal Continuation grant as well as the addition of the \$134,936 of the COLA allocation — for a total budget of \$11,316,909. Awarded COLA funds will be applied to raises awarded to Head Start Staff in the 2021-22 school year and to increases to the fringe-benefit rate.

Implementation and Assessment Plan

Upon the Board's approval, the MPS Head Start office will submit the Federal Head Start COLA Funding Application.

Administration's Recommendation

The Administration recommends that the Board approve the submission of the 2021-2022 Head Start COLA funding application.

Director Phillips moved to approve the Administration's recommendation.

The motion passed, the vote being as follows:

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

* * * * *

(Item 10) Action on a Request to Revise Administrative Procedure 7.33, Grading Systems**Background**

On February 23, 2017, Administrative Procedure 7.33, Grading Systems, was revised to include the use of weighted grades in the calculation of high-school grade-point averages. Courses identified for weighted grades included all Advanced Placement (AP), International Baccalaureate Diploma Program (IBDP), and selected Project Lead the Way (PLTW) courses.

Over the last couple of years, there has been an increase in the number of high-school students taking college courses through dual enrollment. Currently college courses are not weighted. To encourage and not to penalize high-school students taking selected college courses, the proposed revision would allow college courses to be weighted.

Additionally, there are some technical revisions to correct missing performance-level options for elementary and secondary school teachers to use when grading. The proposed revisions are as follows:

Administrative Procedure 7.33
Grading Systems

In accordance with administrative policy, the following grading systems have been approved for use in the school system at the various levels.

(1) Elementary Grades K3-8

a) Within the approved student information system (SIS) electronic grade book, the following performance levels will be used to record student achievement and to present the growth that has taken place in grade-level appropriate state or national academic standards which have been assessed during each marking period:

AD	Advanced, exceeding grade-level expectations
PR	Proficient, meeting grade-level expectations
BA	Basic, just below grade-level expectations
MI	Minimal, far below grade-level expectations
<u>O</u>	<u>No Evidence</u>

Blank indicates an area that is not assessed during this mark period.

(b) The grade for each mark period indicates a performance level for expectations at that point in the school year. The K3/K4 and some areas of the K5 report card also use the frequency scale to show developmental progress: 1 = Seldom, 2 = Sometimes, 3 = Usually, 4 = Always/Exemplary.

(c) Students and parents/guardians of record will have full access to their students' proficiency on grade level-appropriate state or national academic standards on the Student/Parent Portal in the student-information system. K-8 Teachers must keep their electronic gradebooks updated in a timely manner in order for students and parents to stay informed on their students' progress.

(d) Montessori Report cards will reflect Montessori principles and philosophy. Their grading scale will be:

EX	Exceeds
MA	Mastered
PA	Practiced
NM	Needs More
IN	Introduced

(2) Secondary Level

a) Within the approved student information system (ISIS) electronic grade book, the following performance levels will be used to record student achievement and to present the growth that has taken place in grade-level appropriate state or national academic standards which have been assessed during each marking period:

<u>AD</u>	<u>Advanced, exceeding grade-level expectations</u>
<u>PR</u>	<u>Proficient, meeting grade-level expectations</u>
<u>BA</u>	<u>Basic, just below grade-level expectations</u>

MI Minimal, far below grade-level expectations

O No Evidence

Blank indicates an area that is not assessed during this mark period.

(a b) Within the limitations listed below, students will be allowed to enroll in courses as Pass/Fail courses, with the understanding that their accomplishments in those courses will be evaluated either as successful (passing) or unsuccessful (unsatisfactory). For a successful completion of a Pass/Fail course, a grade of P will be given to students and entered on their permanent records. For unsuccessful performance, the standard grade of U will be assigned. The ability to take a Pass/Fail course will be available in all senior high schools (grades 9 through 12) under the following conditions:

