

**PLEASE REVIEW PRIOR TO THE  
AUGUST 27, 2020, BOARD MEETING**

**Minutes for Approval at the August 2020 Regular  
Meeting of the Milwaukee Board of School Directors**

	<u>Pages</u>
July 16, 2020, Special Board Meeting.....	181-186
July 30, 2020, Regular Monthly Board Meeting .....	187-234



**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
JULY 16, 2020**

Special meeting of the Board of School Directors called to order by President Miller at 5:43 P.M.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips (6:32 p.m.), Siemsen, Taylor  
(7:07 p.m.), Woodward, and President Miller — 9.  
Absent — None — 0.

The Board Clerk read the following call of the meeting:

July 13, 2020  
REVISED

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Larry Miller, the following meeting is scheduled to take place, for the consideration of the item of business stated in this notice. This meeting will be held virtually. MPS buildings are closed to the public.

Special Board Meeting  
5:30 p.m., Thursday, July 16, 2020

1. Action on Resolution 2021R-006 by Director Woodward Regarding the 53206 Initiative.

*President Miller hereby notices that he will entertain a motion to waive Board Rule 1.10 to discharge the Committee on Accountability, Finance and Personnel from further consideration of the resolution in order to take immediate action on it.*

2. Action on the Phased-In MPS School Reopening Plan for the 2020-2021 School Year

Testimony will be taken live during the meeting. Those who wish to speak must register in advance to receive a participation code to enter the meeting. The deadline to register is 3:00 P.M. on July 16, 2020.

To register to participate by dial-in, call 414-475-8200 and follow the instructions.

To register to participate via email, visit the Boardcast page of the MPS website to send an email request:

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

Written comments may be submitted to the Office of Board Governance by mail, to 5225 W. Vliet Street, Milwaukee, 53221; by email, to [governance@milwaukee.k12.wi.us](mailto:governance@milwaukee.k12.wi.us); or by fax, to 414-475-8071. Written comments received before 3:00 P.M. on July 16, 2020, will be forwarded to the Board for its consideration.

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

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

JACQUELINE M. MANN, PH.D.  
Board Clerk

**(Item 1) Action on Resolution 2021R-006 by Director Woodward Regarding the 53206 Initiative**

**Background**

In May 2020, the Board approved a donation agreement between Milwaukee Public Schools, the City of Milwaukee, and Phillis Wheatley School Redevelopment, LLC, related to the former Phillis Wheatley School property located at 2442 N. 20<sup>th</sup> Street.

The approved price for the Phillips Wheatley K-8 School building was \$465,000, with \$115,000 of that amount included in the purchase-price section of the Purchase and Sale Agreement, and the remaining balance of \$350,000 structured under the Donation Agreement, which was approved by the Board in May 2020.

The Board referred the following Resolution 2021R-006 by Director Woodward at its meeting on June 25, 2020.

WHEREAS, In November 2019, Phillis Wheatley School Redevelopment, LLC, ("PWSR"), purchased the former Phillis Wheatley K-8 School's building, located at 2442 North 20th Street, for \$465,000, with \$115,000 of that amount to be the purchase price and the remaining balance of \$350,000 to be structured under an Donation Agreement, which was approved by the Milwaukee Board of School Directors on May 25, 2020; and

WHEREAS, Both the proceeds from the purchase price and from the Donation Agreement are to be deposited in the Milwaukee Public Schools' School Operations Fund; and

WHEREAS, In August of 2017, the Milwaukee Board of School Directors adopted Administrative Policy 1.06, Equity in MPS, which states, in part:

(a) The Milwaukee Board of School Directors is committed to the success of every student, regardless of race, ethnicity, family economics, mobility, gender identity, sexual orientation, disability, or initial proficiencies. The Board holds itself and all district and school-site decision makers, faculty, and support staff accountable for building a district-wide culture of equity.

and

WHEREAS, The families who reside in the 53206 ZIP Code, as a whole, face the greatest socio-economic challenges of any in the Milwaukee Public Schools; and

WHEREAS, The schools in District 4 of the Milwaukee Board of School Directors, which encompasses a portion of the 53206 ZIP Code, are in desperate need of resources to support their students and to promote "...the success of every student, regardless of race, ethnicity, family economics, mobility, gender identity, sexual orientation, disability, or initial proficiencies"; now, therefore, be it

RESOLVED, That all of the proceeds from the sale of the former Wheatley site and the Donation Agreement approved by the Board in May 2020 shall be allocated to support MPS's 53206 Initiative and the schools within the Board's District 4.

The intent of the resolution is that the proceeds from the sale of the former Wheatley site to come to the district, as detailed in the donation agreement, be allocated to support the district's 53206 Initiative and the schools within the Board's District 4.

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

---

Goal 1, Academic Achievement

#### **Statute, Administrative Policy, or Board Rules Implication Statement**

---

Administrative Policy 3.01, Annual Operating Budget

#### **Fiscal Impact Statement**

---

This item does not authorize expenditures.

#### **Administration's Recommendation**

---

The Administration recommends that the Board decide how it wishes to proceed with Resolution 2021R-006 by Director Woodward Regarding the 53206 Initiative.

As previously noticed, Director Miller moved to discharge the Committee on Accountability, Finance and Personnel from further consideration of the resolution. The motion passed, the vote being as follows:

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

Noes — None.

Director Woodward moved to adopt the resolution. The motion passed, the vote being as follows:

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

Noes — None.

\* \* \* \* \*

**(Item 2) Action on the Phased-in MPS School Reopening Plan for the 2020-2021 School Year**

**Background**

There have been many impacts to Milwaukee Public Schools as a result of the COVID-19 pandemic, especially relative to the closure of Milwaukee Public Schools.

In May and June 2020, the Administration shared preliminary plans for the reopening of school for the 2020-2021 school year with the Milwaukee Board of School Directors. As the plans were further refined, and as a result of the discussion that took place at the Board's meeting on June 25, 2020, President Miller called for a special board meeting in July to finalize the MPS School Reopening Plan.

The process included extensive outreach inviting parents, students, and staff to share their ideas and feedback via a survey and workgroup sessions. The outreach included a variety of avenues, such as social media; distribution of paper copy surveys at Stop, Grab & Go sites; mailing to homes; family and district newsletters; emails; local news; and the district's website.

The Administration convened work groups to address different areas of consideration for school reopening: health and safety, academics, school operations, communications, professional development, and classroom and schoolwide supports. The work groups included teachers, school leaders, other staff, MTEA representatives, students, parents, and community members. The groups met to plan for school reopening.

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

Provided under separate cover are the following documents:

- MPS School Reopening Plan 2020-2021
- School Reopening Plan Presentation
- 20-07-16 Compilation Memo with Emails (i.e., constituents' communications relative to the schools reopening).

**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 Rules Implication Statement**

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

**Fiscal Impact Statement**

This item does not authorize expenditures. Any costs associated with implementing the MPS School Reopening Plan will follow Administrative Policy 3.09 in seeking the Board's approval or will be brought to the Board through October budget adjustments.

## **Implementation and Assessment Plan**

Upon approval by the Board, the Administration will begin implementing the MPS School Reopening Plan.

### **Administration's Recommendation**

The Administration recommends that the Board approve the Phased-in MPS School Reopening Plan for the 2020-2021 School Year, as provided under separate cover.

Relative to the School Reopening Plan, Director Baéz moved

1. approval of the school reopening plan for the 2020-2021 school year;
2. to expand current work groups to include a wide array of stakeholder groups, specifically inclusive of school-based stakeholder groups;
3. to use the plan as a framework for reopening school;
4. that the plan be developed with specificity on the implementation of the school reopening plan; and
5. that the Administration develop and publish a working question-and-answer document to address public testimony and families' and constituents' concerns.

The motion passed, the vote being as follows:

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

Noes — None.

Relative to the school calendars contained within the Plan, Director Miller moved to adopt the Administration's recommendation for the 2020-2021 school calendars:

#### **2020-21 Early-start Calendar**

Aug 10	Organizational Day	Jan 1	New Year's Day
Aug 11-14	Professional Development Days	Jan 18	MLK, Jr. Day
Aug 17	First Day of School — Students	Feb 15	Mid-Semester break
Sept 4	Labor Day break	Feb 16	Record Day (K-8) and Professional Development Day (H.S.)
Sept 7	Labor Day		
Oct 23	Parent-Teacher Conference Day	March 19	Parent-Teacher Conference Day
Oct 26	October break	April 2-9	Spring break
Nov 3	November break	May 17	Record Day (K-8) and Professional Development Day (H.S.)
Nov 16	Record Day (K-8) and Professional Development Day (H.S.)	May 26	Last Day of School — Students
Nov 25-27	Thanksgiving break	May 27	Record Day (H.S.) and Professional Development Day (K-8)
Nov 26	Thanksgiving Day		
Dec 23	Record Day (H.S.) and Professional Development Day (K-8)	May 28	Professional Development Day (all)
Dec 24-Jan 3	Winter break		Note: ACT testing dates to be determined.

#### **2020-21 Traditional Calendar**

Aug 25	Organizational Day	Oct 23	Parent-Teacher Conference Day
Aug 26-28, 31	Professional Development Days	Oct 26	October break
Sept 1	First Day of School — Students	Nov 3	November break
Sept 4	Labor Day break	Nov 16	Record Day
Sept 7	Labor Day	Nov 25-27	Thanksgiving break
		Nov 26	Thanksgiving Day

Dec 23	Professional Development Day	April 2-9	Spring break
Dec 24-Jan 3	Winter break	May 31	Memorial Day
Jan 1	New Year's Day	June 4	Records Day
Jan 18	MLK, Jr. Day	June 11	Last Day of School — Students
Feb 15	Mid-Semester break	June 14-15	Professional Development Days
Feb 16	Record Day		
March 19	Parent-Teacher Conference Day		

**2020-21 Late-start Calendar**

Aug 31	Organizational Day	Jan 29	Professional Development Day (K-8)/ Record Day (H.S.)
Sept 1-4	Professional Development Days	Feb 15	Mid-Semester break
Sept 7	Labor Day	March 12	Professional Development Day (H.S.)/Record Day (K-8)
Sept 8	First Day of School — Students	March 19	Parent-Teacher Conference Day
Nov 2	Parent-Teacher Conference Day	April 2-9	Spring break
Nov 3	November break	May 28	Professional Development Day
Nov 25-27	Thanksgiving break	May 31	Memorial Day
Nov 26	Thanksgiving Day	June 11	Professional Development Day (H.S.) / Record Day (K-8)
Dec 7	Professional Development Day (H.S.) Record Day (K-8)	June 17	Last Day of School — Students
Dec 24-Jan 3	Winter break	June 18	Professional Development Day (K-8)/ Record Day (H.S.)
Jan 1	New Year's Day		
Jan 18	MLK Jr. Day		

The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Woodward, and President Miller — 7.

Noes — Directors Phillips and Taylor — 2.

The Board adjourned at 11:11 P.M.

\* \* \* \* \*





**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
JULY 30, 2020**

Regular meeting of the Board of School Directors called to order by President Miller at 6:37 P.M.

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

Before proceeding with the agenda items, President Miller asked for a moment of silence to commemorate the passing of:

- Deola Purnell Lyles, a retired teacher from Happy Hill, who had passed away on June 28, 2020;
- Kathleen Crowley, a former employee at Parkview Elementary, who had passed away on July 8, 2020;
- Peter Lemmer, a retired teacher from Madison High School, who had passed away on July 11, 2020;
- Bryan Freeman, a teacher at Manitoba School, who had passed away on July 24, 2020; and
- Isaiah Goodrum, a 2020 graduate of Bradley Tech, who had passed away, July 29, 2020

President Miller also acknowledged the passing of John Lewis, former U.S. Representative and passionate civil rights advocate, who had passed away on July 17, 2020.

**APPROVAL OF MINUTES**

The minutes of the Boards' special and regular meetings of June 2020 were approved as printed.

\* \* \* \* \*

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

**(Item 1) Monthly Report of the Superintendent of Schools**

**Background**

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

- Increasing academic achievement and accountability
- Improving district and school culture
- Developing our staff
- Ensuring fiscal responsibility and transparency
- Strengthening communication and collaboration

Activities from late June through mid-July are also included in the following report.

## **Superintendent's Report**

---

### **MPS COVID-19 Update**

There have been many impacts to Milwaukee Public Schools as a result of the COVID-19 pandemic. The district is continuing its extensive planning and implementation efforts to support members of the MPS family during this time, including the following examples:

- collected feedback and input regarding the district's reopening plan via a number of mechanisms (including a survey and work groups) from students, families, staff, stakeholder groups, as well as state and local leaders;
- developed a reopening plan and phased-in reopening recommendation for consideration by the Milwaukee Board of School Directors;
- continued Stop, Grab, and Go sites to distribute healthy meals through summer months;
- delivered Summer Academy 2020 via a virtual format;
- provided helplines and district updates to keep families informed and provide assistance.

District leadership will continue these and more efforts to support all members of the MPS family.

### **Helplines and District Updates Keep Families Informed**

MPS is continually seeking ways to support our students and families during school closures. Get access to the latest information and assistance through our phone lines, website, schools, app, and other sources.

MPS Central Services phone lines are open for questions — call (414) 475-8393. MPS has also created a special hotline — (414) 475-8900 — to provide assistance and guidance to families. Both lines are open Monday through Friday from 8 a.m. to 5:00 p.m.

Families of students receiving Specialized Services Support can access assistance regarding their children's education. Call (414) 438-3648 Monday through Friday from 8:00 a.m. to 5:00 p.m. and leave a message stating the student's name and birth date along with your name and contact information. You will be contacted within 24 hours of your call.

### **MPS Childcare Opportunities**

Looking for child care options near you this summer? Milwaukee Recreation has openings at sites across the city. Milwaukee Recreation has select availability remaining in our Child Care Camps, Community Learning Centers (CLCs), and Safe Places. These programs — offered in nearly 50 locations around Milwaukee — safely provide academic support, enrichment, and recreation to youth throughout the summer.

Visit these links to find more information on all

- Child Care Camp locations:  
<https://milwaukeeerecreation.net/rec/Programs/Before-After-School-Care/Child-Care-Camps.htm>
- CLCs:  
<https://milwaukeeerecreation.net/rec/Programs/Summer/Community-Learning-Centers.htm>
- Safe Places:  
<https://milwaukeeerecreation.net/rec/Programs/Before-After-School-Care/Safe-Places.htm>.

You can also search for the site nearest to your preferred address at:  
<https://batchgeo.com/map/d15c638a46a448245855db28d9b25520>

(To view only Summer Camp sites, click on "Recreation Before and After School" at the bottom of the map).

### **Register**

All sites are open and accepting registrants. Prices vary by location. To register, please contact the Site Coordinator at your desired location (contact information listed in the above links).

### **Cool off at a Wading Pool This Summer!**

Cool off this summer with Milwaukee Recreation's Wading Pools! Three sites opened on July 13. Children ages 8 and under are invited to visit any of the locations listed below to cool off and enjoy the water features.

Enderis Playfield (2938 N. 72<sup>nd</sup> St.)

- Wading pool open: 11:00 a.m.-3:00 p.m.

Merrill Playfield (461 N. 35<sup>th</sup> St.)

- Wading pool open: 10:30 a.m.-2:30 p.m.
- Free meals available: 11:00-11:45 a.m.

Modrzejewski Playfield (1020 W. Cleveland Ave.)

- wading pool open: 10:30 a.m.-2:30 p.m.
- free meals available: 11:00-11:45 a.m.

Additional wading pool sites will open this summer. Stay tuned to this webpage for more information.

