

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 17, 2020**

Regular meeting of the Board of School Directors called to order by President Miller at 6:39 P.M.

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

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

Vickie Miller, a retired food service assistant from Milwaukee School of Languages;

Janice Higgins, a retired educational assistant from Jeremiah Curtin School;

Lorenzo Williams, a student at Alliance School;

James Kazmierski, a retired school engineer from Milwaukee French Immersion School;

David Merollo, a retired teacher from the Home and Hospital Instruction Program;

Cornelius Travis Jr., a student at Marshall High School;

Areianna McHenry, a student at Clemens School;

Carole Kimble, a retired employee from Bruce Elementary;

Myrtle Jordan, a retired educational assistant from North Division High School;

Linwood Holcomb, a student at Obama School;

Justin Wilder, a student at Craig Montessori School; and

Helen Wallace, a retired executive assistant from the Office of the Superintendent, who passed away on December 16, 2020.

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of November 2020 were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Superintendent of Schools' Monthly Report

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.

Thanking Our Volunteers

Milwaukee Public Schools wishes to thank the many volunteers who are making a difference in the lives of students across the district. In a typical year, MPS volunteers take on tasks such as reading books to children, coaching sports teams, assisting in offices and classrooms, and overseeing playground activities, with more than 2,000 volunteers serving approximately 40,000 hours.

Thank a volunteer took place on December 5, 2020. This date is designated by the United Nations as a day to honor volunteers across the globe who promote health, well-being, education, and other humanitarian causes.

As students learn virtually this year, more than 200 volunteers are providing critical classroom support every day. Although not face-to-face with students, they still bring enthusiasm, hard work, and school spirit to the learning environment.

We depend on our community to support students, teachers, and staff and to help provide children with high-quality educational programs in a positive environment. We welcome volunteers who are interested in providing virtual support until conditions are safe to volunteer in person.

Are you interested in volunteering? Learn more about volunteer opportunities in MPS and fill out a volunteer application.

MPS Students Receive Pizzas for High Attendance

Kristin Hinds, principal of Carver Academy, delivered a special reward to one of her students in October for high attendance. Ivyonn Simmons, a student in 4-year-old kindergarten, received a pizza at lunch time for his hard work. Ivyonn took part in his virtual classes with an attendance rate above 95 percent for the month to earn his pizza.

Carver Academy held an attendance contest in October through which every student with attendance of 95 percent or better could earn a pizza. School staff and teachers volunteered to deliver pizzas around the city. A total of 84 students received a free pizza for their hard work.

MPS is grateful to the Northwestern Mutual Foundation, which provided a grant to boost student attendance, including the pizza incentive.

Hinds and the Carver Academy staff are hosting monthly incentives to encourage high attendance. Virtual learning is keeping students safe at home, but remote classes come with challenges. Some students become distracted, oversleep, or forget to be on time for each class. Teachers and school staff are working to make sure all students maximize their class time.

Parents and family members can take an active role in boosting attendance. Try these tips!

- Help your child develop daily routines such as going to bed and waking up on time, setting an alarm clock, and picking out clothes the night before.
- Watch academic progress and seek help from teachers or tutors if necessary. Children who are falling behind sometimes have anxiety and want to skip school.
- Make sure teachers know how to contact you to discuss any concerns. Develop a calendar so your child can record the classes they attend. Filling up a chart can motivate children to achieve.
- Ask for help from school staff, after-school programs, other parents, or community agencies if your child is showing signs of a learning disability, anxiety or depression, or behaviors that are not normal for him/her.

MPS Requests Family Feedback on Virtual Learning Via Survey

Milwaukee Public Schools wants to hear from families about virtual learning this school year. Your feedback is important to us! Families are encouraged to take our survey and offer input about their child's virtual learning experience this semester, along with thoughts about returning to face-to-face learning.

As we navigate virtual learning, family feedback is more important than ever.

Please complete our Roadmap to Readiness Survey to help us adapt and plan. The survey takes about 10 minutes and will remain open until Friday, January 8, 2021.

Winter Youth Sports Clinics Offered

Due to the COVID-19 pandemic, all school-based Winter Youth Sports leagues have been canceled. The decision was made to protect the safety of student-athletes, staff, and spectators.

As an alternative, the Milwaukee Recreation Youth Sports Office has created a series of instructional opportunities for students in soccer, volleyball, cheerleading, tennis, basketball, and track & field. Unlike the standard school sports registration process, these clinics/lessons will require students to register and pay fees individually to Milwaukee Recreation. In the event financial assistance is needed, families are encouraged to apply for an Everyone Plays! Scholarship.

Online registration and phone registrations opened on Thursday, December 10. Masks/Face Coverings that cover the mouth and nose are required for all participants, spectators, staff, and instructors during all Youth Sports programming. We look forward to providing safe and socially responsible sport opportunities to students this fall!

- Winter Sports Clinics
- MUSC Indoor Soccer Academy
- Volleyball Skills Clinic
- Cheerleading Skills Clinic
- Girls Basketball Skills Clinic
- Track Skills Clinic
- Shot Put Skills Clinic
- Tennis Lessons

Visit our Youth Sports webpage to register and find details on each clinic. Contact the Youth Sports Office with any questions.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

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

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(Item 2) Action on a Request to Approve Continued Implementation of Emergency Paid Sick Leave (EPSL) for MPS Employees Through June 30, 2021, in Alignment with the Families First Coronavirus Response Act (FFCRA) Policy

Background

The Families First Coronavirus Response Act (FFCRA) provides employees with Emergency Paid Sick Leave (EPSL) for those affected by the COVID-19 pandemic, from April 1, 2020 through December 31, 2020. While the FFCRA expires on December 31, 2020, the Administration is seeking the Board's approval to extend some provisions of the EPSL benefit through June 30, 2021.

Under this extension, emergency paid sick leave will continue to be available for employees as outlined in the attached policy document. The proposed extension will be superseded by any COVID-19

leave benefits enacted by the state or federal government that MPS is mandated to follow. This leave entitlement is in addition to an employee's regular sick leave balance. The proposed policy is as follows:

Families First Coronavirus Response Act (FFCRA) Policy

Effective January 1, 2021

Statement of Policy

It is the policy of Milwaukee Public Schools (MPS) to comply with the requirements of the Federal Families First Coronavirus Response Act (FFCRA). The FFCRA provides employees with Emergency Paid Sick Leave (EPSL) for those affected by the COVID-19 pandemic, from April 1, 2020 through December 31, 2020. While the FFCRA expires on December 31, 2020, MPS will extend some provisions of the EPSL benefit through June 30, 2021. This EPSL extension is subject to change by MPS at any time and will be superseded by any COVID-19 leave benefits enacted by the state or federal government that MPS is mandated to follow.

Emergency Paid Sick Leave (EPSL)

Emergency paid sick leave will be available for an employee who is unable to work or work remotely because:

- The employee is subject to a federal, state, or local quarantine or isolation order related to COVID-19;
- The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19; or
- The employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis.

Eligibility for EPSL

All employees, regardless of their tenure with the organization, with full-time or part-time status are eligible to receive this benefit.

Paid Benefits for EPSL

Eligible employees will receive up to two weeks of paid sick leave as follows:

- Full-time employees (regularly scheduled to work 40 or more hours per week): 80 hours at their regular rate of pay, subject to caps and reasons noted below.
- Part-time employees: the number of hours that the employee works, on average, over a two week period, subject to caps and reasons noted below.
- Payments are capped at \$511 a day (\$5,110 in total) for dealing with an employee's own illness or quarantine (reasons 1, 2 and 3 above).

Taking Leave

Employees must follow all departmental call-in procedures when using leave provided by this policy and employees must clearly articulate their reason for taking qualifying leave. This leave entitlement is in addition to an employee's regular sick leave balance.

Return to Work Following EPSL

Employees are required to follow guidelines established by MPS's Policy and Administrative Guidelines and the Milwaukee Health Department's protocols as it relates to ceasing home quarantine and isolation practices.

Strategic Plan Compatibility Statement

- Goal 1, Academic Achievement
- Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

This item does not authorize expenditures. Continued implementation of Emergency Paid Sick Leave (EPSL) through June 30, 2021, will require approximately \$34 million if all full-time and part-time employees utilize the EPSL.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will continue implementation of Emergency Paid Sick Leave (EPSL) for MPS employees through June 30, 2021.

Administration's Recommendation

The Administration recommends that the Board approve continued implementation of Emergency Paid Sick Leave (EPSL) for MPS employees through June 30, 2021, in alignment with the Families First Coronavirus Response Act (FFCRA) Policy and as detailed in the attachment.

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

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes – None-0.

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

(Item 1) Monthly Report, with Possible Action, on Legislative Activities Affecting MPS

Background

As discussed at the MPS Board of School Directors' regular meeting in November, the MPS Office of Governmental Relations continues to work on policy initiatives at both the state and federal levels.

In concert with our team at The Council of the Great City Schools, and in conjunction with member districts across the country, MPS is actively involved with efforts to communicate needed policy priorities to President-elect Biden's transition team. Communication of those priorities from the Council of the Great City Schools is included as an attachment to this item.

Those priorities have also been included in the Milwaukee Public Schools' 2021-2022 Legislative Agenda, a copy of which also is attached to this item. The challenges faced by school districts as a result of the COVID-19 pandemic will need to be addressed with the support of both federal- and state-level funding and programmatic policies. The Legislative Agenda includes updated language and remains consistent with the ongoing priority needs of the district. Though numbered for convenience of reference, the Agenda's items are of uniform priority.

Though there have been discussions between leaders of the Wisconsin State Legislature and Governor Evers concerning a COVID-relief package at the state level, legislation will not be moving forward before the end of the year. The proposal put forward by the Assembly raised significant concerns, as one of its measures would retroactively defund school districts that have had to operate virtually for more than 50% of instructional hours during the fall semester. It is anticipated that additional fiscal detail concerning that plan will be available by the time of the Board's meeting.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy 2.13 - Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

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(Item 2) Action on the Election of a Delegate to the Wisconsin Association of School Boards (WASB)

Background

The Office of Board Governance has received notice from the Wisconsin Association of School Boards (WASB) of the need to elect a delegate from Region 14 for a regular three-year term on WASB's Board of Directors. As the only WASB-member school board in WASB Region 14, the Milwaukee Board of School Directors can elect its own delegate.

The delegate must be a member of the Milwaukee Board of School Directors, must be a resident of the Region, and must be otherwise qualified for membership on the WASB Board of Directors.

The person elected will take office immediately following the close of WASB's Delegate Assembly on January 22, 2021. The current WASB delegate from Region 14 is Director Tony Báez.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.28 - Board Memberships

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

After the Board has elected its delegate to the WASB Board of Directors, the Office of Board Governance will submit a brief biography and summary of qualifications of the delegate and the delegate's signed declaration that he or she will serve if elected.

Recommendation of the Office of Board Governance

That the Board elect its delegate to the Board of Directors of the Wisconsin Association of School Boards (WASB) for a three-year term to begin in January 2021.

President Miller moved to elect Director Taylor as the delegate to WASB. 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 - 0.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

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

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

The attached report includes activities from late November through mid-December.

Work Plan Highlight: Requests for Data Analysis/Visualization

The Office of Accountability and Efficiency routinely receives requests for data analysis and data visualization. Examples include analysis of Third Friday enrollment trends and mapping board districts.

The OAE completed 14 requests for data analysis/visualization in FY20 and has completed 4 requests for data analysis/visualization to-date in FY21.

Accountability and Efficiency Services

Between November 10, 2020 and December 8, 2020, Accountability and Efficiency Services fulfilled one request for an independent hearing officer (IHO) assignment, four requests for information/research, and two requests for data analysis/visualization. Additionally, Accountability and Efficiency Services completed four special projects.

During the reporting period, Accountability and Efficiency Services worked collaboratively with the Administration, the Office of Board Governance, and the City of Milwaukee on the recently passed MPS referendum and its representation in 2020 property tax bills.

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

Contract Compliance Services

On November 18, 2020, Contract Compliance Services (CCS) held Communities In Need (COIN) focus group sessions to review program data and discuss growing Milwaukee's skilled-trade workforce. Participants included Mission Aligned Partners (MAP) and industry representatives. The feedback included a recommendation to increase project-based skilled trades exposure for high school students throughout the city and certify them as COIN participants upon graduation, creating a streamlined referral process for high school students entering the skilled-trades. Additionally, it would expand MAP partnerships across school districts, leverage technical education resources and expertise, provide a cross-collaborative model design for Milwaukee to meet industry workforce needs, and support and advance COIN efforts. Focus group participants also discussed the proposed new MPS Administrative Policy and Procedure 3.14, Contractor Code of Conduct, which was recently referred to the Board's Committee on Legislation, Rules and Policies. The discussion centered on race and gender in the construction industry.

Also during the reporting period, students continued virtual project-based training with CCS' MAP, All Hands Boatworks, achieving project milestones and demonstrating proficiency in foundational carpentry skills and soft-skills. Students are on track for the capstone project of building 12-foot long row boats called Bevin's Skiffs.

Lastly, CCS is preparing to on-board the next cohort of 40 students to begin their virtual job-readiness training experience with another MAP that will run through the end of the 2020-21 school year. Students

have met with assigned mentors to share experiences affecting them personally and academically during the pandemic.

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 Statement

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

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

From the Committee on Accountability, Finance, and Personnel:

Item 10, Action on Monthly Facilities Matters: FMS Award of Construction Contracts and Professional Services Contracts Recommendation, has been set aside at the request of the Administration.

From the Committee on Student Achievement and School Innovation:

Item 2, Action on a Recommendation for Renewal of the Non-Instrumentality Charter School Contract for La Causa Charter School, has been set aside, as it was forwarded to the Board without recommendation.