1. For encouraging upperclassmen to take higher-level courses, a student may opt to take a course as Pass/Fail under the following criteria:
 - a. This option will be open only to juniors or seniors who have earned at least half the number of units needed for graduation.
 - b. This option may be used for a maximum of one unit per year.
 - c. Parents/guardian of record of students exercising this option should be apprised of and involved in the decision. Local schools shall design a procedure to accomplish this.
 - d. Students will decide to exercise this option at subject-selection time. Final adjustment will be completed by the end of the second week of classes.
 - e. Retake guidelines:
 - (i) High-school students may elect to retake a course previously failed (U) or almost failed (D).
 - (ii) The most recent attempt at the course shall appear on the official transcript and shall be calculated into the cumulative GPA, thereby replacing the former grade.
 - (iii) The National Collegiate Athletic Association (NCAA) maintains its own policies for repeating a course. It is the responsibility of the student, parents, or guardian of record to consult with athletic coaches for updated guidelines.
2. For all high-school students in remedial courses:
 - a. Certain courses will be determined by the district to be remedial courses for grade 9-12 students. These courses will meet graduation requirements only as electives.
 - b. The district will determine the exact course codes that can qualify as Pass/Fail remedial courses.
 - c. Each school will communicate the alternate grading method to parents in writing.
3. For all high school students in internships, youth apprenticeships, and work study:
 - a. Courses will be Pass/Fail
 - b. The district will determine the amount of hours per internship or apprenticeship and the total credit unit equivalence
 - c. Students in work study may earn 1 credit per semester upon meeting all criteria for the work study
4. Specific alternative programs identified by the district may grade on a Pass/Fail basis
5. Students have the potential to earn more than one Pass/Fail credit unit per year per the guidelines listed above

(b c) Incorporating the above into the standard grading practice in the secondary schools will make it possible for students to earn the following grades:

- P Passing (successful accomplishment) — not computed into grade-point average.
- A Excellent (outstanding)
- B Above average (good)

- C Average (satisfactory)
- D Below average (passing)
- U Unsatisfactory (unsuccessful performance)
- I Incomplete. (This is a temporary grade that must be replaced by the actual achievement grade by the end of the following semester).

(e d) Milwaukee Public Schools will use a weighted-grades system with students who began freshmen year in 2014-2015. All Advanced Placement (AP), International Baccalaureate Diploma Program (IBDP), and selected Project Lead the Way (PLTW) courses will be weighted using the following scale:

Letter Grade	A	B	C	D	U
Grade Point for AP/IB DP & Selected PLTW courses	5.0	4.0	3.0	1.0	0
Regular High-school Courses	4.0	3.0	2.0	1.0	0

(d e) Students’ transcripts shall show the weighted grade and GPA as well as the non-weighted grade and GPA. Every high-school course catalog and academic-and-career planning guide has more specific information about accommodating students’ varying needs, interests, and abilities.

(e f) Students can audit courses for which no credit is earned — for example, new students who arrive prior to the end of the semester but have already earned credits elsewhere.

(f g) High-school teachers must keep their electronic gradebooks updated in a timely manner in order for students and parents to stay informed on their students’ progress.

1. For missing evidence, students will have a set amount of time to submit missing evidence against course standards for work never completed in accordance with the teacher’s policy. Teachers will outline their policy in a course syllabus. Teachers are not obligated to accept missing evidence beyond two weeks from the original due date in a nine-week (quarter) course and three weeks from the original due date in an 18-week (semester) course. All students will have a final opportunity to provide evidence on course standards at the end of the semester during the final evidence of proficiency.
2. For submitted evidence, students will have the opportunity to resubmit any evidence within a reasonable timeframe according to the teacher’s syllabus. All students will have a final opportunity to provide evidence on course standards at the end of the semester during the final evidence of proficiency.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.33, Grading Systems

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Should the revisions be approved, the Office of Board Governance will publish it for implementation. Weighted grades will be applied and factored into the grade-point averages for selected college courses completed during the 2020-2021 school year.

Administration’s Recommendation

The Administration recommends the Board approve the revisions to Administrative Procedure 7.33, Grading Systems.