### **Head Start Students Accessed Learning at Home in July**

To help our youngest students continue learning, the MPS Head Start program offered summer activities during July. Families were able to help their children learn through Google Classroom. Children ages 3 and 4 who were enrolled in Head Start in spring participated.

Families were able to see important updates and access Frog Street for Young Learners, an award-winning curriculum for use at home. Children also read online books in English and Spanish and took part in a wide range of learning activities. This opportunity allowed students to stay engaged in learning, to continue to grow important skills, and to build essential knowledge to help become strong readers. Also included were resources for health, mental health, disabilities, and family engagement.

### **Enrollment is Open for Fall 2020 — Curbside Enrollment Dates Still Available!**

Summer goes by quickly — enroll now for fall 2020! Milwaukee Public Schools is accepting enrollment for next school year. Select a school for your child now and fill out your enrollment for the best chance of getting your top school choice.

MPS is proud to have Chromebooks for all students to maximize learning. Caring, licensed teachers help make our learning environments warm and welcoming. School staff are eager to support families in their children's academic journey and with other needs and resources.

The district is home to nearly 160 schools and has a program for every student, including Head Start, half- and full-day kindergarten, neighborhood schools, specialty schools, Montessori, language immersion, bilingual schools, special education, arts, Advanced Placement (AP), International Baccalaureate (IB), and more.

Families with children entering kindergarten, making the transition from elementary school to middle school (completed grade 5 and entering grade 6) or making the transition into high school (completed grade 8 and entering grade 9) should select their top school choices and complete their enrollment as soon as possible.

#### *How to Enroll*

**Enroll online** now at [mpsmke.com/enroll](https://mpsmke.com/enroll).

**Enrollment by phone** is available Monday through Friday from 9:00 a.m. to 7:00 p.m. Call (414) 267-5100

**Enroll curbside!** Two dates are still available for families to enroll at MPS Central Services from the comfort and safety of their cars. Staff will direct traffic and process enrollments on the following dates:

Monday, August 3, 9:30 a.m.-3:30 p.m.

Tuesday, August 4, 9:30 a.m.-3:30 p.m.

Make sure your child is enrolled and will be ready for fall. Enroll today!

MPS Central Services is located at 5225 W. Vliet St. in Milwaukee. District offices remain closed to visitors.

### Twilight Centers Opened Monday, July 13

Milwaukee Recreation's Twilight Centers returned on July 13. Youth and teens are invited to join us for free programming at safe places around the city.

The following high school sites are open to 12- through 18-year-olds on Mondays through Fridays from 5:30 until 9:00 p.m.

- Madison HS, 8135 W. Florist Ave.
- North Division HS, 1011 W. Center St.
- Obama SCTE, 5075 N. Sherman Blvd.
- Pulaski HS, 2500 W. Oklahoma Ave.
- South Division HS, 1515 W. Lapham Blvd.

Milwaukee Recreation also features a middle-school Twilight Center at Andrew Douglas MS, 3620 N. 18<sup>th</sup> St., which is open to 10- through 15-year-olds on Mondays through Fridays, 5:00-8:00 p.m.

Bay View and Washington Twilight Centers are closed for the summer.

All participants must wear masks and follow all implemented safety measures (masks will be available on-site if needed).

NOTE: There will be no Family Nights this summer. All pools remain closed. Visit [mkerec.net/twilight](http://mkerec.net/twilight) for more information.

### Mobile Recreation Program Opens

Milwaukee Recreation rolled out its new drop-in mobile recreation program on Monday, July 6. Mobile recreation vehicles have been visiting playfield sites throughout the city for 20-30 minutes at a time, providing structured play opportunities and exercise components. Children have the opportunity to take home the equipment they personally use during these activities. All programs and equipment are free!

#### List of Mobile Recreation Locations

- Bryant Playfield, 5726 N 87<sup>th</sup> St.
- Ben Franklin Playfield, 2308 W. Nash St.
- Carmen Playfield, 7320 W. Carmen Ave.
- Clarke Square Park, 2330 W. Vieau Place
- Columbia Playfield, 1345 W. Columbia St.
- Custer Playfield, 4001 W. Custer Ave.
- Emigh Playfield, 495 E. Morgan Ave.
- Green Bay Playfield, 3818 N. 8<sup>th</sup> St.
- Holt Playfield, 1716 W. Holt Ave.
- Lindbergh Park, 3629 N. 16<sup>th</sup> St.
- Lindsay Park, 4360 N. 87<sup>th</sup> St.
- Merrill Playfield, 461 N. 35<sup>th</sup> St.
- Mitchell Park, 2200 W. Pierce St.
- Modrzejewski Playfield, 1020 W. Cleveland Ave.
- Southgate Playfield, 3350 S. 25<sup>th</sup> St.
- Stark Playfield, 4951 N. 40<sup>th</sup> St.

Specific site information and schedules may be found online at <https://milwaukeeerecreation.net/MPS-Recreation/Resources/Mobile-Units/MKE-REC-Mobile-Playgrounds.pdf> (scroll through the document to find your desired site).

Milwaukee Recreation also offers free meals for 6-17-year-olds at the following locations around the city:

Ben Franklin Playfield 2308 W. Nash St. 11-11:45 a.m. Last Day: August 14	Carmen Playfield 7320 W. Carmen Ave. 12:30-1:15 p.m. Last Day: August 14	Columbia Playfield 1345 W. Columbia St. 12-12:45 p.m. Open through August 28
Burnham Playfield 1755 S. 32nd St. 11-11:45 a.m. Last Day: August 14	Clarke Square Park 2330 W. Vieau Pl. 1-1:45 p.m. Open through August 28	Custer Playfield 4001 W. Custer Ave. 12-12:45 p.m. Last Day: August 14
Bryant Playfield 5726 N 87 <sup>th</sup> St. 12:30-12:45 p.m. Last Day: August 14	Clovernook Playfield 6594 N. Landers St. Opens in August, times TBD Last Day: August 14	Emigh Playfield 495 E. Morgan Ave. 1-1:15 p.m. Last Day: August 14

Green Bay Playfield 3818 N. 8 <sup>th</sup> St. 1-1:45 p.m. Last Day: August 14	Lindsay Park 4360 N. 87 <sup>th</sup> St. 12-12:20 p.m. Last Day: August 14	Modrzejewski Playfield 1020 W. Cleveland Ave. 11-11:45 a.m. Last Day: August 14
Holt Playfield 1716 W. Holt Ave. 12:15-12:45 p.m. Last Day: August 14	Merrill Playfield 461 N. 35 <sup>th</sup> St. 11-11:45 a.m. Last Day: August 14	Southgate Playfield 3350 S. 25 <sup>th</sup> St. 11:30 a.m.-12 p.m. Open through August 28
Lindbergh Park 3629 N. 16 <sup>th</sup> St. 12-12:45 p.m. Open through August 28	Mitchell Park 2200 W. Pierce St. 12-12:45 p.m. Open through August 28	Stark Playfield 4951 N. 40 <sup>th</sup> St. 1-1:45 p.m. Last Day: August 14

These meal sites will be grab-and-go only.

\* \* \* \* \*

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

#### (Item 1) Action on a Resolution and Participation Agreement with the Southeastern Wisconsin Schools Alliance (SWSA)

##### Background

The mission of the Southeastern Wisconsin Schools Alliance (SWSA), which comprises school districts in southeastern Wisconsin, is to support and to promote world-class schools through research, advocacy, public policy, and effective communication for the benefit of students and the economic vitality of the region.

##### 2020-21 Southeastern Wisconsin School Alliance Projected Participant Listing

District	SWSA Fee	District	SWSA Fee
Brown Deer	\$3,200	Muskego-Norway	\$3,200
Cudahy	\$3,200	Nicolet	\$3,200
EImbrook	\$1,600	Oak Creek/Franklin	\$3,200
Fox Point/Bayside	\$3,200	Oconomowoc	\$3,200
Franklin	\$3,200	Pewaukee	\$3,200
Glendale/River Hills	\$3,200	Port Washington-Saukville	\$3,200
Grafton	\$3,200	Racine Unified	\$3,200
Greendale	\$3,200	Saint Francis	\$3,200
Greenfield	\$3,200	Shorewood	\$3,200
Hamilton	\$3,200	South Milwaukee	\$1,600
Hartland-Lakeside	\$3,200	Waukesha	\$3,200
Kenosha	\$3,200	Wawautosa	\$3,200
Kettle Moraine	\$3,200	West Allis/West Milwaukee	\$3,200
Milwaukee Public Schools	\$3,200	Whitefish Bay	\$3,200
Menomonee Falls	\$3,200	Whitnall	\$3,200
Mequon/Thiensville	\$3,200	Total	\$96,000

In striving to achieve this mission, the goal of the Alliance is to identify issues on which member districts can agree and for which they can advocate. Pursuant to Section 66.0301 of the Wisconsin Statutes, member school districts agree to enter into the agreement as presented below and as defined by the Southeastern Wisconsin Schools Alliance's resolution, which is also presented below, to achieve this goal.

RESOLUTION  
SOUTHEASTERN WISCONSIN SCHOOL ALLIANCE

BE IT RESOLVED that the School District of South Milwaukee retain Hubbard, Wilson & Zelenkova, for the period of July 1, 2020 through June 30, 2021 as Legislative Counsel on a cooperative basis with the other school districts that are members of the Southeastern Wisconsin School Alliance, regarding matters of mutual interest as determined by the Alliance, including but not limited to, constitutional limitations on and legislative decisions related to funding for education, research, public awareness and information sharing.

BE IT FURTHER RESOLVED that the District share the fees for these services, plus reasonable and necessary expenses, with the other school districts that are members of the Southeastern Wisconsin School Alliance on the basis of:

Dues (Check One):

\_\_\_\_\_ \$3,200 annual fee for school districts participating in Southeastern Wisconsin School Alliance

\_\_\_\_\_ Not participating

\_\_\_\_\_ School District

Southeastern Wisconsin School Alliance Agreement  
(Section 66.0301)

Pursuant to a resolution adopted by school districts participating in the Southeastern Wisconsin School Alliance (SWSA):

Participating school districts hereby mutually agree, pursuant to Section 66.0301 of the Wisconsin Statutes, to the following conditions:

1. That said parties agree and contract with Hubbard, Wilson & Zelenkova, to serve as Legislative Counsel for the Southeastern Wisconsin School Alliance as hereinafter set forth;
2. That the School District of South Milwaukee is to be the operator and fiscal agent of the Southeastern Wisconsin School Alliance;
3. That the fiscal agent district shall establish and maintain records in accordance with the uniform financial accounting system prescribed by the Department of Public Instruction;
4. That the pro-ration of costs will be assessed equally to each participating school district as provided in the authorizing resolution;
5. That the estimated budget and plan of operation for this cooperative shall be approved in advance to contract signing by all school district parties hereto;
6. That variations from the budget will require prior approval of all school district parties hereto;
7. That the fiscal agent agrees to file the required financial reports with the Department of Public Instruction;
8. That attached hereto and incorporated herein by reference are the budget, the plan for operation and plan of payments to said operator of fiscal agent by each school district.

It is of benefit to all Alliance members to discuss and to refine their positions on issues, whether or not consensus on those issues is ultimately reached. A lack of consensus, however, should not prevent individual districts or groups of districts from advocating for issues on their own.

The School District of South Milwaukee serves as operator and fiscal agent of the SWSA and, as such, establishes and maintains records in accordance with the uniform financial accounting system prescribed by the Department of Public Instruction.

The Milwaukee Public Schools has been a member of the Alliance since 2002. Until 2014, MPS covered the cost of its membership through the provision of in-kind services through the Office of Governmental Relations Services. In 2014, however, due to the expanding efforts of the SWSA and the group's increased level of advocacy on behalf of K-12 education, MPS agreed to join the other member districts in providing a \$3,000 annual payment to the organization. In 2017-18, the payment was increased to \$3,200. The payment for 2020-21 remains at \$3,200.

PAYMENT SCHEDULE  
SOUTHEASTERN WISCONSIN SCHOOL ALLIANCE

---

July 1, 2020-June 30, 2021

Each member District will remit payment to the School District of South Milwaukee, Fiscal Agent, as follows:

There will be a **one time** payment due no later than September 25, 2020.

All Districts:

1. September 25, 2020      \$3,200

---

2020-21 PROPOSED ANNUAL BUDGET  
SOUTHEASTERN WISCONSIN SCHOOL ALLIANCE (SWSA)  
May 12, 2020

EXPENSES:	PROPOSED BUDGET
Legislative Liaison	\$ 31,777
Executive Director	52,615
Dues/ Memberships	2,500
Operational Expenses (Web development/host, travel, printing & supplies)	1,800
Additional Research (Potential studies commissioned by the membership)	<u>8,500</u>
TOTAL EXPENSES	<u>\$ 97,192</u>
REVENUES:	PROPOSED BUDGET
Fees from Participating School Districts (based on 30 members)	<u>\$ 92,800</u>
TOTAL REVENUE	<u>\$ 92,800</u>
USE OF RESERVES:	\$ 4,392

Basis for Prorating Costs: Equal distribution among member districts based upon 66.0301.

---

Provided under separate cover for the Board's information is the SWSA's 2019-20 annual report.

**Strategic Plan Compatibility Statement**

---

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

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

---

Board Governance Policy BG 1.02, Goals

**Fiscal Impact Statement**

---

The Southeastern Wisconsin Schools Alliance's annual participation fee for 2020-21 is \$3,200.

**Implementation and Assessment Plan**

---

Once the Board has adopted the resolution and approved submission of the Participation Agreement, the Office of Board Governance will forward the signed documents to the SWSA.

**Administration's Recommendation**

---

The Office of Board Governance recommends that the Board:

1. adopt the resolution; and
2. authorize the Board's President and the Board Clerk to sign and to submit the Participation Agreement, along with the \$3,200 membership fee, to the Southeastern Wisconsin Schools Alliance (SWSA).

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

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

Noes — None.

\* \* \* \* \*

**(Item 2) Update on Legislative Matters or Related Issues Concerning Milwaukee Public Schools.**

**Background**

---

This update was developed on July 21, 2020. Given the rapid speed with which policy is changing in the midst of the COVID pandemic, revisions or further updates may be provided at the convening of the MPS Board of Directors' meeting on July 30, 2020.

Milwaukee Public Schools and the Office of Governmental Relations continue to work with all partners to support passage of federal level legislation to sufficiently support students and public schools. We continue to wait for state-level updates concerning the position of the state budget and at this time anticipate that there may be a need for a "budget-repair bill." The passage of such a bill could occur after the elections in November 2020.

The federal support for public schools that has so far been provided falls significantly short of what will be needed. Current estimates suggest that schools nationwide will need \$200 billion more than what has been provided to date. Further, although the CARES (Coronavirus Aid, Relief, and Economic Security) Act was passed in March, the federal bureaucratic process, new rules invented by the Secretary of Education that purportedly run counter to statute, and a subsequent lawsuit have delayed delivery of CARES funds to school districts. The delay of those funds has further hampered the planning process as school districts head toward the upcoming school year.

The new rule from the Department of Education has the effect of redirecting additional funds from public schools to private schools. According to Senator Lamar Alexander (R), Chair of the Senate Education Committee, the rule runs counter to what was intended by Congress. Senator Alexander is on the record as stating, "My sense was that the money should have been distributed in the same way we distributed Title I money. I think that's what most of Congress was expecting." Secretary DeVos has, in part, justified the creation of the new rule by stating that private schools need federal funds.

What appears to be clear is that private schools have accessed funds through the federal Paycheck Protection Program (PPP) and other programs. Given the fact that public schools do not have access to those funding programs, it appears that private schools to date have received more per pupil than have public schools.