Item 3, Action on a Recommendation for Renewal of the Non-Instrumentality Charter School Contract for Milwaukee Excellence Charter School, has been set aside, as it was forwarded to the Board without recommendation.

Item 4, Action on a Recommendation for Renewal of the Instrumentality Charter School Contract for Individualized Developmental Educational Approaches to Learning (IDEAL), has been set aside, as it was forwarded to the Board without recommendation.

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

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

Noes – None - 0.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

Classified Personnel Transactions

Name	Position and Salary	Date
NEW HIRES		
2 Jawon Brazil	Building Service Helper I \$13.36 per hour	11/02/2020
2 Christopher Gandy	Building Service Helper I \$13.36 per hour	11/16/2020
2 Brice Jones	Building Service Helper I \$13.36 per hour	11/16/2020
2 Geniqua Lewis	Building Service Helper I \$13.36 per hour	11/16/2020
2 Aneiya Thompson	Building Service Helper I \$13.36 per hour	11/16/2020
4 Luis Vega	Building Service Helper I \$13.36 per hour	11/16/2020
2 James Long	Boiler Attendant Trainee \$36,652.00	11/02/2020
4 Angel Mercado	Boiler Attendant Trainee \$36,652.00	11/16/2020
2 LeTrea Payne	Boiler Attendant Trainee \$36,652.00	11/02/2020
5 William Schafer	Boiler Attendant Trainee \$36,652.00	11/16/2020
2 James Spence	Boiler Attendant Trainee \$36,652.00	11/09/2020
2 Micah Buchanan	Para Ed Assistant \$18,642.00	11/11/2020
2 Cornelius Harris	Para Ed Assistant \$18,642.00	11/04/2020
2 Jacquelyn Jackson	Para Ed Assistant \$19,099.00	11/04/2020
5 Emily Martinsen	Para Ed Assistant \$18,642.00	11/02/2020
2 Shanika Simpson	Para Ed Assistant \$18,642.00	11/02/2020
5 Danette Richardson	School Secretary I – 10 Month \$26,731.23	11/02/2020
2 Elisabeth Johnson	School Secretary I – 12 Month \$34,390.60	11/04/2020
4 Diana Valle	Social Work Aide II \$18,183.00	11/04/2020
PROMOTIONS		
2 Clarence Harris	Building Service Helper II \$34,412.00	11/16/2020
2 Leon Robinson	Boiler Attendant Trainee \$37,670.00	11/16/2020
2 Gene Johnson	Boiler Attendant \$41,742.00	11/02/2020

Other	0	0	0	0	0	0	0	0	0
TOTAL	3	3	0	3	1	1	1	0	0

Leaves of Absence

	<u>Present Assignment</u>	<u>Effective From</u>
Illness Leave, November 2020 Paul Aardappel	Central Services Building	10/14/2020
Personal Leave, September 2020 Tiffany Jackson	Marvin Pratt Elementary	10/14/2020
Joyce Whitaker	Clarke Street School	10/21/2020

Certificated Resignations and Classified Retirements

CERTIFICATED RESIGNATIONS

Reason	Yrs Svc	Eth Code	Name	Position	Location
Personal	0.9	5	Kristi Allen	Social Wrkr	Hawthorne 11/11/2020
Personal	5.9	2	Tammie DuPree	Teacher	Hartford 11/16/2020
Retire	30.8	2	Elizabeth Eiland	Teacher	North Division 05/28/2021
Retire	32.8	5	Dawn Emanuele	Teacher	Mitchell 10/10/2020
Retire	14.2	5	Patricia Hebert	Teacher	Central Svcs 11/13/2020
Retire	28.2	5	Nancy Hill	Teacher	Humboldt Park 12/22/2020
Personal	1.1	4	Carmen Martinez	Teacher	Mitchell 10/18/2020
Personal	2.8	4	Maria McNamer	Teacher	Washington 11/18/2020
Retire	28.8	2	Princess Sills	Teacher	Bay View 05/28/2021
Personal	7.7	5	Frederick Wendt	Teacher	Vincent 10/19/2020
Retire	20.8	6	Nancy Wisniewski	Counselor	Mitchell 12/10/2020

CLASSIFIED RETIREMENTS

None

Codes

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

Monthly Personnel Reports

The Affirmative Action monthly personnel transaction report for November 2020 is attached. The report of individuals working remotely due to COVID-19 is below. These are informational reports, and no action is required.

Total Remote Work Forms Submitted by Office* received by 11/30/2020

<i>Office</i>	<i>Total Form Submissions</i>
Academics	558
Accountability & Efficiency	7
Board Governance	1
Communications & School Performance	95
Finance	172
Human Resources	20
School Administration	15
School Based	5287
Superintendent	3
Total Received	6158

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY21 budget.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

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

Background

Recommended for the Board's approval are individuals to be promoted, appointed, or reassigned to the classifications indicated and limited-term employment contracts.

ADMINISTRATIVE APPOINTMENTS

(2)(r)	Bruce Little	Transportation Associate II	Schedule 03, Range 04A
		Office of the Chief of School Administration	\$57,750

RECOMMENDED LTE CONTRACTS (To be effective upon the Board's approval)

(5)(r)	Cheryl Bohnsack	Induction Specialist	\$30.00
		Office of the Chief of Academics	

(2)(r)	Rozalia Harris	09/01/20 to 12/30/20 Induction Specialist Office of the Chief of Academics	\$30.00
(2)(r)	Archie Ivy	09/01/20 to 12/30/20 Independent Hearing Officer Office of the Chief of School Administration	\$30.00
(5)(r)	Steven Krey	10/01/20 to 04/01/21 Induction Specialist Office of the Chief of Academics	\$30.00
(5)(r)	Dorothy Schuller	09/01/20 to 12/30/20 Academic Support Office of the Chief of Academics	\$30.00
(5)(r)	Todd Siefert	09/15/20 to 02/15/21 Student Wi-Fi Hotspot Deployment and Support Office of the Chief of Communications & School Performance	\$30.00
(5)(r)	Nina Zealy	08/24/20 to 11/24/20 Induction Specialist Office of the Chief of Academics	\$30.00
(4)(r)	Rachel Ramirez	09/01/20 to 12/30/20 PLTW/Media Coordinator Office of the Chief of School Administration	\$25.00
(4)(nr)	Oscar Pimentel	11/01/20 to 05/01/20 Data Support Analyst Office of the Chief of Academics	\$16.00
(5)(r)	Cindy Flechner	11/01/20 to 05/01/21 Special Projects Coordinator Office of the Chief of School Administration	\$15.00
(5)(r)	Nancy McGrew	08/17/20 to 02/17/21 K4/K5 Assistant Office of the Chief of School Administration	\$15.00
		07/01/20 to 12/31/20	

Codes

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY21 budget.

Committee's Recommendation

Your Committee recommends that the Board:

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

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

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(Item 3) Report and Possible Action on the Actuarial Valuation of the District's Obligation for Other Post-Employment Benefits (OPEB) as of July 1, 2019

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

Background

The Governmental Accounting Standards Board (GASB) is the body that sets the accounting standards for state and local governments.

GASB Statement No. 74, Financial Reporting for Post-employment Benefit Plans Other Than Pensions was issued in June 2015 and amended GASB Statement No. 43. It became effective for plan financial statements for fiscal years beginning after June 15, 2016.

GASB Statement No. 75, Accounting and Financial Reporting for Post-employment Benefits Other Than Pensions was issued in June 2015 and amended GASB Statement No. 45. It became effective for governmental financial statements of employers for fiscal years beginning after June 15, 2017.

The purpose of this reporting requirement is to establish standards for the measurement, recognition, and display of expenditures for other post-employment benefit (OPEB), related liabilities, and other information in the financial reports of state and local government employers. By definition, other post-employment benefits include medical, dental, vision, life insurance, disability, long term care and other benefits that are provided separately from a defined benefit pension plan.

In addition, on January 4, 2006, Assembly Bill 167 was enacted into law, relating to the investment by school districts of funds held in trust to provide post-employment benefits.

The MPS OPEB Trust Fund has an ending fund balance at June 30, 2020, of \$183.5 million, an increase of \$37.0 million from June 30, 2019. During FY20 the trust received \$77.2 million in sponsor contributions and paid out \$47.1 million in post-employment benefits. Funds placed in the OPEB trust fund provide resources for future use against the District's OPEB liability for employees' post-retirement benefits. The funds can only be used by the District to pay retiree medical, prescription, and life insurance costs, and are not able to be used by the District for any other purpose. The District's OPEB liability at June 30, 2020, is \$945.7 million, an increase of \$64.3 million from June 30, 2019. The District's OPEB liability at June 30, 2020, reflects Alternative C plan benefits.

The MPS OPEB Trust Fund Investments are managed by PFM Asset Management LLC, and the custodian is BMO Harris Bank NA. The trust fund investment return for FY20 was 5.23%

The GASB 74 and 75 valuations are attached to the minutes of your Committee's meeting, along with the most recent valuation report.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

The item does not authorize expenditures, but is for the purpose of providing information to the Board.

Implementation and Assessment Plan

The OPEB valuation report as of July 1, 2019, will be used for the District's FY20 financial statements.

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(Item 4) Action on Resolution 2021R-016 by Director Báez and Director Peterson Regarding the Bilingual Initiative

Background

At its November 19, 2020, meeting, the Board referred Resolution 2021R-016 by Director Báez and Director Peterson to the Committee on Accountability, Finance, and Personnel. The Resolved portion of the resolution reads:

RESOLVED, That the Administration continue with the Bilingual Initiative as directed through the Board's action in in 2019 and 2020; and, be it

FURTHER RESOLVED, That the Administration ensure that the ongoing annual funds appropriated in the budget for tuition assistance for this program are made available to bilingual employees who wish to pursue bilingual certification and meet the qualifications to receive funding; and, be it

FURTHER RESOLVED, That the district continue to influence and engage the Wisconsin Department of Public Instruction and the Wisconsin State Legislature to appropriate more funding for bilingual programming and related materials, support, and Grow-Your-Own initiatives, and to adopt a state budget that includes funds for bilingual instruction, and to change testing requirements, such as the FoRT exam, that an obstacle for bilingual teacher certification; and, be it

FURTHER RESOLVED, That the district continue to provide yearly tuition assistance to bilingual employees and other financial support to reduce the out-of-pocket costs of bilingual endorsement; and, be it

FURTHER RESOLVED, That the Administration ensure participation in the Bilingual Grow-Your-Own Initiative, renew investment in its employees, and avoid all confusion regarding the district's support and commitment; and, be it

FURTHER RESOLVED, That the Administration add a full-time bilingual position within Milwaukee Public Schools University (MPSU) to assist in course and curriculum development; the induction and support of bilingual employees pursuing bilingual certification; and to provide advice to MPSU leadership on one-on-one issues affecting recruitment, retention and school placement; and, be it

FURTHER RESOLVED, That the Administration add another bilingual cohort similar to the current one to be offered no later than Spring of 2021; and, be it

FURTHER RESOLVED, That the Administration ensure that interested employees receive timely and very specific information on the Bilingual Initiative and on the application process for individuals interested in the bilingual Grow-Your-Own programs offered by MPSU by including it on the MPSU webpage, creating an email listserv for interested subscribers, and by posted notification of meetings on social media; and, be it

FURTHER RESOLVED, That the Administration make bilingual Grow-Your-Own efforts more efficient by streamlining coordination and services, expediting centralization of access and services of the Bilingual Initiative and other programs by strengthening MPSU and aligning and reorganizing the MPSU team concomitant to its efforts to improve the effectiveness of Human Resources; and, be it

FURTHER RESOLVED, That the Administration form a committee of key MPSU staff, its manager, the bilingual Limited Term Employee, member of the bilingual-multicultural department, a board member appointed by the Board President, a representative from the Office of Human Resources, and others who shall meet regularly and to plan and implement full compliance with OCR's bilingual staffing requirement; and, be it

FURTHER RESOLVED, That the committee shall give a monthly update to the Board, through the appropriate committee, on its progress toward fulfilling the staffing requirements of the OCR order, coordinating bilingual services, and preparing the bilingual teachers and educators of the future.

The Administration is in agreement with the resolution, and is suggesting its adoption with some amendments to the Further Resolved portions of the resolution.

Regarding teacher supports, the district's Department of Organizational Development/Induction and Support currently provides support and resources to all new teachers. The addition of a fourth induction and support mentor position dedicated to bilingual teacher candidates within the current structure will align efforts for greater efficiency and effectiveness relative to expertise and caseload.

Regarding recruitment, the Administration will work to build recruitment efforts to establish a second cohort. Beginning a second cohort in Summer 2021 as opposed to Spring 2021 will allow the necessary time to be successful in establishing a second cohort.