Director O’Halloran moved to approve the Administration’s recommendation.

The motion passed, the vote being as follows:

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

* * * * *

(Item 11) Report with Possible Action Regarding Air Quality

Background

At its special meeting on March 23, 2021, the Milwaukee Board of School Directors adopted the Administration's Reopening Plan with a number of provisions, including monthly reports regarding air quality, with priority to be given to classrooms and schools without window access to outside air.

The Department of Facilities and Maintenance Services (DFMS) continues to monitor mechanical systems throughout the district and to perform any necessary repairs to make sure MPS buildings are safe and clean. DFMS is contracting with consultants to update documentation necessary to complete testing and balancing of the mechanical systems, along with outside contractors and in-house staff performing the task. DFMS is upgrading filtration where possible and performing coil cleaning as needed. The District has deployed air purifiers throughout the buildings.

The Administration will continue to pursue measures to ensure good air quality in MPS buildings and will report to the Board monthly.

Although this item has been noticed for possible action, no action is required.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

N/A

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(Item 12) Report with Possible Action Regarding Music Education

Background

At its meeting on August 29, 2019, the Milwaukee Board of School Directors referred Communication 1920C-001, regarding a proposed music education policy drafted by MPS music educators and the Milwaukee Teachers' Education Association (MTEA), to the Administration for follow-up.

At its meeting on September 26, 2019, the Board directed the Administration to convene an advisory committee made up of members of the MPS Administration, the Office of Board Governance, the Office of Accountability and Efficiency, MPS music teachers, the Milwaukee Teachers' Education Association, music providers such as the Wisconsin Conservatory of Music, and two representatives of the Milwaukee Board of School Directors.

The advisory committee collaborated in finalizing Administrative Policy 7.44, Music Education, which the Board adopted in November 2019. The policy includes twice-yearly updates by the Administration relative to the progress in implementing the policy as well as next steps. As a result of the many impacts of the pandemic, it was difficult to complete a thorough report which included the input of teachers for the March board cycle. Going forward, the regular cycle for sharing progress updates with the Board will be March and August of each year.

Below is an overview of the progress and next steps related to implementation of Administrative Policy 7.44, Music Education.

Work Completed

In 2020-21, we added 23 teachers, serving 29 schools. 13,740 children now have certified music educators. Three teachers were added in the Northwest Region, seven in the Central, five for Citywide, seven in the Southwest, and one in the High School Region.

In 2021-22, we will be adding 20 teachers, serving 25 schools. 12,478 more children will now have certified music educators. Six will be added to the Northwest Region, four to the Central, four to the Citywide, two to the Southwest, and four to the High School Region.

Virtual Learning Supplies and Support

More than 26,000 K-5 students in 46 schools received at-home music kits with instruments and supplies to play, to read, and to compose music. At-home kits can be brought back to school for the reopening so that students can safely make music without sharing instruments or supplies.

Professional development took place throughout the school year. Presentations included Decolonizing the Music Room, Music and Social Emotional Learning (SEL), Spanish Singing Games, and Multi-disciplinary Integration. Teachers shared lessons and best practices several times per month.

Digital Music Platforms

SmartMusic, MusicFirst, and SoundTrap digital platforms have been added as resources for faculty and students.

- 60 teachers and more than 18,000 students have access to quavermusic.com and its K-8 music curriculum.
- 32 teachers and 3,771 students are using MusicFirst and its seven connected digital resources.
- 15 teachers and 913 students are using SmartMusic.
- 20 teachers and approximately 5,000 students are using SoundTrap.

Music-technology-and-production middle-school and high-school curricula have been developed which include a career-and-technical-education (CTE) credit, possible dual credit with MATC, and an International Baccalaureate (IB) option. A modern band curriculum has been developed which is culturally responsive and is implemented in three pilot schools (Audubon, King IB Middle School, Longfellow) in fall of 2021, with possible expansion to three more schools in the fall of 2022.