Private schools have access to the PPP, COVID-19-related tax credits for paid sick and paid family leave, and the CARES Act's ESSER (Elementary and Secondary School Emergency Relief) Fund's set-aside resources and will have access to a portion of the CARES Act's GEER (Governor's Emergency Education Relief) funding. Given the information available to date, it appears clear that private schools have been advised about applying for, and have received, significant federal funding. The evidence of that funding brings further into question the need to create new rules for CARES-ESSER funding that run counter to Congressional intent.

The spreadsheet provided under separate cover, though incomplete due to a lack of transparent reporting from the federal level, attempts to clarify the relative per-pupil amounts provided to public and private schools. The document is important to have at this juncture and will necessarily be refined, updated, and, if need be, corrected as additional information becomes public.

\* \* \* \* \*



## 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.

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

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

The following report includes activities from late June through mid-July.

#### **Report to the Milwaukee Board of School Directors, July 2020**

---

This month, the OAE began implementation of its FY21 Annual Work Plan, which was presented to the Board at its June meeting. During each of the ensuing months, the OAE will highlight one area of the work plan in its monthly report to provide the Board and the public with more information related to the work of the OAE.

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

Between June 17, 2020, and July 21, 2020, Accountability and Efficiency Services fulfilled eight requests for information, two requests for data analysis, and six requests for independent hearing officers' (IHO's) assignments. Additionally, Accountability and Efficiency Services completed two special projects.

Also during the reporting period, Accountability and Efficiency Services worked with the Department of Recreation and Community Services to update the playfield-equity-prioritization model, which is used by Recreation as a planning tool for playfield-revitalization projects. The model, which uses neighborhood characteristics, population characteristics, and playfield conditions, was updated with 2019 data. During this update, Accountability and Efficiency Services was able to operationalize the matrix-update process, which will allow for increased efficiencies in future updates of the model. This operationalized process also provides a framework for development of other equity-baselined prioritization models that the district may want to use in other planning efforts and resource-allocation decisions.

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

#### **Contract Compliance Services**

During the reporting period, Contract Compliance Services convened Mission Aligned Partners (MAPs) for its quarterly meeting to continue advancing the employment-training road map for Administrative Policy 3.13, Communities in Need (COIN). Given the nature of today's climate, the team discussed racial injustices affecting students, COIN participants, and Historically Underutilized Businesses (HUB). The collaborative work session produced measurable objectives for consideration, including strengthening the District's diversity-and-inclusion efforts through deliberate practice, increased accountability for contractors/vendors/partners, and full transparency within contract-compliance-monitoring efforts.

Contract Compliance Services also successfully placed 27 students in virtual employment and training opportunities with various MAPs where they are developing growth mindset and learning how to build positive and effective team habits through the creative use of technology and mentorship. A cohort of students are participating in a writing lab as part of their training. This experience will afford students the opportunity

to create and to publish an anthology through T.A.L.K. Publishing, which will serve as a starting point for entrepreneurship. A launch event will be held this August.

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

\* \* \* \* \*

**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 July 2020 meeting.

**REGULAR ITEMS OF BUSINESS**

**(Item 1) Action on Recommended Administrative Appointments, Promotions, Reassignments, and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days**

*This item initiated by the Superintendent*

**Recommended Appointments**

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

Codes	Name	Appointment	Assignment	Salary		
				Sched	Range	Amount
2, r	Jeffery Gaddis	Principal II — Bay View	Office of the Chief of School Administration	03	15A	\$121,577
2, nr	Antoine Reed	Principal I — Lincoln Center of the Arts	Office of the Chief of School Administration	03	14T	\$113,925
2, r	Christy Stone	Director I, Business and Community Partnerships	Office of the Chief of Communications & School Performance	03	14A	\$109,453
2, r	Natalie Anderson	Manager II, Extended Learning	Office of the Chief of Academics	03	12A	\$108,500
2, r	Mingyon Blackwell	Assistant Principal III — Bay View	Office of the Chief of School Administration	03	12C	\$91,824
5, nr	Heidi Zealley	Assistant Principal III — Vincent	Office of the Chief of School Administration	03	12C	\$87,882
2, r	Leden Wood	Assistant Principal II — Green Tree	Office of the Chief of School Administration	03	11C	\$83,818
2, nr	Ralpheal Brown	Assistant Principal — Stars	Office of the Chief of School Administration	03	10C	\$81,970
5, nr	Christopher Koller	Senior Programmer Analyst I	Office of the Chief of Academics	03	05A	\$81,295
4, nr	Matthew Minami	Assistant Principal — Humboldt	Office of the Chief of School Administration	03	10C	\$72,500

Codes	Name	Appointment	Assignment	Salary		
				Sched	Range	Amount
2, r	Tameka Haynes	Assistant Principal III — Pulaski	Office of the Chief of School Administration	03	12C	\$72,324
5, nr	Megan Kuczmarwski	Assistant Principal — Wedgewood	Office of the Chief of School Administration	03	11C	\$72,117
5, nr	Michael Keller	Systems Administrator	Office of the Chief of Communications & School Performance	03	06A	\$66,764
5, nr	Luke Chojnacki	Recreation Supervising Associate II	Office of the Chief of Finance	03	04A	\$55,146
2, r	Anthony Anderson	Supervisor Safety Assistant III	Office of the Chief of School Administration	03	02C	\$40,747

### **Recommended Reassignments**

The following individuals are recommended for appointment to the reassignments indicated, to be effective upon approval by the Board.

Codes	Name	Appointment	Assignment	Salary		
				Sched	Range	Amount
2, r	Jason Brazil	Assistant Principal III — Rufus King	Office of the Chief of School Administration	03	12C	\$88,301
5, nr	Christopher Karabon	Assistant Principal III — Rufus King	Office of the Chief of School Administration	03	12C	\$87,658

### **Recommended LTE Contracts (to be effective upon the Board's approval)**

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

Codes	Name	Position	Assignment	Hourly	Dates
				Wage	
2, r	Rosemary Hayes	Administrative Assistant III	Office of the Chief of Academics	\$30.00	06/15/20-12/15/20
5, nr	Robert Strehlow	Alternative Programs Enrollment Associate	Office of the Chief of Academics	\$30.00	08/03/20-01/03/21
5, r	Heidi Wylie	Vocal Music Instructor	Office of the Chief of School Administration	\$30.00	08/10/20-12/23/20

#### Codes

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

### **Administration's Recommendation**

The Administration recommends that the Board:

1. authorize the promotions, reassignments, decreases and increases in salary, and appointments to the classifications indicated, to be effective as indicated; and
2. approve the LTE contracts exceeding 60 days, pursuant to Administrative Policy 6.23(4)(b), to be effective as indicated.

Director Miller moved approval of the Administration's recommendation.

Director Baéz offered a substitute motion, to approve the Administration’s recommendation with the exception of the appointment for leadership of the Lincoln Center of the Arts.

The substitute motion passed, the vote being as follows:

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

\* \* \* \* \*

**(Item 2) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Report on Certificated Resignations and Classified Retirements, and Affirmative Action Report**

*This item initiated by the Superintendent*

**Classified Personnel Transactions**

Code	Name	Position	Salary	Date
<i>New Hires</i>				
2	Shawanda Barksdale	Building Service Helper I	\$13.12/hr.	06/15/2020
2	Taylor Hamilton	Building Service Helper I	\$13.12/hr.	06/15/2020
2	Doris Lloyd	Building Service Helper I	\$13.12/hr.	06/15/2020
2	Breauna Nelson	Building Service Helper I	\$13.12/hr.	06/22/2020
2	Vivian Nelson	Building Service Helper I	\$13.12/hr.	06/22/2020
2	Dewey Qualls	Building Service Helper I	\$13.12/hr.	06/29/2020
2	Brenda Randall	Building Service Helper I	\$13.12/hr.	06/29/2020
2	Brianna Robinson	Building Service Helper I	\$13.12/hr.	06/15/2020
4	Richard Sanchez	Building Service Helper I	\$13.12/hr.	06/22/2020
2	Teresa Thompson	Building Service Helper I	\$13.12/hr.	06/29/2020
5	Thomas Ostrowski	Elevator Constructor	\$47.94/hr.	06/08/2020
5	Alexandre Sablonniere	Para Ed Assistant	\$18,311.04	06/04/2020
2	Keyaira Gardison	School Secretary I, 12-month	\$31,366.40	06/01/2020
<i>Promotions</i>				
2	Christine Bond	Building Service Helper I	\$13.62/hr.	06/29/2020
2	Anthony McGahee	Building Service Helper I	\$14.12/hr.	06/29/2020
2	Howard Crook	Boiler Attendant Trainee	\$38,000	06/15/2020
2	Alicia Moore	Boiler Attendant Trainee	\$39,000	06/29/2020
4	Manuel Andrade Ponce	School Engineer I	\$46,000.00	06/29/2020
2	Curtis Blake	School Engineer I	\$52,000.00	06/15/2020
2	Demetrous Elam	School Engineer I	\$46,000.00	06/15/2020
2	Catherine Smith	School Engineer I	\$46,000.00	06/15/2020
<i>Rehires</i>				
2	Khayyana Suggs	Building Service Helper I	\$13.12/hr.	06/15/2020
2	Kelly Zanders	Building Service Helper I	\$13.12/hr.	06/22/2020

**Certificated Appointments**

**Teachers**

Codes	Name	Appointment	Salary	Date
5, r	Ellsworth, Ann	K-8 Schools	\$55,287.00	8/25/2020
5, nr	Goodwillie, Alyssa J	Gen’l Elem & K-8 — All Grades	\$43,537.00	8/25/2020
5, nr	Metzger, Stacy A	General Operations	\$61,137.00	8/25/2020
5, r	Nelson, Grace S	SAGE	\$43,537.00	8/25/2020
5, nr	Pauer, Danielle L	Reg (Five-year-old) Kindergarten	\$43,537.00	8/25/2020
5, nr	Wroblewski, Gabrielle	SAGE	\$43,537.00	8/25/2020

**Teachers, Early Start**

Codes	Name	Appointment	Salary	Date
2, r	Asiyanbi, Hannah	Mathematics	\$45,137.00	8/10/2020

Codes	Name	Appointment	Salary	Date
5, nr	Basina, Rebecca A	Gen'l Elem & K-8 — All Grades	\$43,537.00	8/10/2020
5, r	Beauchine, Trent T	Science	\$61,137.00	8/10/2020
5, r	Benjamin, Devan J	SAGE	\$58,787.00	8/10/2020
5, r	Daggett, Brea	Gen'l Elem & K-8 — All Grades	\$48,337.00	8/10/2020
5, nr	Gackowski, Kalyn N	Science	\$43,537.00	8/10/2020
2, r	Jackson Robinson, Kyle A	Mathematics	\$43,537.00	8/10/2020
5, nr	Stanton, Riley Q	Science	\$43,537.00	8/10/2020
5, r	Vannest, Bethany L	Spec Ed Multi-categorical	\$43,537.00	8/10/2020
2, r	Yarbrough Quirk, Niani K	Spec Ed Multi-categorical	\$60,537.00	8/10/2020

Codes	Counts				
	Teachers	SSWs	Psychologists	Other	Total
nr Non-resident	7	0	0	0	7
r Resident	9	0	0	0	9
1 Native American	0	0	0	0	0
2 African American	3	0	0	0	3
3 Asian/Oriental/Pacific Islander	0	0	0	0	0
4 Hispanic	0	0	0	0	0
5 White	13	0	0	0	13
6 Other	0	0	0	0	0
7 Two or More Ethnic Codes	0	0	0	0	0
Male	4	0	0	0	4
Female	12	0	0	0	12

**Report on Certificated Resignations and Classified Retirements**

The certificated resignations and classified retirements listed below have been accepted by the Superintendent, to be effective as of the dates indicated. This is an informational item, and no action is required.

**Certificated Resignations**

Reason	Yrs Svc		Name	Position	Location	Date
	Credit	Code				
Personal	6.9	5	Rebecca Anderson	Teacher	Gaenslen	06/12/2020
Personal	6.9	5	Caroline Blackburn	Teacher	Manitoba	06/12/2020
Other Dist	19.0	2	Daryl Burns	Principal	Carson	07/06/2020
Other Dist	2.0	5	Kayla Chambers	Teacher	Stuart	06/26/2020
Personal	7.9	2	Angela Colbert	Teacher	Carver	06/26/2020
Other Dist	2.3	4	Nicole Colon Hogan	Teacher	Doerfler	06/12/2020
Retire	8.4	5	Joel Eul	AP	53rd Street	06/18/2020
Retire	39.9	5	Arthur Gosselin	Teacher	Milw Co Youth Ed	08/15/2020
Other Work	2.0	5	Travis Graf	Teacher	Pulaski	06/17/2020
Other Dist	22.5	2	Annette Jackson Thomas	Spec Ed Sup	Central Svcs	06/30/2020
Personal	3.8	4	Ana Jover Gonzalbez	Teacher	Project Stay	05/22/2020
Other Dist	13.0	5	John Kish	Teacher	Rufus King HS	06/30/2020
Other Dist	1.9	5	Taylor McKenna	Teacher	Grantosa	06/12/2020
Personal	8.9	3	Sangita Nayak	AP	Riley	07/17/2020
Other Dist	7.5	5	Matthew Sommers	Teacher	Marshall	07/01/2020
Personal	1.4	2	Tanisha Stewart	Teacher	Manitoba	06/15/2020
Other Dist	4.9	5	Dana Timm	Teacher	Bay View	07/01/2020
Other Dist	7.8	5	Josh Weber	Teacher	Hamilton	06/05/2020
Other Dist	1.0	5	Andrea Wenstadt	Teacher	German Imm	06/20/2020

**Classified Retirements**

Reason	Yrs Svc		Name	Position	Location	Date
	Credit	Code				
Retire	15.5	2	Beverly Adams	Para	Gaenslen	06/12/2020
Retire	1.5	2	Linda Barnett	Para	Craig	06/12/2020
Retire	14.5	2	Charlotte Blake	BSH I	Brown Street	06/12/2020

Reason	Yrs Svc Credit	Code	Name	Position	Location	Date
Retire	25.3	2	Gisele Brister Lee	Engineer II	Kluge	06/26/2020
Retire	7.2	5	Nancy Carey	Para	Cooper	06/12/2020
Retire	26.8	5	Angela Chojnacki	Kitchen Mgr	Bradley Tech	06/15/2020
Retire	33.4	5	Karen Delker	Secretary I	Fernwood	06/18/2020
Retire	26.8	5	Luana Dembiec	Para	Fairview	06/12/2020
Retire	27.7	5	Deborah Eldridge	Para	Cooper	6/12/2020
Retire	29.3	2	Janice Galloway	Para	LaFollette	06/12/2020
Retire	36.0	2	Rosemary Hayes	Admin Asst	Central Svcs	06/12/2020
Retire	32.3	5	Cindy Hintz	CHA	Manitoba	06/15/2020
Retire	29.7	5	Dan Janowski	Para	Manitoba	06/12/2020
Retire	17.2	2	Patricia Lipsey	Para	81st Street	06/12/2020
Retire	27.7	5	Teresa Lovelace	CHA	Forest Home	06/12/2020
Retire	31.1	3	Mai Ly	Para	Story	06/15/2020
Retire	29.3	5	Patricia Malone	Secretary I	Metcalfe	06/10/2020
Retire	22.7	1	Karen Manske	Secretary I	Fernwood	06/24/2020
Retire	10.5	5	Patricia Markowski	Para	Victory	06/12/2020
Retire	22.2	5	Kristine Mclean	Para	Clement	06/12/2020
Retire	22.8	5	Tracy Murphy	Para	Victory	06/13/2020
Retire	24.7	4	Wanda Perez	Para	Forest Home	06/15/2020
Retire	25.6	2	Marie Poma	Para	French Imm	06/12/2020
Retire	22.8	2	Delores Small	CHA	Hawley	06/12/2020
Retire	29.0	1	Ricky Spicer	Para	Auer	06/12/2020
Retire	27.8	2	Lloyd Summerville	BSH II	Morse	06/20/2020
Retire	25.2	5	Therese Szafranski	Kitchen Mgr	Craig	06/11/2020
Retire	33.8	5	Lynette Thiele	Para	Curtin	06/12/2020
Retire	30.6	3	Daniel Thompson	Engineer I	Hampton	06/21/2020
Retire	26.2	5	Joanne Wojciechowski	Para	Clement Ave	06/12/2020
Retire	30.2	2	Michele Wright	Para	Hi Mount	06/12/2020
Retire	31.8	5	Susanna Zachari	Para	Honey Creek	06/12/2020

### **Affirmative Action Report**

The Affirmative Action monthly personnel transaction report for June 2020 has been submitted under separate cover. This is an informational item, and no action is required.

### **Administration's Recommendation**

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

Director Herndon moved approval of the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Baéz, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.  
Noes — None.

\* \* \* \* \*

### **(Item 3) Action on Request for Adoption of a Resolution, under Section 119.25 of the Wisconsin Statutes, to Delegate the Board's Expulsion Authority to Independent Hearing Officers**

*This item initiated by the Superintendent*

### **Background**

Section 119.25 of the Wisconsin Statutes allows the Board to adopt a resolution authorizing the use of either an Independent Hearing Panel or Hearing Officers appointed by the Board to hear and to decide student-expulsion cases. The resolution is effective for the school year for which it is adopted.

At its meeting on August 28, 2008, the Board approved revisions to Administrative Policies 8.32 and 8.33 to authorize the use of Independent Hearing Officers to hear and to decide student-expulsion cases.

For the 2019-20 school year, the Board adopted a resolution authorizing the use of Independent Hearing Officers who are non-district employees (as suggested by the City Attorney) to hear and to decide expulsion cases.

For the 2020-21 school year, the Administration is recommending the continued use of Independent Hearing Officers to hear and to decide student-expulsion cases. The Department of Student Services will continue to provide training for the Independent Hearing Officers to ensure that all Independent Hearing Officers understand their role, responsibilities, and options.

*[A summary of student expulsions for the 2019-20 school year and statistics regarding student expulsions for the 2019-20 school year have been provided under separate cover for the Board's information.]*

### **Strategic Plan Compatibility Statement**

---

Goal 3, Effective and Efficient Operations

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

---

Administrative Policy 8.33, Student Expulsion: Independent Hearing Officer

### **Fiscal Impact Statement**

---

Approval of this item does not authorize expenditures. The primary cost of processing student-expulsion cases is the transcription services and the cost of the Independent Hearing Officers. These costs were previously approved in the FY 2021 budget for the Department of Student Services.

### **Administration's Recommendation**

---

The Administration recommends that the Board adopt the following resolution:

RESOLVED, That for the 2020-21 school year, student expulsions from the Milwaukee Public Schools shall be ordered by an Independent Hearing Officer; and be it

FURTHER RESOLVED, That the Administration implement the behavior reassignment option, whenever possible; and be it

FURTHER RESOLVED, That the same due process procedures as were used in 2019-20 be followed when hearing all cases of student expulsions; and be it

FURTHER RESOLVED, That the Independent Hearing Officer may impose one or more early reinstatement conditions under which a student who is expelled from school may be reinstated to school before the end of his or her expulsion. The reinstatement condition may be a condition a student is required to meet before he or she may be granted reinstatement, or a condition that the pupil is required to meet after his or her early reinstatement. The early reinstatement conditions must be related to the reasons for the student's expulsion and be stated in the expulsion order; and be it

FURTHER RESOLVED, That the Independent Hearing Officer in all expulsion cases provide educational services to expelled students at an MPS alternative/partnership school or online academic support; and be it

FURTHER RESOLVED, That the expelled students shall be reinstated to the Milwaukee Public Schools through the Department of Student Services in the manner described in Wisconsin Statute 119.25.

Director Baéz moved that the item, , along with Resolution 2021R-007, be brought to the Board through committee during the August board cycle. The motion passed, the vote being as follows:

Ayes — Baéz, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.

Noes — None.

\* \* \* \* \*

**(Item 4) Action on a Recommendation to Approve the 2020-2021 Inter-district Transfer Agreements**

*This item initiated by the Superintendent*

**Background**

Section 121.85(3) of the Wisconsin Statutes allows the Board to enter into annual written inter-district transfer agreements with school districts for the purpose of reducing racial imbalance.

The Administration is requesting authorization to enter into contracts with 20 suburban districts to provide funding for transportation services for students participating in the Inter-District Transfer Program (Chapter 220).

For the 2020-2021 school year, seven of the 20 participating school districts will arrange their own transportation: Fox-Point-Bayside, Elmbrook, Germantown, Maple Dale-Indian Hill, Menomonee Falls, Mequon-Thiensville, and Nicolet. Reimbursement for transportation services will be funded by Milwaukee Public Schools.

For the 2020-2021 school year, Milwaukee Public Schools will arrange transportation services for 13 of the 20 participating school districts: Cudahy, Franklin, Greendale, Greenfield, Hamilton/Sussex, New Berlin, Oak Creek/Franklin, Saint Francis, Shorewood, Wauwatosa, West Allis/West Milwaukee, Whitefish Bay, and Whitnall.

**Administration's Analysis**

In June 2020, the Administration mailed to each suburban district the appropriate version (I or II — see attachments under separate cover) of the 2020-2021 Inter-District Transfer Agreement with a request that the agreement be signed by the respective board president.

As of July 2020, eight of the 20 participating suburban districts have returned the 2020-2021 Inter-District Transfer Agreement.

The Milwaukee Public Schools will be responsible for Version I suburban school districts' transportation (see chart below). Milwaukee Public Schools will provide the Version II suburban school districts with the funds for transportation services.

**Version I School Districts**

Cudahy	New Berlin	West Allis/West Milwaukee
Franklin	Oak Creek-Franklin	Whitefish Bay
Greendale	St. Francis	Whitnall
Greenfield	Shorewood	
Hamilton/Sussex	Wauwatosa	

**Version II School Districts**

Elmbrook	Maple Dale-Indian Hills	Nicolet
Fox Point-Bayside	Menomonee Falls	
Germantown	Mequon-Thiensville	

The chart below highlights the number of actual enrollment for the 2018-2019 and 2019-2020 school year, as well as the number of contracted seats for the 2020-2021 school year for all 21 suburban school districts.

Chapter 220 District	2020-2021 Contracted Seats	2019-2020 Actual Seats	2018-2019 Actual Seats
Cudahy	1	1	2
Elmbrook	34	47	55
Fox Point/Bayside	41	50	58
Franklin	7	12	20
Germantown	17	18	20
Greendale	20	28	33
Greenfield	5	7	9
Hamilton/Sussex	29	38	41
Maple Dale/Indian Hill	3	7	10



Chapter 220 District	2020-2021 Contracted Seats	2019-2020 Actual Seats	2018-2019 Actual Seats
Menomonee Falls	16	34	34
Mequon/Thiensville	49	53	62
New Berlin	1	1	2
Nicolet	44	41	38
Oak Creek/Franklin	9	17	19
St. Francis	1	4	4
Shorewood	25	42	50
South Milwaukee	0	0	1
Wauwatosa	17	27	42
West Allis/West Milwaukee	2	5	5
Whitefish Bay	95	114	126
Whitnall	19	20	23
TOTAL	435	566	654

The chart below details the projected contract amount for each of the districts that will be reimbursed for transportation for the 2020-2021 school year.

Chapter 220 District	Contracted Seats	Per-pupil Actual Cost	Contract Amount
Elmbrook	34	\$4,151.53	\$141,152.02
Fox Point-Bayside	41	\$3,634.14	\$148,999.74
Germantown	17	\$5,901.53	\$100,326.01
Maple Dale-Indian Hills	3	\$6,942.00	\$20,826.00
Menomonee Falls	16	\$4,031.25	\$64,500.00
Mequon-Thiensville	49	\$2,096.33	\$102,720.17
Nicolet	44	\$2,198.86	\$96,749.84
TOTAL	204		\$675,273.78

Milwaukee Public Schools initially pays the district a per-pupil amount equivalent to the average per-pupil cost for that district if Milwaukee Public Schools had scheduled the service. In subsequent years, Milwaukee Public Schools pays the average per-pupil cost, plus inflation as measured by the Consumer Price Index (CPI). Actual costs are based on enrollments on the third Friday in September.

Annually, the Administration reviews the contracts to ensure that these suburban contracts cost the district less than if Milwaukee Public Schools scheduled the transportation services. The Administration is requesting authorization to enter into contracts with the following suburban districts to provide transportation services for students participating in the Inter-district Transfer Program (Chapter 220).

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

The resolution regarding Inter-district Transfer Agreement is in compliance with Wisconsin State Statutes, §121.85, and directions from the U.S. Department of Education regarding procedures for Title I funding.

**Fiscal Impact Statement**

The Administration is requesting authorization to enter into contracts with the following suburban districts to provide transportation services for students participating in the Inter-District Transfer Program (Chapter 220). Contracts will be for the 2020-2021 school year. The budget code for reimbursement of the expenditures is SM1-0-0-TRS-DW-EPPT.

Chapter 220 District	Contract Amount	Chapter 220 District	Contract Amount
Elmbrook	\$141,152.02	Menomonee Falls	\$64,500.00
Fox Point/Bayside	\$148,999.74	Mequon-Thiensville	\$102,720.17
Germantown	\$100,326.01	Nicolet	\$96,749.84
Maple Dale/Indian Hill	\$20,826.00	TOTAL	\$675,273.78

This item does not authorize expenditure of funds for other suburban districts.

This item authorizes expenditures pursuant to federal law. Districts are reimbursed based on the number of eligible Milwaukee-resident students who receive Title I services provided by the host district.

**Implementation and Assessment Plan**

Upon approval by the Board, the Inter-District Student Transfer Agreements will be implemented.

**Administration’s Recommendation**

The Administration recommends the Board:

1. approve the 2020-2021 Inter-district Transfer Agreements;
2. authorize the Board’s President to execute the 2020-2021 Inter-district Transfer Agreements for the following school districts;

Cudahy	Hamilton Sussex	St. Francis
Elmbrook	Maple Dale-Indian Hills	Shorewood
Fox Point-Bayside	Menomonee Falls	Wauwatosa
Franklin	Mequon-Thiensville	West Allis/West Milwaukee
Germantown	New Berlin	Whitefish Bay
Greendale	Nicolet	Whitnall
Greenfield	Oak Creek-Franklin	

3. authorize the Administration to enter into contracts to provide transportation services with the following school districts for the 2020-2021 school year.

Chapter 220 District	Contract Amount	Chapter 220 District	Contract Amount
Elmbrook	\$141,152.02	Menomonee Falls	\$64,500.00
Fox Point/Bayside	\$148,999.74	Mequon-Thiensville	\$102,720.17
Germantown	\$100,326.01	Nicolet	\$96,749.84
Maple Dale/Indian Hill	\$20,826.00	TOTAL	\$675,273.78

Director Peterson moved approval of the Administration’s recommendation. The motion passed, the vote being as follows:

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

\* \* \* \* \*

**(Item 5) Action on a Request on Amendments to the Non-instrumentality Charter School Contract with Carmen High School of Science and Technology, Inc.**

*This item initiated by the Superintendent*

**Background**

Carmen High School of Science and Technology, South was established in fall 2007 and is located at 1712 South 32<sup>nd</sup> Street. Carmen Middle/High School of Science and Technology, Northwest, was established in fall 2013 and is located at 5496 North 72<sup>nd</sup> Street. Carmen High School of Science and Technology, Southeast, was established in fall of 2016 and is located at 2500 West Oklahoma Avenue. Carmen Middle School of Science and Technology, South, was established in fall 2018 and was formerly located at 1236 South Layton Boulevard.

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

The Department of Contracted School Services received notification from Carmen that Jennifer Lopez would be named the school leader for Carmen schools and that Carmen Middle School of Science and

Technology, South, would be relocated to 2427 South 15<sup>th</sup> Street, Milwaukee, Wisconsin, 53215, beginning with the 2020-2021 school year. A redline contract reflecting the proposed amendments has been provided under separate cover.

### **Strategic Plan Compatibility Statement**

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

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

Administrative Policy 9.12, Charter Schools

### **Fiscal Impact Statement**

This item does not authorize expenditures.

### **Implementation and Assessment Plan**

Upon the Board's approval and execution of the contract, a copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

### **Administration's Recommendation**

The Administration recommends that the Board approve the amendments to the non-instrumentality charter school contract with Carmen High School of Science and Technology, Inc., as provided under separate cover.

Director Baéz moved approval of the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Baéz, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.  
 Noes — None.

\* \* \* \* \*

**(Item 6) Action on Monthly Finance Matters: Authorization to Make Purchases; Reports on Emergency Purchases Due to COVID-19; Change Orders in Excess of \$25,000 and Cumulative Purchases in Excess of \$50,000; Report of Revenues and Expenses; Monthly Expenditure Control Report; Report on Administrative and School Fund Transfers; Report on Contracts Under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; and Acceptance of Donations**

*This item initiated by the Superintendent*

### **Purchases**

**RFB 5787 Authorization to Contract with Diamond Discs International for Disposable Face Masks**

The Administration is requesting authorization to enter into a blanket contract with Diamond Discs International for adult and child three-ply surgical masks (w/ear loop straps), which meet all ASTM F1862 and/or F2100 Level 1 requirements. These items will foster a safe learning environment and promote the safety of students and staff by reducing risk of transmission of COVID-19 in MPS facilities.

Diamond Discs International was chosen pursuant to RFB 5787, which closed on June 29, 2020. The contract will run from August 1, 2020, through June 30, 2021 (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 \$2,000,000.

Budget Code: GSP-0-S-CR1-DW-ESUPCOVID .....\$2,000,000

Prime Contractor Information

Certified HUB Contractor? ..... Yes  
 Total # of Employees .....6  
 Total # of Minorities .....4  
 Total # of Women .....2

HUB Participation

Required..... 6%  
 Proposed ..... 100%  
 \$ Value ..... TBD

Student Engagement (hours per 12-month contract)

Paid Student-employment Hour Commitment.....400  
 Student Career-awareness Commitment..... 10

**CESA Purchasing Agreement Authorization to Purchase Wi-Fi Hotspots from Kajeet, Inc.**

The Administration is requesting authorization to make a one-time purchase from Kajeet, Inc., (“Kajeet”) for up to 5,000 mobile Wi-Fi hotspots. These mobile hotspots will be made available to MPS families to assist with virtual-learning needs this summer and next school year. Through Kajeet’s “Distance Learning Bundle,” 3GB of monthly data will be included for each device for six months. While the district is providing the funding for this purchase, the MPS Foundation is undergoing fundraising efforts to help offset this cost.

This request is for “authority” to make this purchase as needs for these devices arise. A purchase of 5,000 of these devices was already made in May of 2020. This purchasing authority will give the district flexibility to make an additional purchase of up to 5,000 devices or to add data to existing devices if needed for longer than six months.

This purchase is made under the Master Intergovernmental Cooperative Purchasing Agreement between Lakes Country Service Cooperative and CESA Purchasing, RFP 16.15, for “Mobile Educational Broadband.”

The total cost of goods purchased from Kajeet will not exceed \$1,220,713.86.

Budget Code: TSV-0-S-CR1-DW-ENCQCOVID .....\$1,220,713.86

HUB Participation

Required..... 0%  
 Proposed ..... 0%  
 \$ Value..... NA

Student Engagement (hours per 12-month contract)

Paid Student-employment Hour Commitment.....0  
 Student Career-awareness Commitment.....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 multiple vendors for products related to the Covid-19 pandemic. Due to the emergency nature of these procurements, these purchases were not previously approved by the Board.

Vendor	Description of Goods	PO Number	PO Total	Procurement Basis
AssetGenie, Inc. d/b/a AG Parts Worldwide	15,000 AC Adapters	R412831	\$276,000	Exception-to-Bid
Marek Group	Printing of emergency curriculum material	P930064	\$269,951.88	Exception-to-Bid
Office Depot	1,425 cases of hand sanitizer	P930999	\$142,443	Exception-to-Bid
UMS Print Solutions	Printing of emergency curriculum booklets	P930957	\$18,234.09	Exception-to-Bid

Vendor	Description of Goods	PO Number	PO Total	Procurement Basis
UMS Print Solutions	Printing of emergency curriculum booklets	P929528	\$10,200	Exception-to-Bid
UMS Print Solutions	Printing of emergency curriculum booklets	P930910	\$22,821.21	Exception-to-Bid
US Cellular	Hotspots for online learning	P929767	\$16,160.37	Exception-to-Bid
US Cellular	Hotspots for online learning	P930530	\$10,709.49	Exception-to-Bid

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

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

Contract: C026441  
 American United Transportation Group

On August 1, 2017, the Administration requested authorization to enter into a blanket contract with American United Transportation Group to provide human-service-vehicle (HSV) or van-transportation services on an as-needed basis for students throughout the metro-Milwaukee area for travel to and from school. The vendor, which was chosen pursuant to RFB 5759, was awarded a compensation amount of \$220,000 for the second extension (Year 3) of the contract’s term. Additional funds in the amount of \$170,000 are now necessary to increase this awarded contract to continue the services based on the district’s needs.

Original Contract Amount.....\$220,000  
 First Increase .....\$70,000  
 Second Increase .....\$100,000  
 Adjusted Contract Amount.....\$390,000

Contract: B0001385  
 Dairyland Buses, Inc.

On August 1, 2019, the Administration requested authorization to enter into a blanket contract with Dairyland Buses, Inc., to provide yellow bus transportation for school-sponsored field trips. The vendor, which was chosen pursuant to RFB 5781, was awarded a compensation amount of \$125,000 for the original contract’s term. Additional funds in the amount of \$100,000 are now necessary to increase this awarded contract to continue the services based on the district’s needs.

Original Contract Amount.....\$125,000  
 First Increase .....\$100,000  
 Adjusted Contract Amount.....\$225,000

Contract: C027303  
 Lakeside Buses of Wisconsin, Inc.

On July 1, 2018, the Administration requested authorization to enter into a blanket contract with Lakeside Buses of Wisconsin, Inc., to provide yellow bus transportation. The vendor, which was chosen pursuant to RFP 973, was awarded a compensation amount of \$9,200,000 for the original contract’s term. Additional funds in the amount of \$1,300,000 are now necessary to increase this awarded contract to continue the services based on the district’s needs.

Original Contract Amount.....\$9,200,000  
 First Increase .....\$1,300,000  
 Adjusted Contract Amount.....\$10,500,000

**Routine Monthly Reports**

The report on revenues and expenses, the monthly expenditure control report, the report on contracts awarded with a value under \$50,000 and cumulative total report, and the report on monthly grant awards have been submitted under separate cover. These are informational items, and no action is required.

**Donations**

Location	Donor	Amount	Gift or Purpose
<i>Monetary Donations over \$5,000</i>			
Ronald Reagan High School	Herb Kohl Foundation	\$6,000.00	General School Supplies
<i>Total Monetary Donations over \$5,000</i>		<i>\$6,000.00</i>	
<i>Monetary Donations</i>			
Audubon High School	Kingfish Solutions, LLC.	\$81.12	Athletics Donation
Audubon High School	Kingfish Solutions, LLC.	\$190.36	Athletics Donation
Bryant School	General Mills/Box Tops For Education	\$4.50	General School Supplies
Fernwood School	King Solutions Inc.	\$36.10	General School Supplies
Fernwood School	General Mills/Box Tops For Education	\$30.20	General School Supplies
Fratney Street School	General Mills/Box Tops For Education	\$2.60	General School Supplies
Fratney Street School	Melissa Hamley	\$190.00	Schoolyard Donation
German Immersion School	YourCause, LLC.	\$50.00	General School Supplies
German Immersion School	YourCause, LLC.	\$115.36	General School Supplies
Hayes Bilingual School	Andrew Hurie	\$500.00	PTA & Art/Visual Art Donation
Holmes School	Greendale School District	\$233.00	General School Supplies
Holmes School	Greendale School District	\$234.00	General School Supplies
Howard Avenue Montessori	Bay View Montessori PTO	\$400.00	Classroom Resources
Howard Avenue Montessori	Bay View Montessori PTO	\$400.00	Classroom Resources
King High School	Mary Meins	\$700.00	General School Supplies
Lloyd Barbee Montessori	General Mills/Box Tops For Education	\$8.80	General School Supplies
MacDowell Montessori	General Mills/Box Tops For Education	\$63.20	General School Supplies
Marshall High School	FrontStream Holdings, LLC.	\$43.92	Online Resources Donation
Maryland Avenue School	United Way	\$595.00	General School Supplies
Meir School	General Mills/Box Tops For Education	\$14.80	General School Supplies
Milw. Sch. Of Languages	General Mills/Box Tops For Education	\$0.60	General School Supplies
Mitchell School	General Mills/Box Tops For Education	\$4.20	General School Supplies
Morgandale School	General Mills/Box Tops For Education	\$9.10	General School Supplies
Parkside School	Action for Healthy Kids	\$750.00	Game on Grant Donation
Spanish Immersion School	YourCause, LLC.	\$25.00	General School Supplies
Story School	M&M Sub Ventures, LLC.	\$150.00	General School Supplies
Trowbridge School	Northwestern Mutual Foundation	\$500.00	General School Supplies
Victory School	Anonymous Donor	\$500.00	Library Donation
Westside School	State of Wisconsin	\$457.00	DPI School Health Award Donation
Westside School	Natural Resources Foundation of Wisconsin	\$250.00	Outdoor Classroom Project Donation
Whittier School	Whittier PTO	\$1,000.00	General School Supplies and Field Trips
Zablocki School	Sixteenth Street Community Health Centers	\$106.60	Transportation Donation
<i>Total Monetary Donations</i>		<i>\$7,645.46</i>	
<i>Non-monetary Donations</i>			
Engleburg School	Donors Choose	\$595.00	Online Reading Course
Engleburg School	Donors Choose	\$102.23	General School Supplies
Forest Home Avenue School	Donors Choose	\$177.53	Miscellaneous Materials & Toys
Forest Home Avenue School	Donors Choose	\$696.65	Distance Learning Materials
Forest Home Avenue School	Donors Choose	\$679.68	Distance Learning Materials
Greenfield School	Donors Choose	\$427.44	Books
MacDowell Montessori	Donors Choose	\$258.56	Headphones

Location	Donor	Amount	Gift or Purpose
Ninety-Fifth Street School	Donors Choose	\$50.00	General School Supplies
Ninety-Fifth Street School	Donors Choose	\$150.00	General School Supplies
Sherman School	The Meemic Foundation	\$165.00	General School Supplies
<i>Total Non-monetary Donations</i>		<i>\$3,302.09</i>	
<b>Total Value for July 2020</b>		<b>\$16,947.55</b>	

**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 Baéz moved approval of the Administration’s recommendation. The motion passed, the vote being as follows:

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

\* \* \* \* \*

**(Item 7) Action on the Award of Professional Services Contracts**

*This item initiated by the Superintendent*

**RFP 945 Authorization to Contract with Airoidi Brothers, Inc., for Leasing of Refrigerated Trucks**

The Administration is requesting authorization to extend a contract with Airoidi Brothers, Inc., (“Airoidi”) for the lease of eight refrigerated trucks. These trucks will be used by School Nutrition Services to deliver pre-packed meals from central kitchens to schools across the district in a timely manner.

Contractor was chosen pursuant to RFP 945. The original contract provided for four one-year options to extend if certain performance metrics were met. Airoidi has met the performance metrics codified in the contract; therefore, MPS is exercising the third option-year for the contract.

This contract extension will run from September 1, 2020, through August 31, 2021. The total cost of the contract in this extension year will not exceed \$240,000.

Budget Code: LNC-0-0-LNH-NU-ESDF (Food Service Storage and Delivery).....\$240,000

Prime Contractor Information

Certified HUB Contractor? .....No  
 Total # of Employees ..... 154  
 Total # of Minorities .....46  
 Total # of Women ..... 15

HUB Participation

Required..... 0%  
 Proposed ..... 0%  
 \$ Value..... NA

Student Engagement (hours per 12-month contract)

Paid Student-employment Hour Commitment .....0  
 Paid Student Career-awareness Commitment .....0

RFP 939 Authorization to Contract with Five Community-based Organizations to Operate 35 Community Learning Centers During the 2020-21 School Year

The Administration is requesting authorization to enter in agreements with five community-based organizations (CBOs) to operate 35 Community Learning Centers (CLCs) during the 2020-21 school year. These community-based organizations were chosen pursuant to RFP 939, Before and After School Recreational Providers.

CBOs provide fiscal administration for their respective CLC sites, hire and evaluate CLC staff, and assist day-schools in developing extended-day academic, recreational, and parent/family programming.

These agreements are funded by a combination of grant funds awarded to the District by the Wisconsin Department of Public Instruction (DPI) and district Extension funds.

Upon the Board’s approval, the Administration will enter into contracts with five community-based organizations to provide 21<sup>st</sup> Century Community Learning Center programs at 35 locations throughout the city of Milwaukee. The 21<sup>st</sup> Century CLC project director (or designee) will monitor the agencies’ compliance with the contracts and will manage the reimbursements of monthly expenditures. Daily attendance and overall performance of the CLCs will be monitored by the CLC Project Team through the Cayen web-based data-tracking system, as well as through regular site visits.

Each of the agreements presented for authorization will run from August 1, 2020, through June 30, 2021.

This item authorizes expenditures in the amount of \$4,977,750. The total cost of each contract and the associated budget codes are identified in attachment to this item.

Budget Code: RCC-X-X-XXX-XX-ECTS (DPI Grant Funding).....\$4,352,750  
CSV-0-0-XXX-XX-ECTS (Extension Funds).....\$625,000

Partnership for the Arts Authorization to Contract with 44 Community-based Organizations to Provide Arts-and-humanities-related Programming During Out-of-school Time

The Milwaukee Public Schools Partnership for the Arts & Humanities (PAH) is an annual allocation of funds designed to support after-school, weekend, and summer arts-and-humanities-related programs for Milwaukee-resident children, youth, and families. The goals of the Partnership for the Arts & Humanities program are to:

- increase access to arts and/or humanities experiences for all Milwaukee-resident children, youth, and families;
- strengthen existing and establish new community partnerships that motivate students to higher levels of academic and social-emotional achievement; and
- build the collective capacity of community-based organizations to effectively serve children, youth, and families.

Since the 2006-2007 school year, the Milwaukee Board of School Directors has approved 547 contracts with community-based organizations to provide arts-and-humanities-related programming during out-of-school time. These programs are vetted by the Administration through a rigorous application process. This year, 59 proposals were received, requesting a total of \$2,822,204.

The Administration is requesting authorization to enter into contracts with 44 community-based organizations totaling \$1,751,917. The programs led by these organizations will serve a projected 17,374 unduplicated children, youth, and their family members between September 2020 and August 2021. Collectively, these organizations have demonstrated nearly three million dollars in cash and in-kind matching support for the same or similar programming.

Each of the contracts presented for authorization will run from September 1, 2020, through August 31, 2021.

This item authorizes expenditures in the amount of \$1,751,917 The total cost of each contract is identified in attachment provided under separate cover.

Budget Code: CSV-0-0-ART-RC-ECTS (Extension Funds — Arts & Humanities).....\$1,751,917



**RFP 970 Authorization to Extend a Contract with EBS Healthcare Staffing Services, Inc., d/b/a EBS-Educational Based Services, for Speech-Language Pathology Services**

The Administration requests authorization to contract with EBS Healthcare Staffing Services, Inc., d/b/a EBS-Educational Based Services (“EBS”), to provide speech-language pathology services mandated by the Individuals with Disabilities Education Act (IDEA) and as outlined in the Individual Education Plan (IEP) for each eligible student.

These contracted services are needed due to the severe shortage of speech-language pathologists available to MPS, rendering MPS unable to fill its vacant speech-language pathologist positions. The shortage of speech-language pathologists in MPS mirrors the shortage of qualified speech-language pathologist personnel that exists nationwide. The Speech-Language Disabilities Program currently has six existing vacancies, six known resignations, and the equivalent of approximately 6.0 FTEs needed annually to provide services to cover the various leaves the Speech-Language Disabilities Program incurs, such as those required by short-term medical or childrearing leaves.

Services to be provided by speech-language pathologists include speech-and-language-therapy services, evaluation of children’s eligibility for such services, IEP development, Medicaid billing, and other reporting requirements.

The vendor was chosen pursuant to RFP 970. The original contract provided for two one-year options to extend. This will be the second extension option of this contract. This second contract extension will run from August 1, 2020, through June 30, 2021. The total cost of the contract in this extension year will not exceed \$502,000, based on the vendor’s ability to provide qualified staff.

Budget Code:	SPL-0-I-EEN-DW-ECTS (Speech-Language Contract Services) .....	\$502,000
Prime Contractor Information		
	Certified HUB Contractor? .....	No
	Total # of Employees .....	2,269
	Total # of Minorities .....	907
	Total # of Women .....	1,974
HUB Participation		
	Required.....	N/A
	Proposed .....	N/A
	\$ Value.....	N/A
Student Engagement (hours per 12-month contract)		
	Paid Student-employment Hour Commitment .....	300
	Student Career-awareness Commitment .....	10

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

- Airoldi Brothers, Inc., for Leasing of Refrigerated Trucks,  
LNC-0-0-LNH-NU-ESDF ..... \$ 240,000
- 2020-21 Community Learning Centers,  
RCC-X-X-XXX-XX-ECTS ..... \$ 4,352,750  
CSV-0-0-XXX-XX-ECTS ..... \$ 625,000  
Total..... \$ 4,977,750

- 2020-21 Partnership for the Arts and Humanities,  
CSV-0-0-ART-RC-ECTS ..... \$ 1,751,917
- EBS Healthcare Staffing Services, Inc. for Speech-Language  
Pathology Services,  
SPL-0-I-EEN-DW-ECTS..... \$ 502,000

**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 above and in the attachments provided under separate cover.

Director Phillips moved approval of the Administration’s recommendation. The motion passed, the vote being as follows:

Ayes — Baéz, 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**

*This item initiated by the Superintendent*

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

Exception Authorization to Extend a Contract with Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Wisconsin’s Center for Education Research (WCER) for Milwaukee Partnership School Evaluation

The Administration is requesting authorization to extend a contract with the Board of Regents of the University of Wisconsin System, on behalf of the University of Wisconsin-Madison Wisconsin Center for Education Research (WCER), to evaluate the Milwaukee Partnership School Project. WCER shall specifically perform the following tasks to evaluate the Milwaukee Partnership Schools Project at Carver, Mitchell, Rogers, and Clarke Street Schools.

WCER will conduct focus groups and/or survey teachers to garner perceptions around key components of the initiative, particularly the supports and training provided to teachers. Survey content/focus groups’ agendas will be appropriately vetted with stakeholders (including the project’s Steering Committee). The contractor will communicate regularly with partnership schools’ staff to provide updates on the evaluation’s progress. The contractor will attend all necessary partnership meetings as well as other relevant meetings at the request of the MPS project director. The contractor will analyze the results and produce a report for inclusion in an annual progress report by August 31, 2021, as well as the project’s final report.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are required pursuant to the Milwaukee Partnership School Project Grant (Administrative Policy 3.09(2)(c)).

The original contract provided for two one-year options to extend. This will be the second extension of this contract, which run from October 1, 2020, through September 30, 2021. The total cost of the contract in this extension year will not exceed \$150,000.

Budget Code: SDV-H-S-M41-CI-ECTS (Milwaukee Partnership Schools Contract Services) .....\$150,000

HUB Participation	
Required.....	0%
Proposed .....	0%
\$ Value.....	0
Student Engagement (hours per 12-month contract)	
Paid Student-employment Hour Commitment.....	0
Student Career-awareness Commitment.....	10

**Exception Authorization to Enter into a Contract with the Board of Regents of the UW System on Behalf of the University of Wisconsin-Milwaukee to Evaluate the Milwaukee Partnership School Project**

The Administration is requesting authorization to extend a contract with the Board of Regents of the University of Wisconsin System, on behalf of the University of Wisconsin-Milwaukee’s School of Education, for the developmental evaluation services for the implementation of the Milwaukee Partnership School Project. UW-Milwaukee’s School of Education will provide formative data regarding the implementation of the Milwaukee Partnership Schools Project to the project’s team members (including the building intervention teams, steering committee, and executive committee). The evaluation will address the metrics described in the Milwaukee Partnership Schools Project grant, including interventions provided to students (math, reading, and social-emotional learning), student achievement data, student attendance, family-event attendance, student suspensions, and project collaboration.

The evaluators will provide user-friendly data for continuous improvement to program leaders, so staff can make changes in real time to achieve the project’s intended goals. Evaluators will be responsible for preparing a research application to the MPS office of Research and Development, devising data-collection systems across agencies and schools when needed, and collecting data to monitor the program’s activities.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are required pursuant to the Milwaukee Partnership School Project Grant (Administrative Policy 3.09(2)(c)).

The original contract provided for two one-year options to extend. This will be the second extension of this contract, which will run from October 1, 2020, through September 30, 2021. The total cost of the contract in this extension year will not exceed \$145,015.

Budget Code: SDV-H-S-M41-CI-ECTS (Milwaukee Partnership Schools — Contract Services) .....\$145,015

HUB Participation	
Required.....	0%
Proposed .....	0%
\$ Value.....	0
Student Engagement (hours per 12-month contract)	
Paid Student-employment Hour Commitment.....	0
Student Career-awareness Commitment.....	10

**Exception Authorization to Enter into a Contract with United Way of Greater Milwaukee & Waukesha County for Services Associated with the Community Schools Partnership**

The Administration is requesting authorization to enter into a contract with United Way of Greater Milwaukee & Waukesha County (UW) to provide services in the continued development and implementation of the Community Schools model. The schools to be serviced under the contract in the 2020-2021 school year are Auer Avenue Community School, Bradley Tech High School, Browning Elementary, Hopkins Lloyd Community School, James Madison Academic Campus, Lincoln Avenue School, Longfellow School, North Division High School, South Division High School, Washington High School, Westside Academy, Zablocki Elementary, and one additional school which shall be determined at a later date.

United Way of Greater Milwaukee & Waukesha County (UW), will serve in two capacities pursuant to this contract: 1) as a co-backbone partner for the Milwaukee Community Schools Partnership (MCSP), and 2) as a lead agency for schools within the MCSP that do not otherwise have lead agencies designated. The role

United Way plays is instrumental to the MCSP as a collective strategy to transform schools into places where students, families, staff, and the surrounding community can work together to ensure that every student is successful.

While each Community School may use different strategies and activities to improve its school and community, each share the guiding practices of shared leadership, equity, and cultural relevance. The Community Schools strategy is focused on collaboration and collective action: engaging multiple stakeholders, collectively building aspirations, and removing barriers through data while developing priorities and aligning partnerships, initiatives, and policies, to ensure that every student is successful.

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 considered one-of-a-kind, and competitive vendors do not exist (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The contract will run from August 1, 2020, through July 31, 2021. The total cost of the contract will not exceed \$480,000. These board funds do not cover the full cost of the project; MPS and UW will partner to apply for relevant governmental, foundation, and corporate support.

Budget Codes:	OSC-0-S-1T1-LS-ECTS (Title I School Improvement — Contract Services ) .....	\$400,000
	SDV-H-S-3D1-SD-ECTS (Title I High Needs Schools — Contract Services) .....	\$80,000

HUB Participation	
Required.....	0%
Proposed .....	0%
\$ Value.....	0

Student Engagement (hours per 12-month contract)	
Paid Student-employment Hour Commitment.....	0
Student Career-awareness Commitment.....	0

**Exception Authorization to Extend a Contract with Dunbar Armored, Inc., for Armored Car Services for All MPS Schools**

The Administration is requesting authorization to enter into a contract with Dunbar Armored, Inc., (“Dunbar”) to provide armored car services for all MPS Schools. Dunbar will be required to pick up sealed deposits of money, checks, or other securities; to sign for their receipt at each school; and to deliver the deposits to local MPS-designated banks.

This vendor was chosen pursuant to RFP 1005 for Armored Car Services, which closed on February 19, 2019, with no award. RFP 1011 was re-issued and closed on April 4, 2019, with no award. After negotiations with Dunbar, an agreement was reached. The original contract provided for two one-year options to extend if certain performance metrics were met. Dunbar has met the performance metrics codified in the contract. This will be the first extension of this contract, which will run from August 1, 2020, through June 30, 2021, based upon a review of various performance metrics to be rated by MPS personnel. The total cost of the contract in the second term will not exceed \$65,000.

Budget Code:	FSC-0-0-BSF-DW-EGSV (Banking — General Services).....	\$65,000
--------------	---	----------

HUB Participation	
Required.....	0%
Proposed .....	0%
\$ Value.....	0

Student Engagement (hours per 12-month contract)	
Paid Student-employment Hour Commitment.....	0
Student Career-awareness Commitment.....	0

**Exception Authorization to Issue Purchase Orders to Milwaukee County Transit System for Bus Passes**

The Administration is requesting authorization to issue purchase orders to the Milwaukee County Transit System for bus passes and tickets throughout the 2020-2021 school year. These bus passes and tickets are provided to students for various school activities.

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 considered one-of-a-kind, and competitive vendors do not exist (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The total cost of these purchases will not exceed \$3,000,000.

Budget Code: STP-0-0-TRS-DW-EPPT (Pupil Transportation) .....\$3,000,000

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

- Board of Regents-WCER, for Milwaukee Partnership School Evaluation  
SDV-H-S-M41-CI-ECTS .....\$150,000
- Board of Regents-UWM, to Evaluate the Milwaukee Partnership School Project  
SDV-H-S-M41-CI-ECTS .....\$145,015
- United Way of Greater Milwaukee & Waukesha County, for Community Schools Partnership,  
OSC-0-S-1T1-LS-ECTS.....\$400,000  
SDV-H-S-3D1-SD-ECTS.....\$80,000  
Total .....\$480,000
- Dunbar Armored, Inc., for Armored Car Services, FSC-0-0-BSF-DW-EGSV = \$65,000
- Milwaukee County Transit System for Bus Passes,  
STP-0-0-TRS-DW-EPPT .....\$3,000,000

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.

**Administration's Recommendation**

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

Director Peterson moved approval of the Administration's recommendation. The motion passed, the vote being as follows:

- Ayes — Baéz, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.  
Noes — None.

\* \* \* \* \*

**(Item 9) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Lease Agreement with Quadient, Inc., for a Postage Meter Interface Inserter Base Feeder**

*This item initiated by the Superintendent*

**Background**

The Administration is requesting authorization to waive the three-year term limits of Administrative Policy 3.09(9)(e) and enter into a 60-month lease with Quadient, Inc., (Quadient) for a postage meter interface inserter base feeder. This lease will provide postage meter interface inserter base feeder which will be used for folding and inserting needs of all metered mail for Milwaukee Public Schools. This lease allows the district to replace existing, obsolete equipment to upgraded equipment with enhanced operational capacity.

In accordance with Administrative Policy 3.09(7)(e)1a, the District has not directly engaged in a competitive procurement process for these services. Instead, this lease will be obtained via a piggyback agreement pursuant to the NASPO/Value 16-169901 and/or 505ENT-018-NASPOMAILEQ-02 (WI).

After implementation, the cost of the 60-month lease will be approximately \$107,592.60. The total cost of the piggyback agreement will not exceed \$21,518.32 per year.

This piggyback agreement will run from August 1, 2020, through July 31, 2025.

**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 attachment provided under separate cover

Budget Code:	MAL-0-0-MAL-MM-ECTS .....	\$107,592.00
HUB Participation		
	Required.....	0%
	Proposed .....	0%
	\$ Value.....	NA
Student Engagement (hours per 60-month contract)		
	Paid Student-employment Hour Commitment.....	0
	Student Career-awareness Commitment.....	0

**Implementation and Assessment Plan**

Upon approval by the Board, the lease agreement will begin as indicated in the attachment provided under separate cover.

**Administration’s Recommendation**

The Administration recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the lease agreement with Quadient, Inc., as set forth in the attachment provided under separate cover.

Director Taylor moved approval of the Administration’s recommendation. The motion passed, the vote being as follows:

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

\* \* \* \* \*

**(Item 10) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with Language Line Services, Inc., for Phone and Video Remote-interpreting (VRI) Services**

*This item initiated by the Superintendent*

**Background**

The Administration is requesting authorization to waive the three-year term limits of Administrative Policy 3.09(9)(e) and to extend its contract with Language Line Services, Inc., (“Language Line”) for phone and video remote-interpreting (VRI) services. This contractor provides foreign-language interpretation services over the phone and video remote interpreting for all schools and departments within the MPS system.

These services are necessary to comply with federal and state regulations regarding equal access to education, Title VI and Title XIX, as well as the language-access requirements set forth by the Office of Refugees.

The contractor was originally chosen pursuant to Wisconsin State Contract CFD0407. The original contract provided for two one-year options to extend if certain performance metrics were met. The extension options were previously exercised, and the current contract expired on June 30, 2020. The waiver of Administrative Policy 3.09(9)(e) is being sought as a result of the three-year maximum contract term’s having been surpassed.

The Wisconsin State Contract was re-bid in 2018, but Language Line was not awarded a contract. Due to the need for immediate continuation of services for the district, the Administration is requesting authorization for a fourth year while the Administration completes a Request for Proposal for a new award.

This third extension will run from August 1, 2020, through June 30, 2021. The total cost of the contract in this extension year will not exceed \$75,000.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

This item authorized expenditures as indicated in the attachment provided under separate cover.

Budget Code: OGA-0-0-SSF-IC-ECTS (School Special Funds — Contract Services).....\$75,000

HUB Participation	
Required.....	0%
Proposed .....	0%
\$ Value.....	NA

Student Engagement (hours per 12-month contract)	
Paid Student-employment Hour Commitment.....	0
Student Career-awareness Commitment .....	0

**Implementation and Assessment Plan**

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

**Administration’s Recommendation**

The Administration recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the extension with Language Line Services, Inc., as set forth in the attachments provided under separate cover.

Director Herndon moved approval of the Administration’s recommendation. The motion passed, the vote being as follows:

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

\* \* \* \* \*

**(Item 11) Action on Monthly Facilities Matters: FMS Award of Construction Contracts and Professional Services Contract Recommendation**

*This item initiated by the Superintendent*

**Construction Contracts**

**Material Lift Enclosure Installation**

*Madison High School*

Prime Contractor

Paul Reilly Company  
10650 North Baehr Road  
Mequon, WI 53092

Low Bidder, Base Bid of .....	\$55,630.00
HUB Participation	
Certified HUB Vendor? .....	No
Total # of Employees .....	17
Total # of Minorities .....	0
Total # of Women .....	2
Required.....	0%
Submitted.....	0%
\$ Value.....	\$0.00
COIN	
Required.....	0%
Student Engagement (Required Hours)	
Paid Employment.....	0
Career-education Activity .....	0

Funds are available for the Material Lift Enclosure Installation project from account code FAR 00 MMQ JM ECNC ELV8 (Project No. 3823). The project start date is scheduled for July 31, 2020, and completion date is August 30, 2020.

**Kitchen Modifications & Equipment Upgrades**

*Forest Home Elementary School*

Prime Contractor

Campbell Construction JD Inc.  
461 River Crest Court  
Mukwonago, WI

Low Bidder, Base Bid of .....	\$52,840.00
-------------------------------	-------------



HUB Participation	
Certified HUB Vendor? .....	No
Total # of Employees .....	35
Total # of Minorities .....	7
Total # of Women .....	6
Required.....	0%
Submitted.....	0%
\$ Value.....	\$0.00
COIN	
Required.....	0%
Student Engagement (Required Hours)	
Paid Employment.....	0
Career-education Activity .....	0

Funds are available for the Kitchen Modifications & Equipment Upgrades project from account code BLI 00 LNH FH EMMB (Project No. 4351). The project start date is scheduled for July 31, 2020, and completion date is August 14, 2020.

Total construction contract dollars awarded.....	\$108,470.00
Total dollars HUB participation .....	\$0.00
% of HUB participation.....	0%
% Minority employees within company.....	0%
% Women employees within company .....	0%

**Professional Services Contracts**

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

RFP #6478 Certified Woodchip & Landscape Mulch Supply & Installation Services

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design for the certified woodchip & landscape mulch supply & installation services at various MPS sites.

Selected firm: Natural Solutions LLC

Contract Amount: \$255,000.00 over the three-year term.

Contract Period: August 31, 2020-August 30, 2023

Budget Code: Various.....\$255,000.00

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

**Construction Contracts Requested for Approval**

- Paul Reilly Company, for material lift enclosure installation at James Madison Academic Campus;  
Code: FAR 00 MMQ JM ECNC ELV8 .....\$55,630.00
  - Campbell Construction, for kitchen modifications and equipment upgrades at Forest Home Avenue School;  
Code: BLI 00 LNH FH EMMB.....\$52,840.00
- Total Construction Contracts Requested .....\$108,470.00

**Professional Services Contract Requested for Approval**

- Natural Solutions LLC, for certified woodchip and landscape mulch supply and installation services at various MPS sites;  
Code: Various, over a three-year term.....\$255,000.00
- Total Professional Services Contract Requested over a three-year term.....\$255,000.00

**Implementation and Assessment Plan**

Upon the Board’s approval, the construction contracts and professional services contract, as provided under separate cover, shall be executed.

**Administration’s Recommendation**

The Administration recommends that the Board approve the construction contracts and professional services contract, as provided under separate cover.

Director Herndon moved approval of the Administration’s recommendation. The motion passed, the vote being as follows:

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

\* \* \* \* \*

**(Item 12) Report with Possible Action Regarding a Draft MPS Remote-work Plan**

*This item initiated by the Superintendent*

This is an informational item, and although it has been noticed for possible action, no action is required.

**Background**

As a result of the COVID-19 pandemic, and at the request of the Milwaukee Board of School Directors, the Administration prepared a draft MPS Remote Work Plan for discussion during the June board cycle. At its June meeting, the Board took action to direct the Administration to further develop the plan for remote work.

Consistent with the Board’s action, the updated plan has been provided under separate cover. Elements of the plan include information about how employees may request a remote-work option and how such requests will be approved. A description of the issuing of work equipment and materials is included. Best practices for supervisors describing remote workers are described. Similarly, best practices for employees who work remotely are included.

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

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

**Fiscal Impact Statement**

N/A

\* \* \* \* \*

**(Item 13) Report with Possible Action on Draft MPS Equity Guidebook**

*This item initiated by the Superintendent*

This is an informational item, and although it has been noticed for possible action, no action is required.

## **Background**

---

In August 2017, the Milwaukee Board of School Directors adopted Resolution 1617R-006 to develop an equity policy. As follow-up to the Board's action, Administrative Policy 1.06, Equity in MPS, and Administrative Procedure 1.06, Efforts to Achieve Equity, were adopted by the Board on August 31, 2017. Since then, the Administration has worked with numerous stakeholders to provide a guidebook to accompany Administrative Policy 1.06, Equity in MPS, and Administrative Procedure 1.06, Efforts to Achieve Equity.

Draft versions of the Equity Guidebook were presented to the Board during in August 2019 and, most recently, in May 2020. The Administration was asked to make further adjustments to the document to address the feedback shared in May 2020.

A revised MPS Equity Guidebook has been provided under separate cover. The document is aligned to Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals; Administrative Policy 1.06, Equity in MPS; Administrative Procedure 1.06, Efforts to Achieve Equity; and the Five Priorities for Success. In a manner that reflected due diligence during the national health emergency, the Administration sought input from thought-partners, e.g., students, families, educators, community partners, and MPS offices and departments. The revised MPS Equity Guidebook is meant to be flexible and adaptable to all district stakeholders' current and future equity, access, and inclusion needs.

The goals of the Equity Guidebook encompass the following areas:

1. academics
2. cultural awareness and responsiveness
3. human resources
4. finance
5. students, families, educators, and community stakeholders.

The most recent version of the MPS Equity Guidebook is attached to the minutes of this meeting.

## **Strategic Plan Compatibility Statement**

---

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

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

---

Administrative Policy 1.06, Equity in MPS

## **Fiscal Impact Statement**

---

N/A

\* \* \* \* \*

## **(Item 14) Action on a Motion to Discharge the Committee on Accountability, Finance and Personnel from Further Consideration of Resolution 2021R-005 by Director Woodward, on Central Region Staffing, in Order to Take Immediate Action**

*This item initiated by the Office of Board Governance*

## **Background**

---

On June 25, 2020, Resolution 2021R-005 was introduced and referred to the Committee on Accountability, Finance and Personnel. The Resolved portion of the resolution reads as follows:

RESOLVED, That the MPS Office of Human Resources is hereby directed to give priority in filling vacancies to the schools in the Central Region; and be it

FURTHER RESOLVED, That substitute teachers shall be assigned as "floaters" at specific schools in the Central Region — i.e., they shall be required to work at their assigned schools for a specified period of time to ensure that there are sufficient adults in each school to provide the required supervision; and be it

FURTHER RESOLVED, That the current paraprofessionals assigned to schools in the Central Region shall be offered 40-hour-per-week positions, which will allow them to be in the school buildings for more hours in order to reduce the student-to-adult ratios; and be it

FURTHER RESOLVED, That Central Office staff be assigned specifically to assist in Central Region schools on a day-to-day basis; and be it

FURTHER RESOLVED, That Central Region schools shall be given priority in developing partnerships which will ensure that these schools will have additional adults to support them; and be it

FURTHER RESOLVED, That MPS shall give priority to filling vacancies in the Central Region and to providing extra staffing support to the specialist that works with the Central Region, including diverting Central Services staff from other responsibilities as needed to support this work; and be it

FURTHER RESOLVED, That MPS shall offer develop incentives for teachers who select and commit to three-year assignments in the Central Region; and be it

FURTHER RESOLVED, That MPS shall strive to ensure that 80% of the incentivized positions in the Central Region will be filled by teachers of color; and be it

FURTHER RESOLVED, That a portion of the funding allocated to strengthen MPSU (Milwaukee Public Schools University) shall be used to support paraprofessionals who are serving in the Central Region in getting certified as teachers; and be it

FURTHER RESOLVED, That the Administration shall present its analysis of, and recommendations regarding, this Resolution at the Milwaukee Board of School Directors' regular meeting of July 2020.

### **Strategic Plan Compatibility Statement**

---

Goal 1, Academic Achievement

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

---

Board Rule 1.10, Communications, Petitions, Resolutions for Referral

### **Recommendation**

---

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

Director O'Halloran moved to discharge the Committee on Accountability, Finance, and Personnel from further consideration of Resolution 2021R-005 in order to take immediate action. The motion passed, the vote being as follows:

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

Noes — None.

The gavel was passed to Vice President Baéz at 11:38 PM and returned to President Miller at 11:34 PM.

Director Baez moved that the Administration provide an analysis of the resolution and that the analysis and resolution come back to the Board through committee in the August board cycle. The motion passed, the vote being as follows:

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

Noes — None.

\* \* \* \* \*

**(Item 15) Action on a Request to Approve Submission of the Head Start Transportation Waiver Request Data Collection Form for the 2020-2021 School Year**

*This item initiated by the Superintendent*

**Background**

---

The Milwaukee Public Schools Head Start Program is seeking approval to provide transportation services to Head Start students (in the three- and four-year-old programs who request or need transportation to or from school in the 2020-21 school year.

MPS currently transports approximately 3,923 K3 and K4 students safely, including Head Start students. The same quality service will continue to be provided for Head Start students in the upcoming school year. In order to implement this service, the Administration is requesting approval to submit the Transportation Waiver Request Data Collection Form, as provided under separate cover, which includes waivers of the following Head Start Performance Standards:

- Child safety-restraint systems requirement (45CFR 1310.11(a)) — three-year-old and four-year-old students
- Bus monitor requirement (45CFR 1310.15(c)(1)) — three-year-old and four-year-old students

Equitable access to educational opportunities is a guiding principle of MPS. The requested waivers would allow all families access to Head Start services, regardless of their transportation circumstances. Equitable access to Head Start resources for all families through the provision of quality and dependable transportation furthers the MPS commitment to a single standard of care for all students.

It is our experience that Head Start enrollment and attendance will continue to trend upward if transportation services are continued. Additionally, by offering transportation to all students, Head Start children are able to be transported with their siblings.

**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**

---

It is expected that 73% of the 1,444 children in Head Start will use the transportation services. Providing this service would involve MPS's supporting 109 bus routes at a cost of \$3,063,020. The district would cover these costs with local funds and not use Head Start funding to support this service.

**Implementation and Assessment Plan**

---

Upon approval by the Board, Milwaukee Public Schools will submit the Transportation Waiver Request Data Collection Form as provided under separate cover.

**Administration's Recommendation**

---

The Administration recommends that the Board approve the submission of the Head Start Transportation Waiver Request Data Collection Form for the 2020-2021 school year as provided under separate cover.

Director Baéz moved approval of the recommendation. The motion passed, the vote being as follows:

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

Noes — None.

\* \* \* \* \*

**(Item 16) Report with Possible Action on the Achievement Gap Reduction (AGR) Program***This item initiated by the Superintendent*

This is an informational item, and although it has been noticed for possible action, no action is required.

**Background**

---

The Student Achievement Guarantee in Education (SAGE) program began in the 1996-1997 school year and was subsequently expanded in 1998-1999 and 2000-2001 due to the successes demonstrated by those schools that had begun the program in 1996. Wisconsin Statutes, Section 118.43, authorized the program, which was administered by the Department of Public Instruction (DPI).

State legislation (Wisconsin Acts 53 and 71) was passed in 2015 that concluded the SAGE program and authorized the Achievement Gap Reduction (AGR) program. School districts were given the option to continue SAGE for an additional year (2015-16). Effective FY17, all schools transitioned to the Achievement Gap Reduction program.

MPS has 63 traditional schools and one non-instrumentality charter school that currently participate in the AGR program.

Milwaukee Public Schools leverages the following strategies when implementing AGR:

- instructional coaching for teachers provided by a licensed teacher in grades K5 through 3<sup>rd</sup>, and
- maintenance of 18:1 or 30:2 classroom ratios in K5 and provision of professional development in small-group instruction.

The Department of Public Instruction requires schools participating in the AGR program to describe its implementation of the program and report its objectives and success in achieving them to the school board every semester. The Administration's report has been provided under separate cover.

**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**

---

N/A

Director Miller moved to send the report to committee for consideration. The motion passed, the vote being as follows:

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

Noes — None.

\* \* \* \* \*

**(Item 17) Reports of the Board's Delegates***This item initiated by the Milwaukee Board of School Directors***Background**

---

Attached for the Board's information is the monthly report of the Board's delegate to the Wisconsin Association of School Boards (WASB).

Director Baéz reports that, at the June 13, 2020, meeting of the Executive Board of the Wisconsin Association of School Boards (WASB), the following statement on Equity and Racial Justice was discussed and approved.

---

WASB Statement to Members on Equity and Racial Justice

---

Public education, as the cornerstone of our democracy, must add its voice to the collective call for a more fair and just society and take a leadership role in finding solutions. But first, we must recognize our own shortcomings.

Wisconsin has a strong public education system, but for years we have known that our black, Latino, Native American and Southeast Asian students lag behind our white students by nearly every measure – test scores, access to advanced coursework, participation in extracurricular activities and graduation rates – while being overidentified in discipline and special education rates. It’s past time to step forward and ask ourselves hard questions on why the disparities persist.

Limited resources pose significant challenges in addressing these issues and major factors outside our control contribute to inequality, but school board members have an obligation to evaluate their policies, practices and budget decisions to promote equity and racial justice for all children.

In June 2018, the WASB Board of Directors approved the following equity statement:

We affirm in our actions that each student can, will and shall learn. We recognize that based on factors including, but not limited to, disability, race, gender, ethnicity and socio-economic status, not all students receive equitable educational opportunities. Educational equity is the intentional allocation of resources, instruction and opportunities to meet the specific identified needs of students and staff in the local school community.

That was the beginning. As an association, we used this statement as a springboard to provide professional development around the issues of equity and highlight thought-provoking stories and information in our publications. As your association, we pledge to do more. So, we created a task force of WASB directors to work specifically on these issues. We are committed to prioritizing discussions about racism and inequity in order to empower you to lead these conversations in your communities.

We know many in your districts are hurting and this work will not be easy. But we call on all school boards to determine how their policies and practices have a disproportionate impact on students of color.

Ask yourselves:

- Does our board have an equity statement? Are there ways to make a commitment to equity clearer to those we serve?
- How are we ensuring that we assess every decision with an eye towards its impact on all students?
- How does our understanding of the district’s demographics impact our decision making?
- What process do we have in place to regularly review our policies to ensure there are no barriers to an equitable education for all students?
- How does our curriculum development process ensure culturally relevant learning experiences for our students?
- What process do we have in place to prioritize diversity and cultural competency in hiring?
- How have we directly addressed the implicit bias among all of us to ensure that it does not impact our expectations for students, our governance and leadership work, the quality of our teaching or how we manage our classrooms?
- How are we ensuring that our students of color are participating in advanced coursework, the arts and extracurricular programs at the same level as our white students? How are we eliminating barriers that stand in their way?
- What are we doing to remove restrictions on access to advanced coursework?
- How are we ensuring that our dress codes are sensitive to cultural differences?
- How are we addressing disproportionality in student discipline?
- What steps are we taking to ensure that our students interact with a full cross-section of our society and are prepared to respectfully interact with everyone they meet?

- How are we ensuring that the wide variety of voices in our communities are fully represented and heard?
- What are we doing to ensure that student voice is encouraged and used in our decision making?
- How are we challenging the status quo to ensure equity for all students?

As an association, we don't have all the answers, but we want to do better and we want to help you listen, learn and lead in your communities. The WASB stands ready to assist you in facilitating local conversations and evaluating your policies and procedures to ensure they lead to fairness and justice for all. In the near future, we will share more details about how we intend to respond to these issues and how we can be of support to you as you do the most important work in educating all of Wisconsin's public school children.

For more information or to provide your feedback, contact WASB Executive Director John Ashley.

At the meeting, WASB also created a task force to explore follow-up with districts on this matter and suggestions that can be given regarding organizational, curricular, and programmatic issues to advance equity and anti-racism throughout the state.

### **Strategic Plan Compatibility Statement**

Goal 2, Student, Family and Community Engagement

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

Board Rule 1.28, Board Memberships

### **Fiscal Impact Statement**

No fiscal impact.

\* \* \* \* \*

## **(Item 18) Monthly Report of the President of the Milwaukee Board of School Directors**

### **Background**

The President of the Board presented his report of his activities on behalf of the Board during the preceding month.

## **NEW BUSINESS**

### **(Item 1) Action on a Request to Make Technical Amendments to Administrative Policy 2.04, Superintendent's Cabinet**

*This item initiated by the Superintendent*

### **Background**

In order to align the current organizational structure and corresponding titles to administrative policy, technical amendments to Administrative Policy 2.04, Superintendent's Cabinet, are necessary. The proposed technical amendments are non-substantive and reflect current job titles.

*Referred to the Committee on Legislation, Rules and Policies.*



## RESOLUTIONS

### 2021R-007

By Directors Baéz and Miller

WHEREAS, In 2014-15, the United States' Office for Civil Rights (OCR), having completed a biennial data-collection review and subsequent investigation, found that MPS had a significant disproportionality in the number of African American students who had received disciplinary referrals, suspensions, and other disciplinary actions; and

WHEREAS, In response to the OCR's findings, the district assured the OCR that it would take action to comply with the Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d (Title VI), and its implementing regulation, 34 C.F.R. Part 100, which prohibit discrimination based on race, color, or national origin by a recipient of federal financial assistance; and

WHEREAS, Administrative Policy 1.06, Equity in MPS, section (1), Background, states

(a) The Milwaukee Board of School Directors is committed to the success of every student, regardless of race, ethnicity, family economics, mobility, gender identity, sexual orientation, disability, or initial proficiencies. The Board holds itself and all district and school-site decision makers, faculty, and support staff accountable for building a district-wide culture of equity.

(b) The Board acknowledges the need to address the impact of inequities in the city of Milwaukee and the state of Wisconsin. Accordingly, the Board acknowledges that these inequities have a long-standing impact on access and opportunity for our students, families, staff, and community... ;

and

WHEREAS, As stated in Administrative Policy 8.32, Student Expulsions, section (2), "Expulsion of a student from school is a very drastic step, one which the Board hopes shall be rarely necessary in the Milwaukee Public Schools"; and

WHEREAS, Other than in situations that involve acts of violence and use or possession of weapons or use of drugs, students are better served in the long term by interventions, not by suspension or expulsion; and

WHEREAS, When compared with school districts of comparable size and demographics, MPS has failed to make significant strides in the reduction of disciplinary actions and expulsions, especially those of African American and Latino students, the most disproportionately affected, with 2019-20 figures showing that African American students continue to make up the vast majority of those expelled at 77%, followed by Hispanics at 17%, with Asians and Whites at 3% each and Native Americans at 0; and

WHEREAS, In MPS schools that emphasize restorative justice practices and trauma-related staff over disciplinary referrals, suspensions, and expulsions, data show that for other offenses (those unrelated to weapons or drugs), suspensions went down by nearly half; and

WHEREAS, Although the Administration over the years has worked to develop alternatives to suspension and expulsion of students, unless the District constantly strives to do all in its power to reduce suspensions and expulsions of its students, it is shirking its legal and moral responsibility to provide its students with the best educational opportunities possible; and

WHEREAS, Some districts no longer suspend students below the sixth grade or who are younger than 12 years in age while in MPS, in 2019-20, the percentage of students under 12 who were expelled nearly doubled; and

WHEREAS, If a school or administrator continually resorts to suspension or expulsion, rather than to less severe responses to behavioral issues, it may indicate a need for intervention with the administration of the school as much as with its students; and

WHEREAS, Families, as well as schools, need to take responsibility for and be involved in the behavior and discipline of their children and must work with their schools to encourage a climate of mutual respect, safety, wellbeing, trust, and learning; and

WHEREAS, Similar to other major urban school districts, some MPS students and families are victims of racism and racial segregation, poverty, and other social economic inequalities; and

WHEREAS, To counter systemic inequities, MPS continues to reaffirm its commitment to social and economic justice, and to the struggles that improve our lives. MPS wants to go beyond the traditional struggles for equity, and re-affirms its anti-racism stance in all functions of the organization and the community in which we live; and

WHEREAS, MPS is very cognizant of what academics have termed “stereotype threats,” a condition that often contributes to how African American and other students of color respond in a society plagued by racism and inequality, and stands against all practices that add the violence and its related consequences; and

WHEREAS, The District must maximize the work of the school discipline committees to engage with school staff, parents, and students in the exploration of practices of intervention and reduction in disciplinary incidents; now, therefore, be it

RESOLVED, 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; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors directs the Administration to continually revisit its vision and policies in regard to reducing suspensions and expulsions; and be it

FURTHER RESOLVED, That the Administration explore further opportunities to train school staffs, parents, and students in cultural awareness, conflict resolution, violence prevention, restorative justice, tolerance for divergent viewpoints, etc.; and be it

FURTHER RESOLVED, That school staffs and students institute school-wide workshops and orientations for all incoming students to discuss with them acceptable conduct, resources available, restorative justice, what to do when they need to talk to a professional, etc. — whatever may curtail the need to suspend or expel; and be it

FURTHER RESOLVED, That when a student is referred to the school’s office for disciplinary action, the first response shall be to seek interventions and attempts to change the student’s conduct, not to default to suspension or expulsion; and be it

FURTHER RESOLVED, That the District shall suspend no student below the sixth grade or under the age of 12; and be it

FURTHER RESOLVED, That a disciplinary referral of a student to a contracted school or other alternative program or service shall not be considered an expulsion, but a transfer to a setting that will more appropriately address the student’s needs; and be it

FURTHER RESOLVED, The Administration shall develop, or partner with community educators and non-profits community-based organizations on interventions for parents and guardians to address and to mitigate student disciplinary issues; and engage the Milwaukee community on efforts to dismantle the structural conditions created by racism that breed conflict between children and adults; and be it

FURTHER RESOLVED, That the Administration shall develop a process, to include appropriate benchmarks and reasonable measurements, to monitor the rates of suspension and expulsion within each school, and if a pattern of excessive use of either appears, to investigate and, when necessary, to provide assistance in reducing disciplinary issues and professional development in alternate means of discipline; and be it

FURTHER RESOLVED, That the Administration shall include the implementation and the results of this monitoring-and-intervention process monthly and in its annual report to the Board.

*Referred to the Committee on Student Achievement and School Innovation.*

\* \* \* \* \*

**2021R-008**

By Directors Herndon and O’Halloran

WHEREAS, Milwaukee Public Schools is committed in all areas to providing a learning and working environment that is free from racism, harassment, bullying, and intimidation; and

WHEREAS, Harassment includes the display of signs, symbols, or objects that are offensive in nature as well as offensive conduct and/or speech; and

WHEREAS, This commitment is upheld in numerous Milwaukee Pubic Schools policies, including  
 Administrative Policy 6.03, Anti-Harassment/Anti-Bullying;  
 Administrative Policy 8.01, Student Non-Discrimination;  
 Administrative Policy 8.52, Bullying; and

WHEREAS, Milwaukee Public Schools has established policies that offer additional protection to our students, particularly Administrative Policy 1.06, Equity in MPS, and in the MPS Gender Inclusion Guidance manual; and

WHEREAS, Not only is harassment based upon an individual's sex, race, ethnicity, national origin, age, religion or any other legally protected characteristics unlawful, it is simply intolerable; and

WHEREAS, Milwaukee Public Schools is committed to eradicating systemic racism though changes to the policies, practices, and laws that hold in place the inequitable outcomes we see all around our city, our state, and our nation;

WHEREAS, The Milwaukee Pubic Schools has codified its expectations for behavior for students, in Administrative Policy 8.19, Student Conduct; for Board members, in Board Rule 1.29, Code of Conduct – Board of School Directors; and for employees, in the Employee Handbook; and

WHEREAS, Each of these policies and rules contain a penalty provision, should an individual fail to meet the expectations for behavior; and

WHEREAS, Milwaukee Pubic Schools does millions of dollars of business each year with outside contractors who work in all areas of the Milwaukee Pubic Schools, including classrooms and professional work spaces, where contractors and their employees should be held to the same codified behavioral expectations; now, therefore, be it

RESOLVED, That the Administration, in collaboration with the Office of Board Governance and the Office of Accountability and Efficiency create an Administrative Policy to establish a code of conduct for outside contractors and their employees; and, be it

FURTHER RESOLVED, That the work include:

- recommendations for how the code of conduct will be included in, or attached to, the specifications given to contractors and those wishing to bid on district projects;
- a penalty for failure to comply, to be included in model contract language; and
- language specific to interaction with students, including students who may be employed with, or interning for, the contractor; and, be it

FURTHER RESOLVED, That the recommendations resulting from this work be brought to the Board for approval no later than the September Board cycle.

*Referred to the Committee on Accountability, Finance and Personnel.*

\* \* \* \* \*

**2021R-009**

By Directors Herndon and Siemsen

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

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

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

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

and

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

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

and

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

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

and

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

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

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

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

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

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

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

*Referred to the Committee on Strategic Planning and Budget.*

\* \* \* \* \*

**021R-010**

By Directors Miller and Baez

WHEREAS, In April 2015, the Milwaukee Board of School Directors adopted the Black Lives Matter resolution and followed with the Black Lives Matter at School resolutions in 2018 and 2019; and

WHEREAS, The Black Lives Matter resolution identified the need to end racism and to tear down the systems of white supremacy in schooling, policing and much more; and

WHEREAS, The national Black Lives Matter movement, in the past, has called for a week of “Black Lives Matter at School Week” to focus on the need to:

- replace harsh zero-tolerance discipline policies, which disproportionately suspend students of color, with Restorative Justice practices;
- establish African American studies and other critical ethnic studies in all schools;
- increase the hiring, training, and support of Black teachers and other teachers of color; and
- “fund counselors, not cops;” and

WHEREAS, There has been some success in MPS with

- ending contracts with the Milwaukee Police Department;
- increased funding for counselors, social workers, nurses, psychologist and trauma care specialists;
- increased funding for ethnic studies;
- increased hiring and training of Black and Brown teachers largely through MPSU;
- expansion of training staff in Restorative Justice practices; and

WHEREAS, The progress made in the last five years since the adoption of Black Lives Matter policy is far short of the anti-racism transformation that was intended and still necessary; and

WHEREAS, A key issue needed to be addressed with MPS’s Black Lives Matter work is the reduction of the disciplinary actions of suspensions and expulsions for Black and Brown students; therefore, be it

RESOLVED, That the district again hold a week of action in coordination with the national Black Lives Matter at School movement; and be it

FURTHER RESOLVED, That MPS establish 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 be it

FURTHER RESOLVED, That MPS will reach out to other movements of people of color fighting racism, to support the week of action and year-long campaign; and be it

FURTHER RESOLVED, That the September opening week of school be done with educational antiracist, social justice activities celebrating the activists and martyrs (George Floyd, Breonna Taylor, Dontre Hamilton, Joel Acevedo, Earnest Lacy, and many more) of the fight for racial justice; and be it

FURTHER RESOLVED, That MPS aggressively expand the professional development of staff and the training of students in restorative justice practices; and be it

FURTHER RESOLVED, That discussions and trainings targeting racism are to be held at every school throughout the year to include

- creating safe spaces, community and parent involvement, and involvement of student leaders of all types;
- discussions of biases, racial micro-aggressions, fears, cultural and linguistic ignorance, and stereotypes of Black, Brown, and other youth of color;
- discussions that lead to the professional development of school staffs in methods of de-escalation, mindfulness, creating a culture of trust, and how to weave cultural relevance, ethnic studies and anti-racism into all curricular areas and grade levels in developmentally appropriate ways;
- bringing community into our schools and strengthening schools as centers of support for communities; and be it

FURTHER RESOLVED, That student voice be included in professional development sessions when feasible; and be it

FURTHER RESOLVED, That MPS practice the concept of “Intersectionality” advanced by Black Lives Matter and other leaders which identifies an intersectional approach that acknowledges systemic discrimination due to race, economic status, immigration status, gender and gender identity, sexual orientation and identity, national origin, and ability, and that this systemic discrimination impacts access to opportunity.; and be it

FURTHER RESOLVED, That an advisory committee be established of students, community, community educators, parents, teachers, and school and administrative staff to assist in planning and implementation of the national Black Lives Matter at School program; and be it

FURTHER RESOLVED, That the advisory committee emphasize participation of students in planning that includes youth groups such as Leaders Igniting Transformation (LIT), Youth Empowered in the Struggle (YES), the school-based discipline committees, etc.; and be it

FURTHER RESOLVED, That the Administration report monthly on this work to the Board through the appropriate committee.

*Referred to the Committee on Student Achievement and School Innovation.*

\* \* \* \* \*

**2021R-011**

By Director Miller

WHEREAS, The Black Lives Matter movement has raised the consciousness of many Americans and, while the killings of George Floyd, Breonna Taylor and Ahmaud Arbery have led to massive demonstrations, it is over 400 years of oppression that has brought the United States to this moment; and

WHEREAS, The killing of Black people in this country has deep roots in the dehumanizing system of white supremacy that once defined Black bodies as property and persisted in the form of lynchings during the years of Jim Crow and continues today with both racist policing and killings and white nationalist mob mentality; and

WHEREAS, The systems of white supremacy persist with laws, policies and government actions including mass incarceration, the war on drugs, unjust policing, voter suppression, and structural policies that maintain racial segregation (redlining, urban renewal, employment discrimination, and more)— with disastrous consequences on Black communities; and

WHEREAS, Despite these injustices, Black communities have always fought back and sought to rebound, with communities across the country, like Milwaukee’s historic Bronzeville neighborhood serving as a testament to this persistence; and

WHEREAS, One prominent example of this history took place in the Greenwood community of Tulsa, Oklahoma, proudly known as Black Wall Street; and

WHEREAS, Greenwood, OK, forced to segregate under Oklahoma’s Jim Crow laws, grew to prominence in the years leading into World War 1 alongside Oklahoma’s over 40 Black townships with thousands of people migrating to Greenwood during and after the war, creating a vibrant Black economic and cultural center in a state that only joined the Union in 1907; and

WHEREAS, Across the country, Black communities faced virulent attacks in 1919, known as “Red Summer,” with Greenwood facing the same lynch-mob attacks on May 31, 1921, where, by noon on June 1, a white mob had burned the entire 35-block area of Greenwood to the ground and lynched over 300 of its citizens while holding thousands more in internment camps; and

WHEREAS, No criminal charges were made; no reparations followed this destruction of lives and property; no insurance claims were honored; no law suits were won and the city council passed ordinances that made it very difficult for Black property owners to rebuild; and

WHEREAS, Yet in the face of all this, Greenwood did rebuild, only to be set back by urban renewal that used this prime location, near downtown Tulsa, for a major freeway, a baseball stadium and a college campus; and

WHEREAS, This story is familiar to Milwaukee and Black communities across the country; and

WHEREAS, The Centennial of the destruction of Greenwood is May 31, 2021 – a day when Black communities in Tulsa and throughout Oklahoma will be commemorating the legacy of Black Wall Street and the resilience of those standing up to the mob attacks; and

WHEREAS, This is an opportunity for Milwaukee to show solidarity while connecting Milwaukee’s experience to Tulsa’s experience, shining light on structural racism and the kinds of solutions needed; now, therefore, be it

RESOLVED That Milwaukee Public Schools (MPS), in partnership with America’s Black Holocaust Museum, Marquette University’s Center for Urban Research, Teaching & Outreach (CURTO) and the Community Schools Partnership supports the project “Black Renaissance and Resilience, From Tulsa to Milwaukee” to present Milwaukee’s students and communities with the history of Greenwood alongside the history of Milwaukee’s Black communities; and be it

FURTHER RESOLVED, That exchanges with organizations and individuals in Tulsa will be part of this work, that MPS will participate in the creation and presentation of panels, videos, slide shows, workshops, and that curriculum will be offered for the coming year leading to the Centennial on May 31, 2021 and; be it

FURTHER RESOLVED, That professional development related to the implementation of this project shall be offered to MPS staff.

*Referred to the Committee on Student Achievement and School Innovation.*

\* \* \* \* \*

**2021R-012**

By Director Miller

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

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

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

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

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

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

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

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

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

*Referred to the Committee on Strategic Planning and Budget.*

\* \* \* \* \*

**2021R-013**

By Director Herndon

WHEREAS, Board Rule 1.13, Parliamentary Procedure, states that the most recent version of *Robert's Rules of Order* shall govern the proceedings of the Board; and

WHEREAS, *Robert's* proscribes that before debate and discussion of a topic begins, that a motion must first be made so that members are clear as to what the question is; and

WHEREAS, Board Governance Policy 2.02, Governing Style, states that, relative to debate among Board members:

- 1) each board member will be given the opportunity to speak once on an item before other board members are permitted to speak a second time;
- 2) clearly stated time limits on speaking will be implemented; and

WHEREAS, *Robert's* proscribes that no speaker shall be permitted to speak more than two times on any one motion; and

WHEREAS, Members of the public who speak at meetings of the Board's committees are typically limited to two minutes and thirty seconds which has long been determined to be enough time to make a clear, concise statement; and

WHEREAS, A lengthy debate may often devolve into repetitious, and sometimes irrelevant, monologues which often do not further the purpose of the discussion of the subject at hand and, instead, blur the focus of the debate while, at the same time, depriving other participants equal time to present their points of view and contribute to the discussion; and

WHEREAS, In order to ensure the good order of meetings and to be fair to all who wish to be heard – both in the giving of public hearing and during debate among members - the Board must make a return to the full adherence of *Robert's Rules of Order*; now, therefore, be it

RESOLVED, That after an item is announced, committee Chairs will not entertain comment without a motion first being made (and seconded at Regular and Special meetings of the Board); and, be it

FURTHER RESOLVED, That, to be consistent with the time limits placed on members of the public, all committee Chairs shall limit debate on each issue to two rounds of comment, with each member allowed two minutes and thirty seconds to speak per round, such time to be monitored in the same manner as is with members of the public giving testimony; and, be it

FURTHER RESOLVED, That the Board instructs the Board Clerk/Chief Officer, Office of Board Governance to bring any necessary revisions to the Board Rules or Governance policies to the Board for its approval.

*Referred to the Committee on Legislation, Rules and Policies.*

The meeting adjourned at 11:57 P.M.

JACQUELINE M. MANN, Ph.D.  
Board Clerk