Regarding updates to the Board, the Administration suggests utilizing the existing Bilingual Task Force, in collaboration with the Department of Bilingual and Multicultural Education, as the vehicle to plan and implement bilingual staffing. This will serve to align efforts for greater efficiency and effectiveness.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.15 - Bilingual Instruction and Bicultural Education

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon adoption of the resolution as amended, the Administration will continue its implementation efforts relative to the bilingual initiative.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 2021R-016 as amended:

RESOLVED, That the Administration continue with the Bilingual Initiative as directed through the Board's action in in 2019 and 2020; and, be it

FURTHER RESOLVED, That the Administration ensure that the ongoing annual funds appropriated in the budget for tuition assistance for this program are made available to bilingual employees who wish to pursue bilingual certification and meet the qualifications to receive funding; and, be it

FURTHER RESOLVED, That the district continue to influence and engage the Wisconsin Department of Public Instruction and the Wisconsin State Legislature to appropriate more funding for bilingual programming and related materials, support, and Grow-Your-Own initiatives, and to adopt a state budget that includes funds for bilingual instruction, and to change testing requirements, such as the FoRT exam, that an obstacle for bilingual teacher certification; and, be it

FURTHER RESOLVED, That the district continue to provide yearly tuition assistance to bilingual employees and other financial support to reduce the out-of-pocket costs of bilingual endorsement; and, be it

FURTHER RESOLVED, That the Administration ensure participation in the Bilingual Grow-Your-Own Initiative, renew investment in its employees, and avoid all confusion regarding the district's support and commitment; and, be it

FURTHER RESOLVED, That the Administration add a full-time bilingual Induction and support mentor position within Milwaukee Public Schools ~~University (MPSU)~~ Department of Organizational Development/Induction and Support to assist in ~~course and curriculum development;~~ the induction and ~~the~~ support of bilingual employees pursuing bilingual certification; ~~and to provide~~

~~advice to MPSU leadership on one on one issues affecting recruitment, retention and school placement; and, be it~~

FURTHER RESOLVED, That ~~if there is demand,~~ the Administration add another bilingual cohort similar to the current one to be offered no later than ~~Spring~~ Summer of 2021; and, be it

FURTHER RESOLVED, That the Administration ensure that interested employees receive timely and very specific information on the Bilingual Initiative and on the application process for individuals interested in the bilingual Grow-Your-Own programs offered by MPSU by including it on the MPSU webpage, creating an email listserv for interested subscribers, and by posted notification of ~~meetings information sessions~~ on social media; and, be it

FURTHER RESOLVED, That the Administration make bilingual Grow-Your-Own efforts more efficient by streamlining coordination and services, expediting centralization of access and services of the Bilingual Initiative and other programs by strengthening MPSU and aligning and reorganizing the MPSU team concomitant to its efforts to improve the effectiveness of Human Resources; and, be it

~~FURTHER RESOLVED, That the Administration form a committee of key MPSU staff, its manager, the bilingual Limited Term Employee, member of the bilingual multicultural department, a board member appointed by the Board President, a representative from the Office of Human Resources, and others who shall meet regularly and to plan and implement full compliance with OCR's bilingual staffing requirement; and, be it~~

FURTHER RESOLVED, That the ~~Bilingual Task Force~~ committee shall give a monthly update to the Board, through the appropriate committee, on its progress toward fulfilling the staffing requirements of the OCR order, coordinating bilingual services, and preparing the bilingual teachers and educators of the future.

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

* * * * *

(Item 5) Action on Approval of the \$15 Minimum Revised Salary Schedules

Background

In May 2020, the Board considered Budget Amendment 06, by Directors Woodard and Báez, to establish an MPS minimum wage of \$15/hour and fully implement the Road to \$15.

The Board approved the establishment of an MPS minimum wage of \$15/hour to be implemented in January 2021. The following schedules move those below \$15/hour up to \$15/hour and also include adjustments to the step schedules that reduce the salary compression that would otherwise result.

Engineers – 260 Days

Step	Boiler Attendant Trainee	Boiler Attendant	School Engineer I	School Engineer II	School Engineer III	School Engineer III+	School Engineer IV
99	\$36,651.60	\$41,742.10	\$46,832.60	\$51,923.10	\$57,013.60	\$61,086.00	\$66,176.50
1	\$37,791.24	\$42,853.17	\$47,963.15	\$53,125.98	\$58,346.95	\$62,363.84	\$67,314.62
2	\$38,930.88	\$43,964.24	\$49,093.70	\$54,328.86	\$59,680.30	\$63,641.69	\$68,452.73
3	\$40,070.52	\$45,075.31	\$50,224.24	\$55,531.74	\$61,013.64	\$64,919.53	\$69,590.85
4	\$41,210.16	\$46,186.38	\$51,354.79	\$56,734.62	\$62,346.99	\$66,197.37	\$70,728.96
5	\$42,349.80	\$47,297.45	\$52,485.34	\$57,937.49	\$63,680.34	\$67,475.22	\$71,867.08
6	\$43,489.44	\$48,408.52	\$53,615.89	\$59,140.37	\$65,013.69	\$68,753.06	\$73,005.19
7	\$44,629.08	\$49,519.59	\$54,746.44	\$60,343.25	\$66,347.03	\$70,030.90	\$74,143.31
8	\$45,768.72	\$50,630.66	\$55,876.98	\$61,546.13	\$67,680.38	\$71,308.74	\$75,281.42
9	\$46,908.36	\$51,741.73	\$57,007.53	\$62,749.01	\$69,013.73	\$72,586.59	\$76,419.54
10	\$48,048.00	\$52,852.80	\$58,138.08	\$63,951.89	\$70,347.08	\$73,864.43	\$77,557.65

Original Step Placement and On-Boarding Schedule

Years	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Step	99	1	2	2	3	3	4	4	5	5	6	6	7	7	8	8	8	9	9	9	10

Building Service Helper (BSH) I and II-260 Days

Step	"BSH I Hourly Rate Grade FLT E9"	BSH I Annual	BSH II Hourly Rate	"BSH II Annual Grade FLT E1"
99	\$15.00	\$31,200.00	\$16.90	\$35,152.00
1	\$15.50	\$32,240.00	\$17.42	\$36,233.60
2	\$16.00	\$33,280.00	\$17.94	\$37,315.20
3	\$16.50	\$34,320.00	\$18.46	\$38,396.80
4	\$17.00	\$35,360.00	\$18.98	\$39,478.40
5	\$17.50	\$36,400.00	\$19.50	\$40,560.00
6	\$18.00	\$37,440.00	\$20.02	\$41,641.60
7	\$18.50	\$38,480.00	\$20.54	\$42,723.20
8	\$19.00	\$39,520.00	\$21.06	\$43,804.80
9	\$19.50	\$40,560.00	\$21.58	\$44,886.40
10	\$20.00	\$41,600.00	\$22.10	\$45,968.00

Original Step Placement and On-Boarding Schedule

Years	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Step	99	1	2	2	3	3	4	4	5	5	6	6	7	7	8	8	8	9	9	9	10

Food Service Assistant (FSA), School Kitchen Manager (SKM), Central Kitchen Manager (CKM)-191 days

Step	" FSA Hourly Rate Grade GEN B5 "	" FSA IC Hourly Rate Grade GEN B5A "	SKM Trainee Hourly Rate Grade GEN B6 "	SKM I Hourly Rate	" SKM I Annual Grade FLT B1 "	SKM II Hourly Rate	" SKM II Annual Grade FLT B3 "	SKM III Hourly Rate	" SKM III Annual Grade FLT B5 "	CKM II Hourly Rate	" CKM II Annual Grade FLT B6 "
99	\$15.00	\$15.25	\$15.35	\$16.00	\$24,448.00	\$17.00	\$25,976.00	\$18.00	\$27,504.00	\$19.50	\$29,796.00
1	\$15.45	\$15.70	\$15.80	\$16.48	\$25,181.44	\$17.51	\$26,755.28	\$18.55	\$28,344.40	\$20.07	\$30,670.02
2	\$15.90	\$16.15	\$16.25	\$16.96	\$25,914.88	\$18.02	\$27,534.56	\$19.10	\$29,184.80	\$20.64	\$31,544.03
3	\$16.35	\$16.60	\$16.70	\$17.44	\$26,648.32	\$18.53	\$28,313.84	\$19.65	\$30,025.20	\$21.22	\$32,418.05
4	\$16.80	\$17.05	\$17.15	\$17.92	\$27,381.76	\$19.04	\$29,093.12	\$20.20	\$30,865.60	\$21.79	\$33,292.06
5	\$17.25	\$17.50	\$17.60	\$18.40	\$28,115.20	\$19.55	\$29,872.40	\$20.75	\$31,706.00	\$22.36	\$34,166.08
6	\$17.70	\$17.95	\$18.05	\$18.88	\$28,848.64	\$20.06	\$30,651.68	\$21.30	\$32,546.40	\$22.93	\$35,040.10
7	\$18.15	\$18.40	\$18.50	\$19.36	\$29,582.08	\$20.57	\$31,430.96	\$21.85	\$33,386.80	\$23.50	\$35,914.11
8	\$18.60	\$18.85	\$18.95	\$19.84	\$30,315.52	\$21.08	\$32,210.24	\$22.40	\$34,227.20	\$24.08	\$36,788.13
9	\$19.05	\$19.30	\$19.40	\$20.32	\$31,048.96	\$21.59	\$32,989.52	\$22.95	\$35,067.60	\$24.65	\$37,662.14
10	\$19.50	\$19.75	\$19.85	\$20.80	\$31,782.40	\$22.10	\$33,768.80	\$23.50	\$35,908.00	\$25.22	\$38,536.16

Original Step Placement and On-Boarding Schedule

Years	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Step	99	1	2	2	3	3	4	4	5	5	6	6	7	7	8	8	8	9	9	9	10

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.21 - Salary Schedules: Staff

Fiscal Impact Statement

The total cost of the approved increases is \$1,018,621.93.

Committee’s Recommendation

Your Committee recommends that the Board to approve the attached revised salary schedules to be effective January 4, 2021.

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

* * * * *

(Item 6) Action on Request to Waive Administrative Policy 3.09(9)(e) and Enter into a Contract with EdTech Strategies, LLC, for E-Rate Consulting Services

Background

The Administration is requesting authorization to waive the three-year term limits of Administrative Policy 3.09(9)(e) and enter into a contract with EdTech Strategies, LLC, (“EdTech”) for E-Rate consulting services. The E-Rate program is a Federal program administered by the Universal Service Administrative Company under the direction of the FCC to provide funding to schools and libraries to obtain broadband and related services. Given the stringent rules and regulations governing the E-Rate program, the District engages a consultant to advise on all aspects of the application process for E-Rate funding and the continuing obligations faced after funding is received. This consultation and advisement is needed to continue the District’s successful participation in this program. From 2003 through 2020, MPS has received funding commitments of over \$94 million dollars from this program.

Contractor was chosen pursuant to RFP 1032, which closed on October 21, 2020. The contract will run from January 1, 2021 through September 30, 2021, (the “Initial Term”), with four additional one-year options to extend if certain performance metrics incorporated into the contract are met. The proposed contract is attached to the minutes of your Committee’s meeting.

The total cost of the contract in the Initial Term will not exceed \$211,845.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachment.

Budget Code:

PIN-0-0-TLN-DW-ETEL(Purchased Services – Contract Services)\$211,845

EdTech Strategies, LLC

HUB PARTICIPATION

Required0%

Proposed0%

\$ ValueN/A

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 contract will begin as indicated in the attachment.

Committee's Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the contract with EdTech Strategies, LLC, as set forth in the attachment to this item.

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

* * * * *

(Item 7) Action on Monthly Finance Matters: Report on Emergency Purchases Due to COVID-19 and Change Orders in Excess of \$25,000 and Cumulative Purchases in Excess of \$50,000; Acceptance of the Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Contracts Under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations.

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

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

Contract: C029662 - Boys and Girls Club of Greater Milwaukee

On July 30, 2020, the Administration requested authorization to enter into a contract with Boys and Girls Club of Greater Milwaukee for the operation of Community Learning Center(s). Additional funds in the amount of \$139,031.00 are now necessary to provide access to an in-person virtual learning support program at the site.

Original Contract Amount: \$3,899,000.00

Increase: \$139,031.00

Adjusted Contract Amount: \$4,038,091.00

Contract: C029663 - Children Outing Association

On July 30, 2020, the Administration requested authorization to enter into a contract with Children Outing Association for the operation of Community Learning Center(s). Additional funds in the amount of \$90,000 are now necessary to provide access to an in-person virtual learning support program at the site.

Original Contract Amount: \$619,000.00

Increase: \$90,000.00

Adjusted Contract Amount: \$709,000.00

Contract: C029666 - United Migrant Opportunity Services, Inc.

On July 30, 2020, the Administration requested authorization to enter into a contract with United Migrant Opportunity Services, Inc., for the operation of Community Learning Center(s). Additional funds in the amount of \$30,000 are now necessary to provide access to an in-person virtual learning support program at the site.

Original Contract Amount: \$148,500.00

Increase: \$30,000.00

Adjusted Contract Amount: \$178,500.00

Routine Monthly Reports

The report on cumulative purchases in excess of \$50,000, the report on revenues and expenses, monthly expenditure control report, report on contracts under \$50,000 and cumulative total report, and the report on monthly grant awards are attached. These are informational reports, and no action is required.