MPS is now a Teach Rock District with access to multidisciplinary integrated lessons and resources.

The K-5 Standards-aligned General Music Pacing Guide will be created. Grades 6-8 band, orchestra, choir and modern band is in progress

Next Steps

- We continue to plan for the 49th Biennial Music Festival.
- We will supply and support 43 new music teachers who will be in their classrooms for the first time.
- With the help of our two music-support teachers and the instrument specialist, we will support over 90 other classroom and traveling music teachers.
- Saturday music lessons will be expanded to bring variety and culturally-relevant offerings to more sites.
- A district inventory of band, orchestra, and general musical instruments will be created.
- Additional funding will be secured for the increased need for supplies, instruments, repair, equipment, and support personnel that results from expanding programs.
- Yea- three music expansion should bring music to 25 more schools, with just a few schools left for year four.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.44, Music Education

Fiscal Impact Statement

N/A

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(Item 13) Report with Possible Action Regarding Art Education

Background

At its January 2020 meeting, the Milwaukee Board of School Directors referred Communication 1920C-004, regarding a proposed art-education policy, to the Administration for follow-up.

Similar to the process used in the development of the MPS music policy, a committee was formed to discuss and to explore the proposed art-education policy. Membership of the committee included MPS art educators, MTEA, members of the Milwaukee Board of School Directors, and the Offices of Academics, Accountability and Efficiency, Board Governance, Finance, and School Administration. This allowed for a collaborative approach that included fiscal review and feedback from the Office of the City Attorney.

The advisory committee collaborated in finalizing Administrative Policy 7.45, Art Education, which the Board adopted in May 2020. The policy includes twice-yearly updates by the Administration relative to the progress in implementing the policy as well as next steps. As a result of the many impacts of the pandemic, however, it was difficult to complete a thorough report which included the input of teachers for the March board cycle. Going forward, the regular cycle for sharing progress updates with the Board will be March and August of each year.

The following provides an overview of the progress and next steps related to implementation of Administrative Policy 7.45, Art Education:

Work Completed

In 2020-21, visual art increased to 1.0 FTE in 13 schools — six in the Northwest Region, five in the Central Region, one in the East Region, and one in Southwest Region. Approximately 6,500 children have access to full-time certified visual-art educators.

In 2021-22, 22 schools will have increased FTEs in visual art — five in the Northwest Region, three in the Central Region, six in the East Region, five in the Southwest Region, three in the High School Region. Approximately 8,800 more children will have increased access to certified visual-art educators.

Work Underway

- PRO Learning from the Art of Education has been purchased as a professional development online resource.
- FLEX Learning from the Art of Education has been purchased as a curricular resource for visual-arts educators.
- Grade-band professional learning committees have been created and receive paid professional development and collaborative work time.
- A K-8 standards-aligned visual-arts pacing guide is to be completed by June 2021.
- Grades 6-8 specialized courses are to be reviewed and revised in summer 2021.

Art Supplies and Support

Pandemic Supplies

All visual-arts teachers have been provided access to district-purchased art supplies for students' home use during their virtual learning.

Support and Professional Development

- A 1.0-FTE visual-arts support teacher has been provided to support new MPS K-8 educators.
- A 0.5-FTE visual-arts support teacher has been provided to support new MPS 6-12 educators.

Monthly professional development — recorded and on the learning-management system — is being offered throughout the school year,.

For the Fall

We will:

- supply and support new visual art teachers who will be in their classrooms for the first time;
- create a database of visual-arts equipment across the district to ensure equity and access; and
- create common syllabi for high-school courses to increase equity of content and instruction across the district.

Next Steps

Year Three: Visual arts will be expanded to increase visual-arts instructors by approximately 12 FTEs.
 Year Four: Visual arts will be expanded to increase remaining visual-arts FTEs at schools and to add additional fine arts (dance, theater) to schools with arts designations.