Emergency Purchases Due to COVID-19

In compliance with Administrative Policy 3.09(14)(c), the Administration is reporting emergency purchase orders with 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	PO Number	PO Total	Description of Goods	Procurement Basis
CDW-G	P935764	\$755,140.00	Webcams, microphones, table top tripods, USB extension cables, and USB 4 port hubs	ETB

Donations

Location	Donor	Amount	Gift or Purpose
<i>Monetary Donations Over \$5,000</i>			
Ronald Reagan High School	NAF	\$ 5,000.00	AOHS Distinguished Academy Award
<i>Total Monetary Donations Over \$5,000</i>		\$ 5,000.00	
<i>Monetary Donations</i>			
Carver School	Teachers From Carver	\$ 70.00	PBIS Incentive Donation
Fernwood Montessori	Bay View Neighborhood Association	\$ 700.00	Compost Bin, Soil & Flowers
Fifty-Third Street School	Robert & Heather Morris	\$ 200.00	General School Supplies
Fifty-Third Street School	Target Corporation	\$ 50.00	Gift Card- General School Supplies
Fifty-Third Street School	Robert & Heather Morris	\$ 200.00	Garden Donation
German Immersion School	German Immersion Foundation	\$ 515.00	Math Books
Keefe Avenue School	The Blackbaud Giving Fund	\$ 120.00	Supplies For Virtual Learning
Morse Middle School	Richard & Nansi Hawkins	\$ 200.00	General School Supplies
Morse Middle School	Richard & Nansi Hawkins	\$ 200.00	Science Donation
Riverside High School	Green Bay Packers Foundation	\$ 1,000.00	Packers 11 On Event
Riverwest Elementary School	Milwaukee Spurs Official Supporters Club	\$ 550.00	PPE Donation
Riverwest Elementary School	Ruekert & Mielke, Inc.	\$ 500.00	Web Cam Donation
Ronald Reagan High School	Donors Choose	\$ 1,300.00	Staff Professional Development Donation
Thurston Woods School	MilliporeSigma Corporation	\$ 1,000.00	General School Supplies

Location	Donor	Amount	Gift or Purpose
Vincent High School	Milwaukee County Farm Bureau	\$ 1,250.00	Agriculture Donation
<i>Total Monetary Donations</i>		\$ 7,855.00	
<i>Non-Monetary Donations</i>			
Allen-Field School	Donors Choose	\$ 516.34	General School Supplies
Bay View Montessori	Rhonda Sharpe	\$ 100.00	Winter Coats, Backpack & Shades
Bradley Trade & Tech	Donors Choose	\$ 406.58	General School Supplies
Burbank School	Donors Choose	\$ 275.40	Dry Erase Boards
Fifty-Third Street School	McDonald's Restaurant	\$ 49.00	McDonald's Coupons
Fifty-Third Street School	Bella-Canvas.Com	\$ 466.65	Masks
Forest Home Avenue School	Donors Choose	\$ 486.64	Color Printer
Forest Home Avenue School	Donors Choose	\$ 202.39	Student Virtual Supplies
Forest Home Avenue School	Donors Choose	\$ 285.36	PBIS Prizes
Forest Home Avenue School	Donors Choose	\$ 441.08	Time Student Magazines
Forest Home Avenue School	Donors Choose	\$ 393.53	Gift Cards
Forest Home Avenue School	Donors Choose	\$ 457.15	General School Supplies
Forest Home Avenue School	Donors Choose	\$ 282.52	Virtual Math Supplies
Forest Home Avenue School	Donors Choose	\$ 658.78	Art & Decorations Supplies
Forest Home Avenue School	Donors Choose	\$ 502.11	Student Markers
Fratney Street School	Donors Choose	\$ 398.08	Magnetic Tiles For Mindfulness
Fratney Street School	Donors Choose	\$ 162.95	Laminating Materials
Goodrich School	Donors Choose	\$ 435.87	Virtual Autism Classroom
Goodrich School	Donors Choose	\$ 609.34	Online Learning Supplies
Goodrich School	Donors Choose	\$ 617.52	General School Supplies
Goodrich School	Donors Choose	\$ 347.42	Workbooks For At Home Learning
Grant School	WYMS Radio	\$ 1,985.00	Backpacks With School Supplies
Greenfield School	Zoological Society of Milwaukee	\$ 190.00	Zoo Virtual Field Trips
Gwen T. Jackson School	Donors Choose	\$ 399.15	Distance Learning Materials
Gwen T. Jackson School	Donors Choose	\$ 492.29	Art Supplies
Hampton School	Donors Choose	\$ 185.65	Nearpod License
Hayes Bilingual School	Donors Choose	\$ 185.65	Nearpod License
Hayes Bilingual School	Donors Choose	\$ 357.96	Distance Learning Supplies
I.D.E.A.L. At Sholes	Donors Choose	\$ 619.56	Scholastic News Magazine
Kagel School	Donors Choose	\$ 571.69	Board Book for Virtual Learning
Kagel School	Donors Choose	\$ 894.34	Pre-Writing & Materials
Kagel School	Donors Choose	\$ 531.67	Soccer Ball
Kagel School	Donors Choose	\$ 397.72	Art Materials
Kilbourn School	Donors Choose	\$ 399.53	General School Supplies
Kilbourn School	Donors Choose	\$ 465.18	General School Supplies
Kilbourn School	Donors Choose	\$ 670.48	General School Supplies
Kluge School	Donors Choose	\$ 444.00	Home Learning Materials
Manitoba School	Donors Choose	\$ 492.29	Virtual Learning Materials
Maple Tree School	Donors Choose	\$ 335.34	General School Supplies

Location	Donor	Amount	Gift or Purpose
Maple Tree School	Donors Choose	\$ 280.20	General School Supplies
Maple Tree School	Donors Choose	\$ 258.14	General School Supplies
Maple Tree School	Donors Choose	\$ 477.39	General School Supplies
Maple Tree School	Donors Choose	\$ 182.91	General School Supplies
Maple Tree School	Donors Choose	\$ 384.32	General School Supplies
Marvin Pratt School	Donors Choose	\$ 599.00	Incentives for Students
Marvin Pratt School	Donors Choose	\$ 771.00	Headphones
Meir School	Donors Choose	\$ 322.25	Books
Meir School	Donors Choose	\$ 364.20	Books
Meir School	Donors Choose	\$ 218.20	Books
Milw High Sch of Arts	Donors Choose	\$ 1,024.75	iPad & Pencil
Morgandale School	Donors Choose	\$ 731.42	Writing Materials for Students
Ninety-Fifth Street School	Donors Choose	\$ 209.82	Classroom Organization
Ninety-Fifth Street School	Donors Choose	\$ 290.15	Distance Learning Kits
Ninety-Fifth Street School	Donors Choose	\$ 346.94	Special Needs Items
Ninety-Fifth Street School	Donors Choose	\$ 352.44	Financial Literacy at Home
Ninety-Fifth Street School	Donors Choose	\$ 274.12	Teacher Subscription
Ninety-Fifth Street School	Donors Choose	\$ 383.29	Learning Kits
Ninety-Fifth Street School	Donors Choose	\$ 593.44	Board Games
Ninety-Fifth Street School	Donors Choose	\$ 611.64	Virtual Learning Items
Ninety-Fifth Street School	Donors Choose	\$ 562.81	Incentives
North Division High School	Fiskars Group	\$ 1,000.00	Orange Thumb Award
Office of Academics- Special Education	Junior's Smoked BBQ, LLC.	\$ 1,200.00	Gift Certificates for School to Work
Office of Finance- Recreation	Eugene & Jill Barz	\$ 3,200.00	Hay for Animals
Office of Communications- Strategic Partnerships & Customer Service	Michael Herman	\$ 200.00	General School Supplies
Office of Communications- Strategic Partnerships & Customer Service	Anonymous Donors	\$ 350.00	General School Supplies
Starms Early Childhood School	Donors Choose	\$ 328.38	Virtual Learning Supplies
Starms Early Childhood School	Donors Choose	\$ 303.98	ESGI Assessment Software
Starms Early Childhood School	Donors Choose	\$ 267.00	Student Resources
Thurston Woods School	Donors Choose	\$ 558.32	Virtual Teaching Must Haves
Thurston Woods School	Donors Choose	\$ 676.29	Help With Distance Learning
Thurston Woods School	Donors Choose	\$ 530.25	Virtual Teaching
Thurston Woods School	Donors Choose	\$ 166.69	Growing Into Learners
Thurston Woods School	Donors Choose	\$ 531.42	Social-Emotional Needs
Vincent High School	Donors Choose	\$ 166.62	Student Customizable Yard Signs
Vincent High School	Donors Choose	\$ 157.87	Postcards Sent To Seniors
Vincent High School	Donors Choose	\$ 459.73	Button Maker & Supplies
Vincent High School	Donors Choose	\$ 159.20	Mail Postcards To Students
Vincent High School	Donors Choose	\$ 158.48	Pencils, Pens & Highlighters
Zablocki School	Walmart	\$ 800.00	General School Supplies

Location	Donor	Amount	Gift or Purpose
Zablocki School	Donors Choose	\$ 393.53	General School Supplies
Zablocki School	Donors Choose	\$ 625.59	Scholastic Magazines & Books
Zablocki School	Donors Choose	\$ 554.31	Consumables for Students
<i>Total Non-Monetary Donations</i>		<i>\$ 39,738.30</i>	
<i>Total Value for December 2020</i>		<i>\$52,593.30</i>	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

This item does not authorize expenditures.

Committee’s Recommendation

Your Committee recommends that the Board accept the donations as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board.

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

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

Background

Exception Authorization to Extend a Contract with Smart Interpreting Services, Inc. d/b/a Professional Interpreting Enterprise for Interpretation Services

The Administration is requesting authorization to extend the contract with Smart Interpreting Services, Inc. d/b/a Professional Interpreting Enterprise (“PIE”) for interpretation services.

Contractor shall provide interpretation services for students and staff who are deaf and hard of hearing in MPS. The grade level of the students may be from Pre-K3 to twelfth grade. The students will have varied proficiency in American Sign Language (ASL). Interpretation services may be needed for classroom instruction as well as after school activities, such as sporting activities, after school programs, and other similar programs. In addition, interpreters may be needed to accompany students on field trips. Interpretation services will be needed for adults who participate in activities sponsored by MPS as well as staff who work for MPS. Activities may include but are not limited to individualized education plan (IEP) meetings, parent/teacher conferences, school performances, and graduation ceremonies.

According to the Americans with Disabilities Act (ADA), MPS is required to provide interpretation services to any individual who utilizes sign language as their primary mode of communication for any school activity or individual conference at which the parent is present. The State of Wisconsin Department of Regulations and Licensing (DRL) require interpreters to have a DRL license to interpret for adults who are Deaf or Hard of Hearing in school settings. This vendor is an exception to bid because they can meet the capacity needed for MPS staff, as we request two to three, in person sign language interpreters each week for adults.

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

The original contract provided for two one-year options to extend upon mutual consent. This will be the second extension of this contract. This second contract extension will run from January 1, 2021, through December 31, 2021.

The total cost of the contract in this extension year will not exceed \$350,000.

Budget Code:

HI2-0-I-EEN-DW-ECTS....(Interpreting Services - Contract Services)	\$350,000
Smart Interpreting Services, Inc. d/b/a Professional Interpreting Enterprise HUB	
PARTICIPATION	
Required	0%
Proposed.....	0%
\$ Value N/A	
STUDENT ENGAGEMENT (hours per 12-month contract)	
Paid Student Employment-Hour Commitment: 300	
Student Career-Awareness Commitment: 10	

Exception Authorization to Extend a Contract with Walk on Water Consulting, Inc., for Peoplesoft Support and Upgrades

The Administration is requesting authorization to extend a contract with Walk on Water Consulting, Inc., (“WOW”) to support PeopleSoft, the District’s human resource management system. This contractor will be used to provide critical upgrades to the PeopleSoft application and related database, to deliver support for customizations to the PeopleSoft modules, and to assist, on an as-needed basis, with application support and troubleshooting.

WOW has been involved with the PeopleSoft application since its implementation at MPS in 1999. Due to the high level of application customization that has been done, it is imperative that we retain the contractor who created this custom code. Phase 1 of upgrades will include upgrading the database from Oracle to the MS SQL programming language, which will result in anticipated annual licensing savings of \$300,000 per year. Phase 2 will include upgrading PeopleTools and PUM maintenance, which is about three years overdue.

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

The original contract provided for two one-year options to extend upon mutual consent. This will be the first extension of this contract. This first contract extension will run from January 1, 2021, through December 31, 2021.

The total cost of the contract in this extension year will not exceed \$148,500.

Budget Code:

TSV-0-0-TLN-DW-ECTS	(Technology - Contracted Services)	\$148,500
Walk on Water Consulting, Inc.		
PRIME VENDOR		
HUB PARTICIPATION		
Required		0%
Proposed.....		0%
\$ Value N/A		
STUDENT ENGAGEMENT (hours per 12-month contract)		
Paid Student Employment-Hour Commitment: 0		

Student Career-Awareness Commitment: 0

Exception Authorization to Contract with Amplify Education, Inc., for Supplemental Curriculum Based Materials for Grades K3-5

The Administration is requesting authorization to enter into a blanket agreement with Amplify Education, Inc., (“Amplify”) for supplemental curriculum based material for grades K3-5. Amplify provides high-quality original, authentic, and engaging texts selected to increase students’ knowledge, comprehension, and range of reading and listening experiences.

In grades K-3, read-aloud texts feature specially commissioned, knowledge-rich texts by children’s authors on topics such as the fables from around the world, insects, early Asian civilizations, the five senses, mythology human body, early world civilizations, early exploration, and U.S. history. Informational texts build within and across grades, developing a solid foundation of knowledge that can be applied in later grades.

Student readers in grades 3–5 feature literary classics and specially commissioned, knowledge-rich texts by children’s authors on topics such as the human body, world civilizations in the Middle Ages, chemistry, Native Americans, and U.S. history. Informational texts build upon previous domains in earlier grades, asking students to delve into a topic with increasing focus.

Amplify Reading leverages the power of compelling storytelling, taking students on a personalized journey to learn the skills they need, whether they are just learning to read or mastering close reading. The program aligns closely with the Core Knowledge Language Arts (“CKLA”) scope and sequence and provides students with targeted and engaging instruction and practice in the skills and standards that students need to become successful readers: phonological awareness, phonics, fluency, vocabulary, and comprehension. After instruction, students need individual and focused time to practice what they’ve learned. In Amplify Reading, students enter a captivating narrative where each storyline requires them to apply foundational skills to navigate a series of games. Each game focuses on a specific skill, allowing students to practice that skill to mastery.

The Administration has observed spending at individual MPS schools that exceeds a cumulative purchase amount of \$50,000 each fiscal year. Therefore, the exception from the requirement of a competitive procurement process for this purchase has been granted on the basis of continuity (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The blanket contract will run from January 1, 2021 through December 31, 2023. The total cost of the contract will not exceed \$325,000.

Budget Code:

Varies by location ordering goods	\$325,000
Amplify Education, Inc.	
HUB PARTICIPATION	
Required	0%
Proposed	0%
\$ Value	N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0

Student Career Awareness Commitment: 0

Exception Authorization to Purchase from Discovery Education, Inc., for Discovery Education Science Tech for Middle School

The Administration requests authorization to purchase Discovery Education Science Tech Book for Middle School from Discovery Education, Inc. (“Discovery Education”).

Discovery Education provides teachers and students with high quality simulations and Next Generation Science Standards (NGSS) aligned science activities for grades 6-8. These simulations allow students to collect data and information that would otherwise be difficult to capture in a practical application at the elementary and middle school levels. Discovery Education also provides student with leveled text and reading passages aligned to the NGSS and Common Core State Standards (CCSS). Content is kept current, and helps bridge gaps between traditional print resources and current science learning and information. Licenses for 70 school sites in MPS will be renewed for all teachers and students for the 2020-2021 school year through this purchase.

The exception from the requirement of a competitive procurement process for this purchase has been granted on the basis of one-of-a-kind (Administrative Policy 3.09(7)(e)(1)(b)(i)). Discovery Education is the proprietary owner, creator, and producer of Discovery Education Science, and is the sole distributor of the product in Wisconsin.

The total cost of the goods purchased from Discovery Education will not exceed \$87,764.32.

Budget Code:

SDV-0-0-CAI-CI-ECTS-COVD...(Curriculum & Instruction – Contract Services)...\$87,764.32

Discovery Education, Inc.

HUB PARTICIPATION

Required0%

Proposed..... 0% %

\$ Value N/A STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 100

Student Career Awareness Commitment: 10

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

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

Committee’s Recommendation

Your Committee recommends that the Board authorize the exception-to-bid requests as set forth in the attachments to this item.

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

* * * * *

(Item 9) Action on the Award of Professional Services Contracts

Background

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

RFPs 936 & 937 Authorization to Extend Two Contracts with Time Warner Cable Business, LLC, for Leased Metro Ethernet Services and Internet-Access Service and Connectivity

The Administration is requesting authorization to extend two contracts with Time Warner Cable Business, LLC, ("Time Warner"), for services associated with Leased Metro Ethernet Services and Internet Access Service and Connectivity.

The E-Rate program, administered by the Federal Communications Commission ("FCC"), provides discounts on eligible telecommunications services to eligible schools and libraries. Discounts are available through an application process. The District has participated in this program since its inception in 1998.

E-Rate is governed by the Telecommunications Act of 1996 and the corresponding rules promulgated by the FCC, as well as by subsequent guidance and rule changes issued through FCC Orders. E-Rate is administered by the FCC's contractor, the Schools and Libraries Division ("SLD") of the Universal Service Administrative Company. The District must strictly adhere to the FCC's rules and orders, and sufficient funding must be available for E-Rate funding to be granted. The most significant requirements are 1) the selection of the winning vendor via a competitive procurement where price is the primary factor, and 2) full execution of the resulting contracts before the submission of applications for funding requests to the SLD.

Time Warner was the chosen vendor in each of the separate competitive RFPs, 936 and 937. The original contracts provided for four additional one-year extensions to be exercised solely in the discretion of MPS. These will each be the fourth one-year extension.

It is anticipated that E-Rate will pay an estimated 90% of the amount deemed E-Rate-eligible for Leased Metro Ethernet Service and Internet Access Service and Connectivity.

The contract extensions will run from July 1, 2021, through June 30, 2022. The total contract amounts in the fourth extension year are as follows:

RFP 936	Leased Metro Ethernet Service	
	TOTAL CONTRACT AMOUNT:	\$6,086,700
	ANTICIPATED E-RATE REIMBURSEMENT:	\$5,402,700
	ANTICIPATED MPS SHARE:	\$684,000*
RFP 937	Internet Access Service and Connectivity	
	TOTAL CONTRACT AMOUNT:	\$270,000
	ANTICIPATED E-RATE REIMBURSEMENT:	\$243,000
	ANTICIPATED MPS SHARE:	\$27,000

*\$83,700 of total costs are ineligible under E-Rate. As such, the 90% E-Rate share is based on total E-Rate eligible costs of \$6,273,000.

Upon the Board's approval, the District will sign the contract extensions prior to filing E-Rate applications. The Administration will make a request for funds to pay its share of the contract costs during the FY21-22 budget process.

Budget Code:

PIN-0-0-TLN-DW-ETEL (E-Rate Contracts)	\$6,356,700
Time Warner Cable Business LLC d/b/a Time Warner Cable HUB PARTICIPATION	
Required	0%
Proposed	0%
\$ Value N/A STUDENT ENGAGEMENT (hours per 12-month contract) Paid Student	
Employment-Hour Commitment: 0	
Student Career-Awareness Commitment: 0	

RFP 986 Authorization to Extend a Contract with Follett School Solutions, Inc., and Mackin Educational Resources for Library Books and Library Materials

The Administration is requesting authorization to extend two contracts with Follett School Solutions, Inc., (“Follett”) and Mackin Educational Resources (“Mackin”) for library books and library materials. Schools throughout the District will be able to place purchase orders as needed throughout the term of these contracts. These contractors are to deliver library books and library materials throughout MPS.

The contractors were chosen pursuant to RFP 986, which closed October 3, 2018. The original contract provided for two one-year options to extend if certain performance metrics were met. Follett and Mackin have met the performance metrics codified in the contract; therefore, MPS is exercising the second option year for the contract. These contract extensions will run from January 1, 2021, through December 31, 2021.

The total cost of the contracts in this extension year will not exceed \$1,600,000.

Vendor	Award
Follett School Solutions, Inc.	\$800,000
Mackin Educational Resources	\$800,000

Budget Code:

Varies by location ordering goods.....\$1,600,000

Follett School Solutions, Inc.

PRIME CONTRACTOR INFORMATION

Certified HUB Vendor? No
 Total # of Employees 1,200+
 Total # of Minorities 150
 Total # of Women 720

HUB PARTICIPATION

Required 5%
 Proposed..... 5%

\$ Value TBD STUDENT ENGAGEMENT (hours per 12-month contract) Paid Student
 Employment-Hour Commitment: 300

Student Career-Awareness Commitment: 10

Mackin Educational Resources

PRIME CONTRACTOR INFORMATION

Certified HUB Vendor? No
 Total # of Employees 525
 Total # of Minorities 144
 Total # of Women 338

HUB PARTICIPATION

Required 5%
 Proposed..... 5%

\$ Value TBD

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment-Hour Commitment: 300

Student Career-Awareness Commitment: 10

RFP 1033 Authorization to Enter into a Contract with Sentinel Technologies, Inc., for Wireless Access Points

The Administration is requesting authorization to enter into a contract with Sentinel Technologies, Inc., (“Sentinel”) contingent upon a commitment for funding from the Universal Service Administrative Company (“USAC”), for the purchase of Wireless Access Points (WAPS). Presidio was the chosen vendor through RFP 1033. Under the contract the District will be authorized to purchase WAPs for school locations that are considered E-Rate eligible and non-E-Rate eligible sites.

The E-Rate program, administered by the Federal Communications Commission (“FCC”), provides discounts on eligible telecommunications services to eligible schools and libraries. Discounts are available through an application process. The District has participated in this program since its inception in 1998.

E-Rate is governed by the Telecommunications Act of 1996 and the corresponding rules promulgated by the FCC as well as subsequent guidance and rule changes issued through FCC Orders. E-Rate is administered by the FCC’s contractor, the Schools and Libraries Division (“SLD”) of USAC. The District must strictly adhere to the FCC’s rules and orders in order for its applications for E-Rate funding to be granted. The most significant requirements are: 1) to select the winning vendor via a competitive procurement where price is the primary factor, and 2) resulting contracts must be fully executed before submitting applications for funding requests to the SLD.

This contract for the purchase of WAPS is eligible for E-Rate funding under Category 2 of the E-Rate program. Category 2 funding provides discounts on items like WI-FI equipment, including wireless access points. Available Category 2 funding for the District is based on need and upon a pre-discount rate of \$167.00 per student.

It is anticipated that E-Rate will pay an estimated 85% of the cost of the WAPs deemed E-Rate eligible with the District being responsible for paying the remainder. E-Rate will not cover any of the cost associated with the purchase of WAPs at non-E-Rate eligible locations. Therefore, the District will be responsible for paying the total amount for WAPS at non-E-Rate eligible locations.

The contract will run from July 1, 2021, through June 30, 2022. The total contract amount and a breakdown of the E-Rate share and MPS share:

<u>RFP 999 Wireless Access Points</u>	
TOTAL CONTRACT AMOUNT:	\$374,744
ANTICIPATED E-RATE SHARE:	\$290,649
ANTICIPATED MPS SHARE:	\$84,095*

*\$32,804 of the total contract amount is ineligible under E-Rate as these funds are for the purchase of WAPS at non-E-Rate eligible locations. As such, the 85% E-Rate share is based on the total E-Rate eligible costs of \$341,940.

Upon Board approval, the District will sign the contract prior to filing E-Rate applications. The Administration will make a request for funds to pay its share of the contract costs during the FY19-20 budget process.

Budget Code:

TSV-0-0-TLN-DW-ENCQ (Non-Capital Equipment) \$374,744

Sentinel Technologies, Inc.
HUB PARTICIPATION

Required 0%

Proposed 0%

\$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0

Student Career Awareness Commitment: 0

RFP 1034 Authorization to Enter into Contract with Goodwill Talentbridge, LLC for Contingent Staffing Services

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

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

Contractor was chosen pursuant to RFP 1034, which closed on November 9, 2020. The contract will run from January 1, 2021 through December 31, 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 \$3,750,000.

Budget Code:

Varies by location using services\$3,750,000

Goodwill Talentbridge, LLC

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor?No

Total # of Employees4,504

Total # of Minorities 2,248

Total # of Women2,667 HUB PARTICIPATION

Required5%

Proposed.....5%

\$ Value \$187,500 STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 600

Student Career Awareness Commitment: 30

State Authorization to Enter Into a Blanket Agreement with Ricoh USA, Inc., for Lease and Contract Purchase of Copiers/Multifunction Device Equipment and Related Maintenance 505ENT-M20-MFDCOPIER-01

The Administration requests authorization to enter into a blanket agreement with Ricoh USA, Inc., to provide copiers/multifunction device equipment, and associated maintenance, to all MPS schools and departments under the State of Wisconsin’s Participating Addendum to a Western States Contracting Alliance–National Association of State Procurement Officials Master Agreement.

This blanket agreement will run from January 1, 2021 through December 31, 2023. Based on the previous contract expenditures the total cost of this blanket agreement will be no more than \$5,000,000.

Budget Code:

Varies by location ordering goods.....\$5,000,000

Ricoh USA, Inc.

HUB PARTICIPATION

Required0%

Proposed..... 0%

\$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0

Student Career Awareness Commitment: 0

RFB 5783 Authorization to Extend a Contract with United HealthCare Services, Inc., for Stop Loss Insurance

The Administration is requesting authorization to extend a contract with United HealthCare Services, Inc., for stop loss insurance. This contractor will be used to reimburse the district for any medical and prescription claims in excess of \$1,000,000 incurred for the period January 1, 2021 through December 31, 2021 that could otherwise be paid from the period January 1, 2021 through December 31, 2022.

Contractor was chosen pursuant to RFB 5783. The contract ran from January 1, 2020 through December 31, 2020, (the "Initial Term"), with the possibility of one, one-year extension, upon written mutual agreement of the parties, at the same terms. MPS is exercising the option year for the contract. This contract extension will run from January 1, 2021, through December 31, 2021.

The total cost of the contract in this extension will not exceed \$1,017,500.

Budget Code:

DWC-0-0-EMB-DW-EMDI (Medical Insurance – District Wide)\$1,017,500

United HealthCare Services, Inc.

PRIME CONTRACTOR INFORMATION

Certified HUB Vendor?.....NO

Total # of Employees 198,126

Total # of Minorities 145,226

Total # of Women77,467

HUB PARTICIPATION

Required 0%

Proposed..... 0%

\$ 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 Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

(Item 10) Action on Monthly Facilities Matters: FMS Award of Construction Contracts and Professional Services Contracts Committee's Recommendation

Construction Contracts

ALLCON LLC for fieldhouse renovations – division 2 at Columbia Playfield	
Code: STS 00 RFI RC ECNC.....	\$181,056.00
ALLCON LLC for fieldhouse renovations – division 5 at Southgate Playfield	
Code: STS 00 RFI RC ECNC.....	\$180,177.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

The item authorizes expenditures for:
Construction Contracts:
Total Construction Contracts Requested = \$361,233

Implementation and Assessment Plan

Upon Board approval, the attached construction contracts shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached construction contracts.

President Miller moved to send the item back to Committee, at the request of the Administration. 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-0.

* * * * *

(Item 11) Report with Possible Action Regarding the Task Force on Strategies and Guidelines to Develop Capacity in Attracting, Retaining, and Developing Bilingual Teachers and Support Staff

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

Background

At its December 2019 meeting, the Board took action to direct the Administration to establish a special task force to develop capacity in attracting, retaining, and developing bilingual teachers and support staff.

Since December 2019, there have been four meetings of the task force: January 16, February 11, March 4, and November 11, 2020.

At the March 4, 2020, meeting, the Administration presented information in regard to programs that exist through MPSU to assist in the development of a pathway leading towards bilingual certification. There was then an opportunity for the audience members to ask questions. The audience was also engaged in a sharing activity to highlight any barriers that they had encountered, or could foresee, in this pathway process. The task force will examine those responses and plans to use that information to create solutions or opportunities that will be presented to the Board.

Due to the pandemic, meetings of the task force were suspended for the remainder of the 2019-2020 school year. There was a written update sent to task force members in July 2020. This written update provided answers to some of the questions that were asked by members in earlier meetings. Also included in that communication was information taken from the 2019 Milwaukee Public Schools Education Pathways document.

The November 11 meeting started with a brief segment on virtual meeting norms and an overview of the purpose of the Bilingual Task Force. The main focus of the meeting was an MPSU program update and information regarding student program offerings. The meeting concluded with a discussion on steering committee roles and responsibilities, a call for volunteers, and setting the date for the next meeting, which is scheduled to take place on December 9, 2020.

Following the meeting on November 11, 2020, the Administration provided answers to the questions that were posed by the task force members during, and prior to the meeting. These responses were sent via email to all task force members. At the November meeting, the web page was discussed, and mention was made that it would soon be live and available. That web page is now active and has program descriptions as well as other important information. Feedback gathered at the December 2020 meeting will be used to improve the web page. In addition, there was a frequently asked question section on the web page where the question responses from the November meeting were also posted.

During the November meeting there was a call for volunteers to be part of the steering committee of the task force. Those who wished to volunteer were asked to respond their intent to be on the steering committee by November 30, 2020, to be announced to the group at large during the December 2020 meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.23 - Recruitment and Hiring: Staff

Fiscal Impact Statement

N/A

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(Item 12) Report with Possible Action on Central Region Staffing

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

Background

On June 25, 2020, Resolution 2021R-005 regarding Central Region staffing was introduced and referred to the Committee on Accountability, Finance and Personnel. The resolution was discussed at the July 30, 2020, and September 24, 2020, Board meetings, at which time the Administration provided additional analysis as requested by the Board.

At the September 24, 2020, meeting, the Board approved a motion to send the resolution back to committee. The motion also included direction to the Administration to form a task force to review possible revisions in current policies or procedures to increase the recruitment and long-term stability of employees working in hard-to-staff schools.

As reported in October, the Administration formed the task force and the first meeting took place on October 29, 2020. At the first meeting, task force participants gained an understanding of the resolution and their role as detailed in the motion that was approved by the Milwaukee Board of School Directors on September 24, 2020. In addition, the Office of Human Resources presented an overview of the staffing process.

The second meeting of the task force was held on November 12, 2020. The focus of this meeting was to discuss various perspectives and observations relative to staff concerns at schools.

The third meeting of the task force is scheduled for December 3, 2020. The task force will continue to review the problems identified by the group and work toward solutions. The group will also review preliminary staffing data to help drive the discussion. The Administration will continue to report to the Board on a monthly basis.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.23 - Recruitment and Hiring: Staff

Fiscal Impact Statement

N/A

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report with Possible Action on Services Provided to Students with Disabilities in the Least Restrictive Environment (LRE)

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

Background

Least restrictive environment (LRE) is one of the most significant components in the 2004 Individuals with Disabilities Education Act (IDEA). It requires, to the maximum extent appropriate, children with disabilities be educated with children who are not disabled. Removal of students with disabilities from the regular educational environment occurs only when the severity of the disability is such that education in regular classes, with the use of supplementary aids and services, cannot be achieved satisfactorily.

The Milwaukee Public Schools is committed to ensuring that students with disabilities are educated in environments with their non-disabled peers. The preference of the law is that students be educated using the general curriculum in the regular education classroom, with the use of supplementary aids and services. Best practices and research strongly support education in the least restrictive environment (LRE), with access to the general curriculum, because it leads to higher achievement outcomes for students with disabilities.

Indicator 5, Educational Placement Ages 6-21, addresses the documentation of programs and services in the least restrictive environment for students 6 to 21 years of age. Wisconsin's data for this indicator provide each school district with the target in each of the following categories:

- Indicator 5A Percent of students with IEPs ages 6 through 21 served inside the regular class 80% or more of the day
- Indicator 5B Percent of students with IEPs ages 6 through 21 served inside the regular class less than 40% of the day
- Indicator 5C Percent of students with IEPs ages 6 through 21 served in separate schools, residential facilities, or homebound/hospital placements.

The information below compares MPS LRE data-relative services to the projection in DPI’s 2018 Annual Performance Report Summary for Wisconsin school districts. The MPS percent includes all students who have an IEP, including speech and language services. A report, attached to your Committee’s minutes, includes the district’s information as well as each school’s percentage.

State of Wisconsin Target	5 A:	5B:	5 C:
	70.00%	7.90%	0.95%
MPS May 2020	78.98%	16.36%	0.37%
MPS August 2020^	79.23%	17.08%	0.31%
MPS September 2020	79.49%	17.01%	0.35%
MPS October 2020	80.08%	16.57%	0.35%
MPS November 2020	80.50%	15.99%	0.35%

It is important to note that, as of the date of this report, due to the contingencies of the COVID-19 health pandemic, the district has been operating under Phase I of the school reopening plan. All students, including those with special needs, have been learning remotely.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.01 - Student Nondiscrimination, Complaints and Appeals

Fiscal Impact Statement

No Fiscal Impact

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(Item 2) Report with Possible Action on Annual School Procedural Compliance Self-Assessment (PCSA)

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

Background

The Procedural Compliance Self-Assessment (PCSA) includes a school-based assessment aspect that is completed annually during the spring. At that time, an annual measurement of compliance is completed by each school in the district. The results of the measurement are reported by school and by district-level. The school data is used to form the goals and action steps for special education compliance in each individual School Improvement Plan (SIP). The district data is used to analyze district supports and to develop plans of improvement for district-wide systems that serve students with disabilities.

Each school receives the results of the 2019-20 PCSA with the expectation that data will be included in the school-wide planning for the 2020-21 school year. Each school is required to include plans within their SIP to address all of the individual compliance items that were measured below 100% and are, therefore, considered to be in need of intensive monitoring. The target for the PCSA is to achieve (and maintain) 100% in each of the identified compliance items. Federal oversight requires 100% compliance.

While conducting the annual assessment, Milwaukee Public Schools (MPS) was closed due the public health order on March 18, 2020. DPI agreed to an adjusted timeline and MPS entered PCSA responses for IEP Implementation and Discipline items into the DPI Reporting Tool on April 17, 2020.

Each school is required to submit a Special Education Compliance Plan Assurance Document. The principal/educational leader, Specialized Services Regional Manager, Special Education Supervisor and the Regional Superintendent sign the assurance on behalf of the entire school staff. This document is a commitment to the continuous oversight of the Special Education Oversight Action Plan (SOAP) and to the improved achievement of students with disabilities in each school.

The assurance document commits the school to strive for excellence in the following areas;

- Compliance (ongoing and measured annually)
- Professional development commitment on topics that effect students in special education, most notably, Least Restrictive Environment (LRE)
- Ongoing review and monitoring of compliance
- Implementation of the school Special Education Compliance Plan
- Commitment of IDEA funds to implement IEP services and compliance activities, including using staff appropriately
- Ongoing evaluation of effectiveness of all special education strategies
- Imbedded School Improvement goals that target the improvement of special education achievement, attendance, truancy, graduation rates and family engagement while reducing truancy and discipline issues.

The 2019-20 results are presented in the report attached to the minutes of your Committee's meeting. Each criteria is listed with the district's overall percent achieved for each. Schools are evaluated in areas concerning student evaluation, Individualized Education Plan creation, the extent to which the goals of plans are met, parent communication, and discipline of students with special education needs.

Additionally, the results of individual schools are listed. Several MPS schools achieved 100% of each evaluation metric. These include Alcott, Bay View Montessori, Brown Street, Carmen-South, Clemons, Grandview, Hi-Mount, Jackson, Keefe, Lincoln, Lowell, Manitoba, MC2, Mitchell, Morgandale, Shalom, Whitman, Whittier, and Zablocki.

Nearly all schools have made improvements to their scores since the previous year.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.01 - Student Nondiscrimination, Complaints and Appeals

Fiscal Impact Statement

No Fiscal Impact

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(Item 3) Report with Possible Action on Family and Community Engagement Activities

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

Background

The purpose of this report will be to provide an update on the results of the 2020 Family Interest Survey. This survey is conducted each year by the Department of Strategic Partnerships in compliance with Wisconsin State statute 119.16 (14) regarding the survey of families. This survey is used to gain valuable information on how schools can more effectively engage families and develop the family's capacity to contribute to their children's academic success.

There was a total of 12,519 families who completed the survey between August 25 and October 31, 2020.

Statements pertaining to the school culture were:

- My school is connected to the community.

- My school has tools and knowledge to build relationships with families and the community
- I know the school and district provides tools and knowledge needed to be active in my child's education.
- I have opportunities to build peer networks with other families in the school
- I feel this school is a welcoming and culturally relevant environment
- I am aware that there are opportunities to serve as a leader in the school and district to provide input.

Favorable responses to the above were about 68%, with slight variations for each statement.

When asked what topics parents would like more information about, the most popular topics included "how to help my child continue to learn at home" and "promoting positive child behavior." The topics of least interest were "bullying" and "social media." Other topics, including testing, college readiness, and report cards fell in the mid-range.

A sign of the times, the most preferred form of communication was text messaging, at 42%. Email communication was second in preference, at 37. Only 11% of parents want phone calls, 6% prefer fliers, and only 2% go to the parent portal on the website for information.

Now that the survey has been tabulated, individual school results will be sent to school leaders who will be able to update parent preferences, plan training sessions, and implement programs and volunteer opportunities in which parents are interested.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.11 - School Engagement Councils

Fiscal Impact Statement

N/A

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(Item 4) Report with Possible Action Regarding Data and Progress Associated with the Office of Civil Rights (OCR) Report

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

Background

In 2014-15, the Office for Civil Rights (OCR) conducted a biennial review of data and discovered a disproportionality of African American students receiving referrals, suspensions and other disciplinary actions.

The Administration has been working with the U.S. Department of Education Office for Civil Rights (OCR) to fulfill ten agreed upon action items to ensure the equity of discipline measures within the District and in compliance 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.

In September 2020, the Administration provided a report regarding the submission of the district's end of year report to the Office of Civil Rights (OCR). At that time, the Board took action to direct the Administration to report monthly on progress relative to the ten agreed upon action items, as well as a report on suspensions, expulsions, and referrals.

Action Steps 1, 6, and 8.

These are considered completed until the district receives feedback from the OCR.

Action Step 2, Identification of Students At-Risk for Behavioral Difficulties and Early Intervention

The district met its November benchmark, with a 45% increase in Tier 2 interventions and a 50% increase in Tier 3 interventions since October.

Action Step 3, Outreach to Students

The first Student Leadership Summit is scheduled as a virtual gathering on December 11, 2020. It is one of two student summits planned for the 20-21 school year. Students will hear pre-recorded keynote presentations and participate in break-out sessions. Feedback will be solicited from the participating students.

Action Step 4, Outreach to District Staff

School discipline work groups continue to meet monthly. The December benchmark is for 100% of MP:S schools to submit evidence of their meetings, during which they champion best practices, supports, and discuss articles for reflection. In November a131 of 131 schools met the benchmark.

Action Step 5, Outreach to Community Members

The district continues to hold Community Conversations to engage the community on topics such as support for LBGTQ students, relationship building in virtual settings, mental health supports, interventions for students, and other opportunities for collaboration.

Action Step 7 – Staff Professional Development

A variety of offerings were made available to various work groups within the district, with at least six offerings open to all MPS staff. Topics included elements of student discipline and various topics about race. In December, the five-part series *Antiracist Universal Supports* will commence.

Action Step 9 – Data Evaluation

Monthly meetings to evaluate discipline data continue to take place. In November, the two cohorts using the *Courageous Conversations about Race* framework met to discuss the role of race in the climate and discipline in education. In December, cohorts will use sessions entitled, *Antiracist Universal Supports* and the *By Every Measure* podcast series in their discussions.

The full December 2020 report is attached to the minutes of your Committee’s meeting.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.06 - Equity in MPS

Fiscal Impact Statement

N/A

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on the 2021 Summer Academy Plan**Background**

Milwaukee Public Schools is pleased to offer summer extended-learning opportunities that provide academic skills and enrichment experiences to the youth residents of the city. For the summer of 2021, MPS will offer June Academy for high school students (including rising freshmen), which will run June 7–July 1; July Academy for grade 7–12 students, which will run July 6–29; and Summer Academy for K5–grade 8 students, which will run June 21–July 29. K5–grade 8 students attend Monday through Friday from 8:00 a.m. to 12:00 p.m., and high school students attend Monday through Friday from 8:30 a.m. to 12:30 p.m. July 5 is a non-attendance day. Breakfast and lunch will be provided.

High School Summer Academy is designed to engage students academically through recovery, acceleration, and career skill-building opportunities. Students will also participate in career-based learning experiences such as internships and the career exploration program. Offerings include career exploration programs, GED Option #2, Virtual Summer program for students who have daytime commitments, and school-to-work transition programs.

Middle School Summer Academy offerings seek to provide a variety of interactive, academically engaging experiences based on student interests. Students have the option of participating in several career exploration programs. Offerings include programs to ensure eighth grade promotion, extended school year to qualifying students with IEPs, and the Explore Your Future career-planning program.

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

Elementary Enrichment Camps are held to give students exposure to new subjects, identify new areas of interests and abilities, encourage curiosity, and further learning. Camps may take place half-day, full-day, week-long, or overnight at school locations or community organizations. Offerings are made through exploration camps, extended school year for qualifying students with IEPs, and summer adventures field trips.

Extended School Year services are provided to qualifying students during Summer Academy, as mandated in their Individualized Education Plans. Enrichment opportunities with community partners are built into programming.

Bridge programs are offered to assist in the transition of students to high school and sixth grade. Twenty two high schools will offer freshman bridge. Eight schools will offer middle school bridge.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.17 - Summer Academy

Fiscal Impact Statement

Projected expenditures of \$5.7 million. \$3.2 million from extension funds for elementary. \$2.5 million from board funds for both high school and extended school year. The cost is split between FY21 and FY22 budgets.

Implementation and Assessment Plan

Upon approval, Administration will begin preparing for implementation in the summer of 2021. All summer programs are contingent upon funding, enrollment and facilities and maintenance building modification projects. Changes necessitated by these contingencies will be reported to the Board.

Committee's Recommendation

Your Committee recommends that the Board Approve the 2021 Summer Academy Plan.

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

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(Item 2) Action on a Recommendation for Renewal of the Non-Instrumentality Charter School Contract for La Causa Charter School

Background

La Causa Charter School was established as a non-instrumentality charter school beginning with the 2003-2004 school year. La Causa has two campuses located at 1643 South 2nd Street (main campus) and 809 West Greenfield Avenue (early childhood center). The current contract is for up to a maximum of 810 full-time-equivalent (FTE) pupils in grades K4 through 8. La Causa has received a five-year non-instrumentality charter school for each of its previous charter school renewals.

La Causa's goal is to have students graduate bilingual, biliterate and bicultural. La Causa's mission is to provide innovative, foundational, and culturally rich academic programs focused on fine arts and vocational education, bilingual education, while engaging the entire family in their children's educational experience.

In July 2020, the Department of Contracted School Services initiated the Charter School Contract Review Process. On July 15, 2020, representatives from La Causa submitted the Charter Renewal Intent Cover Sheet and, on August 28, 2020, La Causa submitted its Charter Renewal Application to seek renewal of its charter school contract with the Milwaukee Board of School Directors.

On October 15, 2020, the Charter School Contract Review Team (Team) conducted a virtual, full-day, site visit at La Causa. The Team examined the school's academic, financial, and organizational performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team also reviewed any additional responses and information provided by the school. The Team also heard testimony of parents and students, and participated in virtual classroom observations.

Based on a thorough review of the school's application and data, school presentation, and site visit, the Charter School Contract Review Team has recommended a five-year renewal of the non-instrumentality charter school contract with La Causa. The recommendation was based on the strong leadership and staff at La Causa, the unique nature of the educational program as exemplified by its STEM programming, fine arts programming and its dual language programming, as well as the strong school community and culture. The Superintendent has reviewed the performance summary and concurs with the recommendation for contract renewal.

The charter school renewal application, performance summary data, and Team's recommendation reviewed by the Superintendent are attached to the minutes of your Committee's meeting.

The Administration recommends that the Board:

1. approve the renewal of a five-year non-instrumentality charter school contract with for La Causa Charter School; and
2. authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of La Causa and to draft a renewed non-instrumentality charter school contract to begin with the start of 2021-2022 school year and to end with the last regularly scheduled day of the 2025-2026 school year.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. School allocations are approved annually by the Milwaukee Board of School Directors as part of the Superintendent's proposed budget. Pending contract approval, the funds for the 2021-2022 charter school contract will be authorized as a part of the FY22 budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, and representatives of La Causa in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

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

Director Báez moved approval of the Administration's recommendation for a five-year contract with La Causa and authorizes the parties to enter into negotiations. The motion failed, the vote being as follows:

Ayes — Directors Báez, and Phillips – 2.

Noes – Directors Herndon, O'Halloran, Peterson, Siemsen, Taylor, Woodward, and President Miller - 7.

Director O'Halloran moved to approve authorization of a three-year contract renewal with La Causa and to authorize contract negotiations for a contract to begin with the 2021-22 school year and to end on the last regularly scheduled day of the 2023-24 school year. The motion passed, the vote being as follows:

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

Noes – Directors Báez, and Phillips – 2.

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(Item 3) Action on a Recommendation for Renewal of the Non-Instrumentality Charter School Contract for Milwaukee Excellence Charter School

Background

Milwaukee Excellence Charter School was established as a non-instrumentality charter school beginning with the 2016-2017 school year. Milwaukee Excellence is located at 4950 North 24th Street. The current contract is for up to a maximum of 600 full-time-equivalent (FTE) pupils in grades 6 through 10. This is Milwaukee Excellence's first renewal cycle.

Milwaukee Excellence's mission is through rigorous academics and character essential for success, to educate 6th through 12th grade students to excel within and graduate from four-year colleges and pursue the professions of their choice. Milwaukee Excellence's vision is to use a slow growth model, growing one grade at a time. Milwaukee Excellence seeks to provide a high-quality education for the most vulnerable populations in our community, to offer a whole child education with a focus on STEM, coding, and computer science, as well as advance placement courses.

In July 2020, the Department of Contracted School Services initiated the Charter School Contract Review Process. On August 3, 2020, representatives from Milwaukee Excellence submitted the Charter Renewal Intent Cover Sheet and, on September 16, 2020, Milwaukee Excellence submitted its Charter Renewal Application to seek renewal of its charter school contract with the Milwaukee Board of School Directors.

On October 19, 2020, the Charter School Contract Review Team (Team) conducted a virtual, full-day, site visit at Milwaukee Excellence. The Team examined the school's academic, financial, and organizational performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team reviewed any additional responses and information provided by the school. The Team also heard testimony of parents and students, and participated in virtual classroom observations.

Based on a thorough review of the school's application and data, school presentation, and site visit, the Charter School Contract Review Team has recommended a five-year renewal of the non-instrumentality charter school contract with Milwaukee Excellence. The recommendation was based on the academic achievement and its commitment to data-driven growth. Milwaukee Excellence is diverse and dedicated with

strong leadership and staff to provide educational offerings in a safe, family-centered environment. The Superintendent has reviewed the performance summary and concurs with the recommendation for contract renewal.

The charter school renewal application, performance summary data, and Team's recommendation reviewed by the Superintendent are attached to the minutes of your Committee's meeting.

The Administration recommends that the Board:

1. approve the renewal of a five-year non-instrumentality charter school contract for Milwaukee Excellence Charter School; and
2. authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of Milwaukee Excellence and to draft a renewed non-instrumentality charter school contract to begin with the start of 2021-2022 school year and to end with the last regularly scheduled day of the 2025-2026 school year.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. School allocations are approved annually by the Milwaukee Board of School Directors as part of the Superintendent's proposed budget. Pending contract approval, the funds for the 2021-2022 charter school contract will be authorized as a part of the FY22 budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, and representatives of Milwaukee Excellence in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

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

Director Siemsen moved to approve authorization of a three-year contract renewal with Milwaukee Excellence charter School and authorize contract negotiations for a contract to begin with the 2021-22 school year and to end on the last regularly scheduled day of the 2023-24 school year. The motion passed, the vote being as follows:

- Ayes — Directors Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller -8.
- Noes — Directors Báez - 1.

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(Item 4) Action on a Recommendation for Renewal of the Instrumentality Charter School Contract for Individualized Developmental Educational Approaches to Learning (IDEAL)

Background

Individualized Developmental Educational Approaches to Learning (IDEAL) was established as an instrumentality charter school beginning with the 2001-2002 school year. IDEAL is located at 1420 West Goldcrest Avenue. The current contract is for up to a maximum of 300 full-time-equivalent (FTE) pupils in

grades K4 through 8. IDEAL has received a five-year instrumentality charter school renewal in each of their previous renewal cycles.

IDEAL's mission is to ensure the healthy development and high academic success of all students through the unique multi-age program. IDEAL has five constructs of their educational program: multi-aged inclusive classrooms, students actively engaged in meaningful learning, assessment by performance, product demonstration, shared governance model, and community involvement.

In July 2020, the Department of Contracted School Services initiated the Charter School Contract Review Process. On July 8, 2020, representatives from IDEAL submitted the Charter Renewal Intent Cover Sheet and, on August 28, 2020, IDEAL submitted its Charter Renewal Application to seek renewal of its charter school contract with the Milwaukee Board of School Directors.

On October 22, 2020, the Charter School Contract Review Team (Team) conducted a virtual, full-day, site visit at IDEAL. The Team examined the school's academic, financial, and organizational performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team reviewed any additional responses and information provided by the school. The Team also heard testimony of parents and students, and participated in virtual classroom observations.

Based on a thorough review of the school's application and data, school presentation, and site visit, the Charter School Contract Review Team has recommended a five-year renewal of the instrumentality charter school contract with IDEAL. The recommendation was based on the strong academic achievement, consistently meeting contractual goals, a dedicated and committed leadership staff, the unique educational offerings including multi-age programming, and the school culture. The Superintendent has reviewed the performance summary and concurs with the recommendation for contract renewal.

The charter school renewal application, performance summary data, and Team's recommendation reviewed by the Superintendent are attached to the minutes of your Committee's meeting.

The Administration recommends that the Board:

1. approve the renewal of a five-year instrumentality charter school contract with IDEAL; and
2. authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of IDEAL and to draft a renewed instrumentality charter school contract to begin with the start of 2021-2022 school year and to end with the last regularly scheduled day of the 2025-2026 school year.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. School allocations are approved annually by the Milwaukee Board of School Directors as part of the Superintendent's proposed budget. Pending contract approval, the funds for the 2021-2022 charter school contract will be authorized as a part of the FY22 budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, and representatives of IDEAL in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

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

Director Taylor moved approval of a three-year contract renewal with I.D.E.A.L. and to authorize contract negotiations for a contract to begin with the 2021-22 school year and end on the last regularly scheduled day of the 2023-24 school year. The motion passed, the vote being as follows:

Ayes — Directors Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller -8.

Noes – Directors Báez - 1.

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

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

Background

Based on the Board's action, the 2020-21 monthly Regional Showcase item will provide a thorough picture of each region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the region and that may be replicated will be included.

This month, the Northwest Region is featured. The Northwest Region comprises 25 schools, and serves nearly 9,000 students in diverse settings to meet the varied needs of our students. 20.8% of the students in the region are students with disabilities, 84.5% are economically disadvantaged, and 2.1% are English language learners.

Schools in the Northwest Region include the following: Barton, Bruce, Browning, Bryant, Carson, Congress, Craig, Eighty-first Street, Emerson, Engelburg, Goodrich, Grantosa, Hampton, Hawthorne, Kilbourn, Kluge, Lancaster, Maple Tree, Milwaukee Sign Language, Milwaukee German Immersion, Ninety-fifth Street, Parkview, Stuart, Thoreau, and Thurston Woods.

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

The featured school this month is Hampton School, with 198 students. Of those, 27.3% are students with disabilities, 91.9% are economically disadvantaged.

The mission of Hampton Elementary School is to work as a Professional Learning Community to increase student achievement and reduce the achievement gap by providing consistent and rigorous standards-based instruction for all students in a safe and engaging environment to prepare them for success in the future.

Hampton offers several programs to enhance student learning across a variety of student interests. These include:

- Milwaukee Art Museum – Junior Docent Program
- Zoo Ambassador Program
- Danceworks Mad Hot Ballroom and Tap
- Basketball Team
- Playworks
- Mindfulness Mentors

Hampton is proud of its family engagement efforts. The school holds monthly School Engagement Council meetings and has held workshops with Penfield Children's Center to expand knowledge and resources for parents. The school holds regular Family Fun Nights with a variety of family friendly activities and hosts a yearly family trip to the Milwaukee County Zoo. Hampton parents are well informed through open and frequent communication with families by classroom teachers and a monthly newsletter to families that provides a variety of information.

Hampton is particularly proud of its recognition in the area of equitable systems of support. They have won the Silver award from the RtI Center in Behavior, Read, and Math for the last three years!

Hampton also has a dedicated staff who are invested in the school. The school has enjoyed a low teacher turnover rate with some of its staff remaining at the school for 26 years. The majority of staff are veteran teachers with more than 10 years of experience, with the majority of their years at Hampton.

Hampton “Exceeds Expectations” in the last reporting year for the School Report Card. But they plan to work on increasing attendance, increasing enrollment, and decreasing the achievement gap for students with disabilities.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

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(Item 6) Report with Possible Action Regarding Black Lives Matter Week Campaign and Planning for the 2020-2021 School Year

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

Background

At its July 2020 meeting, the Board referred Resolution 2021R-010 by Director Miller to the Committee on Student Achievement and School Innovation. At its August 27, 2020, meeting, the Board took action to adopt Resolution 2021R-010 as attached.

Since the Board's action, the Administration has started implementing the resolution. The Office of School Administration assembled the 2020 Black Lives Matter (BLM) Week of Action and a Year of Purpose Advisory Committee in alignment with the resolution. The resolution items were identified, addressed with the BLM committee, and sub-groups were created that are focusing on the following areas: Curriculum & Professional Development; Week in Action; and Monthly BLM Projects. All sub-groups include student representation to ensure student voice is heard.

The committee and sub-groups continue to meet regularly, and the first phase of implementation for all schools has been identified. The Administration provided its first updates to the Board during the October and November Board cycles, and will continue to report its progress relative to implementing Resolution 2021R-010 monthly. Below are updates on three key areas of our planning:

Curriculum & Professional Development

- At the December Institutes, there will be a brief mention of upcoming materials and support to acknowledge Black Lives Matter At School Week of Action to take place February 1-5, 2021.
- At the December SST institute, there will be a brief overview of what is to come for January.

Week of Action

- Continuing to plan and finalize activities for February 2021.

Monthly School Projects

- December: International Day Of People With Disabilities.
- Activities will engage students through critical conversations about tolerance, overlooked history of black disabled people, and examples of what tolerance is, looks like, and can be.
- Prompt: Thinking about some of the black activists we've learned about, how does it look when we accept people and work together? What are you proud of that makes you different from others?
- Student submissions can be shared in the following formats: writing, essay, poetry, art, sketch, express, skits, video, group projects etc.
- Due date: December 18, 2020, utilizing Google forms to submit.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

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

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

In an effort to support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President’s activities during the month of December 2020 included the following:

Academic Achievement

Met or had conversations with individuals or groups on:

- Black Lives Matter at Schools
- ASC and MTEA Leadership

Effective and Efficient Operations

- Meet with the Superintendent and Board Clerk regularly for information sharing and to ensure that the Board operations continue during COVID-19
- Followed up with the City Attorney’s Office on a meeting with Board members
- Received Legislative updates from the Governor Tony Evers and state legislators

Student, Family, and Community Engagement

- Met (virtually) or held conversations with school and community groups:
- Took part in meetings of the Milwaukee Library Board as the Board’s Delegate
- Having previously assumed role as Chair of Milwaukee Library Board Innovation and Strategy Committee, began the work of the group

RESOLUTIONS

Resolution 2021R-017

By Director Báez

1. WHEREAS, Administrative Policy 3.09, Purchasing and Bidding Requirements, states “The authority to purchase goods and services resides with the Milwaukee Board of School Directors (“the Board”). All procurements must be in the name of the Milwaukee Board of School Directors...”; and

2. WHEREAS, Administrative Policy 3.09, Purchasing and Bidding Requirements, delegates authority to execute contracts binding to the Board to the Director of Facilities and Maintenance Services and the Director of Procurement & Risk Management for contracts under \$50,000, and to the Board's three executive officers and the President of the Board for contracts above \$50,000; and
3. WHEREAS, Administrative Policy 3.09, Purchasing and Bidding Requirements, states, "Any contract executed by an individual lacking the express delegated authority to bind the Milwaukee Board of School Directors is null and void and shall not bind MPS"; and
4. WHEREAS, No portion of Administrative Policy 3.09 explicitly extends the aforementioned delegation of authority beyond the purchasing of goods and services; and
5. WHEREAS, While Administrative Policy 3.09 indicates that a Memorandum of Understanding may be utilized for the provision of services at no-cost to the District, it does not outline execution authority for such an agreement; and
6. WHEREAS, An agreement between the district and another party that may not include the exchanging of funds, goods, or services may still obligate the district to specific deliverables, benchmarks, and requirements; and
7. WHEREAS, Wisconsin State Statute 119.10(1) defines the Milwaukee Board of School Directors as a continuing body, and 119.16(1m) states that "[t]he board shall have the possession, care, control and management of the schools, facilities, operations, property and affairs of the school district"; and
8. WHEREAS, Board Governance Policy 2.03, Board Powers and Duties, states, "The Board has the legal responsibility for the conduct of the public schools and is the only official agency in the community that has such"; and
9. WHEREAS, The Board as having the legal responsibility, is ultimately responsible for all agreements made between the district and another party; now, therefore, be it
10. RESOLVED, That all MPS agreements with federal, County, State and any other governmental bodies, including memorandums of understanding, resolution agreements, agreements that bind the Board or the district to any deliverables, benchmarks, or other requirements for more than one school year be brought to the Board for approval; and, be it
11. FURTHER RESOLVED, that the Board direct the Administration, in collaboration with the Office of Board Governance and the Office of Accountability and Efficiency, to bring any necessary policy revisions to the Board for its approval.

Referred to the Committee on Accountability, Finance and Personnel

Resolution 2021R-018

By Directors Báez

1. WHEREAS, Through Administrative Policy 7.36, Balanced Assessment System, the district has developed a system designed to match assessment types, purposes, and users in order to improve data-driven decision making throughout the district; and
2. WHEREAS, The testing system in MPS was designed to support instructional planning, school-improvement efforts, curriculum and program evaluation, resource planning, and accountability; and
3. WHEREAS, The testing system was also designed to support graduation- and promotion-related decisions for individual students and factors in accommodations for students with Individualized Education Plans as well as English language learners; and

4. WHEREAS, The district's testing system includes a balance of summative, benchmarks, and formative assessments; and
5. WHEREAS, The testing system also includes examinations commonly referred to as "standardized tests" that are required by either the state or federal governments and which have become the subject of debate on a national level; and
6. WHEREAS, The Board also recognizes, however, that there are growing concerns over the extent to which standardized testing undermines student confidence, pressures teachers to "teach to the test," fails to align to what is being taught in the classroom, and fails to provide a full picture of a student's strengths and weaknesses; and
7. WHEREAS, The Board is also concerned about other possible consequences of standardized testing, including: the loss of learning opportunities; the stress placed on our students; the triggering of behaviors that may interfere with learning; the interruption of schedules of our special education's students and students in our bilingual and ESL programs; the time spent on professional development for testing that could be put to other purposes; and, the potential for implicit bias in the testing process that would disproportionately affect all students of color; and
8. WHEREAS, The board is further concerned about how standardized and other testing is aligned with the multiple efforts by this district regarding equity, anti-racist and culturally and linguistically inclusive and sensitive curriculum and related staff professional development; and
9. WHEREAS, The time has come for a rigorous discussion on standardized testing and MPS' policies on all testing; now, therefore, be it
10. RESOLVED, That the Administration present a report to the Board on the subject of standardized testing; and, be it
11. FURTHER RESOLVED, That the report include the following information relative to standardized tests required by both the federal and state government:
 - a. A list of the companies or vendors with whom MPS contracts or partners with to provide standardized tests; the name, type of test, or testing service; the grade levels or other purposes served by these vendors; and the costs of the services provided;
 - b. Disaggregated by federal and state, the estimated annual costs to MPS of purchasing required standardized exams and related guides and materials currently in force for students in all MPS schools;
 - c. Information about the annual costs of implementing, monitoring and conducting professional development to others on all standardized testing at Central Office by Central Office administrators;
 - d. An estimate, disaggregated by the above categories, of the costs of staff time/hours and any additional school-based expenditures incurred in every school in order to implement standardized testing;
 - e. An estimate of the annual costs of contracts to vendors for analyzing scores and categorizing such tests, as well as the annual costs of any related analysis and professional development they may provide;
 - f. Assuming their analysis and services are for purposes of informing, based on student performance on these tests, the categorization or performance of schools, and the curriculum and instructional practices at MPS, please provide related annual estimated costs to Central Office and to individual schools;
 - g. The estimated annual costs associated with printing, duplication and dissemination of all testing and related activities, including materials for professional development related to testing;
 - h. Estimates of the amount of instructional time that is spent on student test preparation, test administration, and make-up testing for students who are absent for all types of testing including regularly computer based "formative" assessments;
 - i. Information on the impact of testing on the closure of school libraries/media centers or limitations on their hours because of testing taking place in such sites; and, be it

12. FURTHER RESOLVED, That the same information listed above should be provided relative to any other standardized or academic performance tests currently required by MPS; and, be it
13. FURTHER RESOLVED, That this report should be brought to the Board through the appropriate committee in the February 2021 Board cycle.

Referred to the Committee on Student Achievement and School Innovation

Resolution 2021R-019

By Director Phillips

1. WHEREAS, The Milwaukee Public Schools, in fulfilling its role *in loco parentis*, has a legal, professional, and moral obligation to safeguard and to promote the wellbeing of all children under its jurisdiction; and
2. WHEREAS, The Milwaukee Board of School Directors, as the governing body of the Milwaukee Public Schools, in recent years has demonstrated its determined commitment to fulfilling that obligation, most prominently through its investment in helping young boys through the creation of the Department of Black and Latino Male Achievement (BLMA); and
3. WHEREAS, One study has shown that, while boys and girls tend to feel equally confident until the age of 12, between the ages of 8 and 14, girls' confidence levels tend to plummet by 30 percent; and
4. WHEREAS, A report by the Alverno College Research Center for Women and Girls, in partnership with the Girl Scouts of Wisconsin Southeast, states that the number of girls in Wisconsin who experience anxiety, contemplate self-harm, and experience bullying has increased in the last decade; and
5. WHEREAS, Recent trends demonstrate that more girls than boys in Wisconsin have reported that they have contemplated suicide and have exhibited suicidal, as well as self-harming, behaviors; and
6. WHEREAS, another study revealed frequent social media use disproportionately affects teen girls' mental health more negatively than that of teen boys; and
7. WHEREAS, Girls and nonbinary children of color are more likely to be subjected to higher rates of violence and discipline and are more likely to be targets of human trafficking; now, therefore, be it
8. RESOLVED, That the Board direct the Administration to develop and present to the Board a catalogue of all existing or available programming that focuses on girls within MPS; and be it
9. FURTHER RESOLVED, That the MPS Office of Communications and School Performance, through its Research, Assessment and Data Team, be directed to work collaboratively with psychologists, social workers, and school counselors, as well as any appropriate community partners, to create an annual student survey of students in the fifth through twelfth grades enrolled in the Milwaukee Public Schools to measure the following as they relate to race, gender, and ability:
 - self-confidence and self-image;
 - indicators of self-harm and suicidal ideation;
 - rates of traditional and social media consumption;
 - attitudes/behaviors as it relates to relationships
 - violence against students; and
 - bullying; and be it
10. FURTHER RESOLVED, That this annual survey shall be used to track trends and improvements in these areas and to develop appropriate interventions to increase the wellbeing of girls and nonbinary children at MPS schools, to include, but not be limited to:
 - Increasing the levels of confidence in girls;

- providing education in critical thinking about media consumption, especially as it relates to promoting healthy self-image;
 - healthy relationships and prevention of violence; and
 - self-advocacy and leadership; and be it
11. FURTHER RESOLVED, That this survey shall be presented, through the Board's Committee on Parent and Community Engagement, each year for public hearing and comment; and be it
 12. FURTHER RESOLVED, That, throughout each year, the Administration shall bring to the Board, for its approval, recommendations for the development and improvement of such interventions as the annual survey shall indicate are necessary; and be it
 13. FURTHER RESOLVED, That the Administration shall seek appropriate resources — such as budgetary dollars, philanthropic funds, grants, and other sources of revenue — to fund such interventions and programs for girls in the district.

Referred to the Committee on Parent and Community Engagement

Resolution 2021R-020

By Directors Miller and Siemsen

1. WHEREAS, School districts across the state have made incredible efforts to continue to provide educational opportunity to students in the midst of the COVID-19 public health pandemic which, to date, has left millions ill and which has caused over 350,000 deaths to date; and
2. WHEREAS, Students, parents, teachers, administrators, have all taken on the challenge to protect the health and welfare of our communities as our understanding and knowledge about a highly contagious, airborne virus has evolved over the past ten months; and
3. WHEREAS, Since the onset of the pandemic, the nation's leading epidemiologists and doctors have consistently warned that multiple safety factors must be adhered to in order to diminish the spread of the disease and ensure the safety of those in public spaces; and
4. WHEREAS, School districts across the state have repeatedly asked for assistance and leadership from the federal and state levels in order to mitigate the spread of the disease; and
5. WHEREAS, The federal-level assistance available to support communities and schools has not met the moment and continues to be delayed; and
6. WHEREAS, The state-level response includes a proposal from leadership in the State Assembly that would subvert local control and retroactively impose punitive fiscal penalties upon school districts engaged in virtual education; and
7. WHEREAS, To put forth such a draconian policy proposal, so unlike any measure proposed elsewhere in the nation, in the middle of a pandemic, is counterintuitive and does not provide school districts with the assistance they need in order to keep providing educational opportunities to children during this pandemic; now, therefore, be it
8. RESOLVED, That the Milwaukee Board of School Directors join with its partners across the state to once again ask elected officials at all levels to lead at this time of immense need; and, be it
9. FURTHER RESOLVED, That the Milwaukee Board of School Directors calls on Congress to immediately pass legislation of sufficient size to protect and support the citizens of Wisconsin; to provide the tools and resources necessary to decrease the spread of COVID-19; to fund rapid testing and contact tracing; to fund sufficient levels of personal protection equipment for health care workers and for school district students and staffs; and, be it

- 10. FURTHER RESOLVED, The Milwaukee Board of School Directors calls on Congress to provide the resources necessary to support extraordinary costs already incurred as districts have moved to remote education; and, be it
- 11. FURTHER RESOLVED, That the Milwaukee Board of School Directors calls on all levels of government to provide the resources necessary to ensure that physical spaces within schools include smaller, socially distanced classrooms and are in all other ways safe; and, be it
- 12. FURTHER RESOLVED, That the Milwaukee Board of School Directors hereby joins with President-Elect Biden in the call for all citizens to fight the pandemic together by wearing masks, socially distancing, avoiding gatherings, and taking all of the steps that are urgently recommended by our doctors and health officials; and, be it
- 13. FURTHER RESOLVED, That the Milwaukee Board of School Directors is committed to working together with stakeholders, over the upcoming months, to create a state budget with a fiscal policy that continues to protect citizens and students and recognizes the unprecedented amount of time, intelligence, leadership and level of resources that the children and families of Wisconsin will need, both immediately and over the long-term, to emerge stronger from this moment.

Referred to the Committee on Legislation, Rules and Policies

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The Board adjourned at 8:38 P.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

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