We will need to secure additional funding because growing programs means an increased need for supplies, repair, equipment, and support personnel.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.45, Art Education

Fiscal Impact Statement

N/A

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(Item 14) Report with Possible Action Regarding an Analysis of Limited-term Employment (LTE) Contracts and Contracted Staff

Background

On September 24, 2020, the Milwaukee Board of School Directors acted to

...direct the Office of Accountability and Efficiency to conduct an analysis of the diversity of LTE contracts and all contracted staff. The analysis is to include the number of people of color applying and the number of people of color selected for contracted services and hindrances to contract attainment.

OAE used a descriptive analysis approach to study LTE data, including examining LTE contracts LTE job postings and applicants, an LTE survey, and considering contracted staffing services.

Below is a summary provided by the Office of Accountability and Efficiency.

Limited-term Employment (LTE) Analysis

LTE Contracts

Demographics

There were 723 LTE employees between March 2015 and October 2020, which includes active and terminated status. Of these LTE employees, 80% (575) had previously worked for the district in non-LTE positions, and 51% (370) are MPS retirees. Of these LTE employees:

- 51% are White,
- 38% are African-American,

- 7% are Hispanic/Latino, and
- less than 1% are Asian and American Indian/Alaskan Native.

Compensation Rate by Race/Ethnicity

	<u>Hourly Wage</u>
Average Compensation	\$31
American Indian/Alaskan Native	\$33
Asian	\$29
Black/AA	\$28
Hispanic/Latino	\$30
Not Specified	\$31
White	\$33

LTE Job Postings and Applicants

Between March 2015 and October 2020, 39 distinct job openings were posted, for which 517 people applied. Of those, 6% were White, 44% were African American, and less than 6% were from other racial/ethnic groups. These applicants applied for more than 20 unique positions, with 163 (32%) applying for an Induction Specialist’s position.

LTE Survey

An online survey for active LTE employees was conducted in February 2021. There were 48 distinct respondents, representing diverse demographics, to this survey. More than 52% had learned about their LTE positions through friends, colleague, or previous MPS employment.

The overall LTE hiring experience and challenges included communication, timing, contracts, and retention. Respondents recommended:

- enhancing communication to ensure transparency and to keep applicants informed;
- developing effective planning for retention;
- improving promptness and the process for LTE contracts; and
- continuing recruitment and the postings of LTE job announcements.

Staff Services

These data were obtained from Goodwill Talentbridge, LLC, through a professional services contract. Talentbridge provided 320 contracted staff in 2020. The staff provided to MPS were 83% African American, 8% White, 6% Latino/Hispanic, and less than 1% Asian.

Of the staff provided to MPS, 63% were Children’s Health Assistants, and 36% were substitute secretaries.

The average hourly salaries were:

- Secretarial/Clerical \$16.91
- Food Service Assistants \$14.70
- Children’s Health Assistants \$21.08

Next Steps

Data Considerations

Data for educational attainment, job titles, and job descriptions was limited. Having queryable data available would allow further exploration of responsibilities and compensation rates.

Recruitment and Hiring

- Recruit more LTE employees from under-represented populations beyond internal capacity.
- Continue to build networks and strong partnerships to reach broader community.
- Bring awareness regarding the role of LTE employees and scope of work.
- Increase transparency and communication efforts with LTE candidates.
- Consider retention plans and other efforts for LTE employees.

- Review best practices for an equitable approach to hiring and recruitment of diverse candidates, including job posts, job requirements, culturally-inclusive communications, and messaging.
- Continue to track and to measure hiring ratios and outcomes to identify disparities.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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

Administrative Policy 6.37, Limited-term Employment Positions

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The gavel was returned to President Miller at 10:48 p.m. and passed to Director Baez at 11:04 p.m.

(Item 15) Monthly Report of the President of the Milwaukee Board of School Directors

President Miller gave oral remarks for his final report.

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(Item 16) Reports of the Board's Delegates

The Board received reports from the delegates to the District Advisory Council (DAC) and to the Head Start Policy Council.

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The meeting adjourned at 11:07 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk