

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 27, 2024**

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

Present — Directors Garcia, O'Halloran, Siemsen, Zombor, and President Herndon — 5.
Absent and Excused — Directors Gokalgandhi, Jackson, and Leonard – 3.

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

Robert Berndt, a retired school engineer from Victory

Michael Shokatz, a retired logistics coordinator from the Building Services team

John Thielmann, a substitute teacher

Sherrone Thornton, a student from Vincent High School

Cloria Wheeler, a retired parental involvement specialist from Congress School

Carlos Whiting, a system-wide teacher

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APPROVAL OF MINUTES

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

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

There were no reports or communications from the Acting Superintendent.

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

**(Item 1) Report with Possible Action on Legislative Matters Concerning Milwaukee
Public Schools**

Background

The importance of fair support for students with disabilities in public schools and the positive fiscal implications of a 90% reimbursement rate continues to be a point of emphasis. In a newsletter published in May, State Senator Chris Larson, provided a memo from the Legislative Fiscal Bureau, demonstrating the fiscal effect of a 90% reimbursement rate at the school district level.

On May 22, 2024, the Wisconsin Legislative Fiscal Bureau provided an update of the state's general fund. Then memo anticipates a positive balance of a little over \$3 billion at the end of the 2024-25 fiscal year and an additional \$2 billion in the state stabilization fund for a total of \$5 billion.

Additional information has been provided under separate cover.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

1.02 - Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

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(Item 2) Action on a Resolution and Participation Agreement with the Southeastern Wisconsin Schools Alliance (SWSA)

Background

The mission of the Southeastern Wisconsin Schools Alliance (SWSA), which comprises school districts in southeastern Wisconsin, is to support and to promote world-class schools through research, advocacy, public policy, and effective communication for the benefit of students and the economic vitality of the region. In striving to achieve this mission, the goal of the Alliance is to identify issues on which member districts can agree and for which they can advocate. Pursuant to Section 66.0301 of the Wisconsin Statutes, member school districts agree to enter into the agreement as attached to this item and as defined by the Southeastern Wisconsin Schools Alliance's resolution, which is also attached, to achieve this goal. It is of benefit to all of the Alliance's members to discuss and to refine their positions on issues, whether or not consensus on those issues is ultimately reached. A lack of consensus, however, should not prevent individual districts or groups of districts from advocating for issues on their own.

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

The Milwaukee Public Schools has been a member of the Alliance since 2002. Until 2014, MPS covered the cost of its membership through the provision of in-kind services through the Office of Governmental Relations Services. In 2014, however, due to the expanding efforts of the SWSA and the group's increased level of advocacy on behalf of K-12 education, MPS agreed to join the other member districts in providing a \$3,000 annual payment to the organization. In 2017-18, the payment was increased to \$3,200. The payment for 2024-25 remains at \$3,200.

Also attached for the Board's information is a packet containing the resolution and agreement to be adopted, along with a list of projected participating districts for the upcoming 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

1.01 - Vision and Mission

Fiscal Impact Statement

The Southeastern Wisconsin Schools Alliance's annual participation fee for 2024-25 is \$3,200.

Implementation and Assessment Plan

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

Committee's Recommendation

The Office of Board Governance recommends that the Board:

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

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

Ayes — Directors Garcia, O'Halloran, Siemsen, Zombor, and President Herndon — 5.
Noes — None — 0.

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(Item 3) Action on a Request to Retire to Closed Session to Confer with Legal Counsel Relative to Litigation in Which the Board is or is Likely to Become Involved

Background

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation of the Office of Board Governance

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

Consideration deferred to the end of the meeting.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

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

Accountability and Efficiency Services

Between May 18, 2024, and June 15, 2024, Accountability and Efficiency Services completed four constituent inquiries and two information requests. The OAE also satisfied two impartial hearing officer (IHO) requests.

During the reporting period, the OAE has focused most of its effort and attention to the Corrective Action Plan (CAP) under DPI. The CAP was approved by the Board on June 13, 2024 and the OAE is managing the project as set forth in the plan.

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

Contract Compliance Services (CCS)

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

CCS staff continue to serve on the certification committee for the North Central Minority Supplier Development Council (NCMSDC). This participation allows CCS to interact with small, diverse, minority firms and provide contracting opportunities available within the district.

CCS is excited to sponsor summer internships for several of our high school students.

Additionally, CCS has partnered with the Black and Latino Male Achievement (BLMA) department to sponsor nine students who will serve as ambassadors.

Thirty-five (35) interns underwent interviews across diverse industries within the fields of administrative services, architectural services, building service helpers, construction, environmental services, moving services, music, technology, and transportation services. To date, 27 interns have been hired.

CCS remains committed to fostering collaborations with departmental and internal sponsors, actively working toward establishing further internships and work-based learning opportunities for our high school students.

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

Audit Services

The Audit Services area under the OAE provides independent assurance that the District's risk management, governance, and internal control processes are operating effectively.

Updates in the Audit Services area for the current reporting period include:

Audit Completions and Activities

Two School Audits Issued

Retire Health and Life Insurance Benefits Audit Issued

One Special Investigative Report issued

One Special Review Issued

FY25 Risk Assessment and Analysis Completed

FY25 Annual Audit Plan Completed

Corrective Action Plan development and assistance provided to External Consultant Todd Gray

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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

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(Item 2) Action on a Request to Waive Board Rule 1.10 to Take Immediate Action on Proposed Changes to Board Rule 2.06, in Furtherance of the Corrective Action Plan

Background

On June 13, 2024, the Milwaukee Board of School Directors approved a Corrective Action Plan as set forth by the Department of Public Instruction. Included in the approved plan was a corrective action to modify Board policy to allow designated MPS staff to hire permanent staff without direct Board approval for purpose of implementing the Corrective Action Plan.

The proposed revision would add a third paragraph to section (4)(a)(1), to read:

c. For the purposes of implementing the Corrective Action Plan as set forth by Department of Public Instruction in a communication dated June 13, 2024, the Superintendent shall have the authority to employ, classify, transfer, and promote all employees directly related to the implementation thereof, without Board approval. This shall be limited to only those staff directly related to the implementation of the Corrective Action Plan. The Administration shall present to the Board a report of such hires at the next Regular Board meeting. This policy section shall expire on December 31, 2025.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

2.06 - Committee on Accountability, Finance and Personnel - Powers and Duties

Fiscal Impact Statement

The item does not authorize expenditures

Implementation and Assessment Plan

Upon Board approval, the Office of Board Governance will make and publish the necessary revisions. The Administration will implement the process of hiring under this provision of the Corrective Action Plan.

Recommendation

- The Office of Accountability and Efficiency recommends that the Board
1. waive Board Rule 1.10 to give immediate consideration to the item and
 2. approve the revised Board Rule 2.06 as set forth in the attachment.

Director O'Halloran moved to waive Board Rule 1.10 to consider the item. The motion passed, the vote being as follows:

Ayes — Directors Garcia, O'Halloran, Siemsen, Zombor, and President Herndon — 5.
Noes — None — 0.

Director Siemsen moved to approve the proposed revisions.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, O'Halloran, Siemsen, Zombor, and President Herndon — 5.

Noes — None — 0.

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REPORTS OF THE INDEPENDENT HEARING OFFICERS OF THE MILWAUKEE BOARD OF SCHOOL DIRECTORS

The Interim Board Clerk presented three expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Siemsen moved to accept the reports of the Independent Hearing Officers of approve the three reports of the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times:

June 6, 2024, @ 10:00 a.m., 11:00 a.m.

June 12, 2024, @ 9:00 a.m.

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

Ayes — Directors Garcia, O'Halloran, Siemsen, Zombor, and President Herndon — 5.

Noes — None -0..

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

From the Report of the Committee on Accountability, Finance, and Personnel:

Item 2, Action on Recommended Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term (LTE) Contracts Exceeding Sixty Days has been set aside, as it was forwarded to the Board without recommendation.

Item 8, Action on a Request to Waive Administrative Policy 3.09(9)(e) to Enter Blanket Purchase Orders for the Mathematics (K-8), Algebra I, Geometry, Algebra II/ Trigonometry, Pre-Calculus, AP Calculus, and AP Statistics Textbook Adoption, and the English as a Second Language Textbook Adoption, has been set aside at the request of the Administration.

From the Committee on Legislation, Rules and Policies:

Item 1, Action on a Request to Approve Revisions to Administrative Policy 7.38, Balanced Assessment Systems, has been set aside at the request of Director Garcia.

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

Ayes — Directors Garcia, O'Halloran, Siemsen, Zombor, and President Herndon —5.

Noes — None -0..

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

Classified Personnel Transactions

Name	Position and Salary	Date	Salary
NEW HIRES			
2 Ronald Armstrong	Building Service Helper I	04/29/2024	\$20.03/hr
2 Tekina James	Building Service Helper I	04/29/2024	\$23.47/hr
2 Robbin McDonald	Building Service Helper I	04/29/2024	\$18.32/hr
2 Ahnya Walton	Building Service Helper I	05/06/2024	\$17.17/hr
2 Geneva Bell	Children's Health Assistant	05/13/2024	\$23,813.81
2 Arestine Linwood	Children's Health Assistant	05/15/2024	\$27,117.89
2 Benita Washington	Children's Health Assistant	05/13/2024	\$25,797.16
2 LaShun Morris	Data Support Assistant	05/28/2024	\$61,132.05
2 Keshia Benjamin	Food Service Assistant	05/01/2024	\$18.20/hr
2 Lakeya Fizer	Food Service Assistant	05/01/2024	\$18.20/hr
4 Elizabeth Gonzalez	Food Service Assistant	05/01/2024	\$17.17/hr
2 Arania Jacobs	Food Service Assistant	05/02/2024	\$19.23/hr
4 Deerdrah Llaurador	Food Service Assistant	05/06/2024	\$18.72/hr
2 Percy McCord	Food Service Assistant	05/01/2024	\$17.69/hr
2 Karen McKinzie	Food Service Assistant	05/02/2024	\$17.17/hr
4 Brandon Mendez-Ramirez	Food Service Assistant	05/02/2024	\$17.17/hr
4 Paulina Miranda	Food Service Assistant	05/15/2024	\$18.20/hr
2 Shaquena Nelson	Food Service Assistant	05/06/2024	\$17.69/hr
4 Melidza Orta	Food Service Assistant	05/15/2024	\$19.23/hr
2 Shawntina Randle	Food Service Assistant	05/01/2024	\$17.17/hr
2 Dennis Green	IT Service Technician	05/20/2024	\$69,523.65
5 Joshua Boehm	Network Service Technician	05/20/2024	\$58,021.56
3 Sadia Akhtar	Paraprofessional	04/29/2024	\$24,211.00
4 Nancy Cruz Gonzalez	Paraprofessional	04/29/2024	\$23,435.00
2 Kinyetta Johnson	Paraprofessional	05/13/2024	\$21,339.00
2 Larry Norton	Paraprofessional	05/29/2024	\$24,999.00
5 Britney Plesnik	Paraprofessional	05/06/2024	\$24,211.00
4 Lillian Torres	Paraprofessional	05/06/2024	\$25,786.00
2 Tanya Tyson	School Secretary I – 11 Month	05/14/2024	\$36,037.00
2 DeSean Thomas	Sheet Metal Worker	04/29/2024	\$53.03/hr
PROMOTIONS			
2 Shadmeshabed Kinney	Boiler Attendant Trainee	05/27/2024	\$45,867.02
4 Jorge Roman	Duplicating Equipment Operator II	05/06/2024	\$49,226.51
2 Demetrous Elam	School Engineer I	04/29/2024	\$54,901.79
4 Jorge Mercado	School Engineer I	04/29/2024	\$53,608.20
2 Sheila Bentley	School Kitchen Manager Trainee	04/29/2024	\$23.24/hr

Name	Position and Salary	Date	Salary
4 Quinteris Harris	School Kitchen Manager Trainee	04/29/2024	\$17.57/hr
2 Elizabeth Melton	School Kitchen Manager Trainee	04/29/2024	\$23.24/hr

REHIRE

2 Trenatte Gates	Children’s Health Assistant	05/16/2024	\$27,117.89
4 Sonya Kelly	Children’s Health Assistant	05/17/2024	\$24,475.30
2 Crystal Larkin	Children’s Health Assistant	05/01/2024	\$23,813.81
2 Alicia Sherrod	Food Service Assistant	05/01/2024	\$17.17/hr
2 Tasha Davis	Paraprofessional	05/09/2024	\$23,435.00

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER

4,r	Diaz-Ruiz,Betty L	01/BA	\$80,571.00	4/29/2024
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Leaves of Absence

	Present Assignment	Effective From
Illness Leave April 2024: Meraliz Calderon	Out Of Assignment	April 26, 2024
Illness Leave May 2024: Laura Frombach	Hawley Environmental School	May 30, 2024
Personal Leave August 2024: Melissa Rhodes	Bryant School	August 27, 2024

Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Certified Resignations						
Personal	0.8	5	Gabrielle Abrams	Teacher	Siefert	06/14/2024
Personal	2.3	5	Alexandria Ahrens	Teacher	95th Street	06/13/2024
Personal	0.7	2	Iheanyi Amara	Teacher	Westside	06/14/2024
Personal	0.4	5	Brandon BeBow	Teacher	Acad	06/14/2024
Personal	3.3	5	Alison Berry	Teacher	Clarke St	06/14/2024
Personal	8.8	5	Vanessa Blaauw	Teacher	Meir	05/23/2024
Personal	8.8	5	Vanessa Blaauw	Teacher	Central Svcs	05/23/2024
Other Work	2.8	4	Alexis Carneiro	Teacher	Hawley	06/13/2024
Retire	23.8	5	Renee Clark	Teacher	Hawley	08/30/2024
Retire	38.7	2	Cheryl Colbert	Principal	Emerson	06/30/2024
Retire	16.1	5	Diane Collins	Teacher	Humboldt	06/28/2024
Retire	35.7	5	Mary Collins	Teacher	Park	06/14/2024
Retire	34.8	2	Katrice Cotton	Chief	81st Street	06/14/2024
Other Dist	3.8	7	Yazaret Cournia	Teacher	Central Svcs	06/28/2024
Personal	15.8	2	Dreanna Cummings	Teacher	Pratt	05/23/2024
Other Dist	2.8	5	Isabella DAgostino	Teacher	Thoreau	07/31/2024
Retire	14.8	5	Terri Doucette	SLP	81st Street	06/14/2024
Retire	24.8	5	Joylyn Duffy	Teacher	Hawley	06/13/2024
Personal	5.6	5	Dayna Duncan	Teacher	53rd Street	06/13/2024
Personal	7.7	5	Jimmy Easterling	Teacher Ldr	Siefert	07/01/2024
Retire	29.8	5	Todd Everson	Teacher	Central Svcs	05/29/2024
Personal	14.2	2	Charles Farrow	Teacher	MSOL	06/01/2024
					Congress	05/23/2024

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	9.9	5	Abigail Felten	Teacher	Central Svcs	05/29/2024
Other Dist	6.8	4	Ivelisse Fonseca	Teacher	Doerfler	06/13/2024
Other Work	1.1	2	Anthony Gates	Teacher	Holmes	07/01/2024
Personal	0.8	3	Rajshree Ghaywat	Teacher	Story	06/13/2024
Personal	2.8	5	Mackenzie Glazewski	Teacher	HS of the Arts	05/22/2024
Retire	41.0	5	Julia Grams	Teacher	Fairview	06/12/2024
Personal	5.3	5	Jennifer Guenther	Teacher	Riverwest	06/13/2024
Retire	33.8	5	Sara Hmielewski	AP	Wedgewood Park	05/29/2024
Retire	30.2	28.5	Marybeth Hoffmann	Teacher	Central Svcs	06/13/2024
Retire	34.8	5	Kathleen Holinka	Teacher	Garland	06/13/2024
Retire	21.7	5	Jacqueline Jansen	SSW	Central Svcs	06/19/2024
Personal	0.9	5	April Johnsen	Nurse	Central Svcs	05/29/2024
Retire	32.8	5	Amy Kallman	Coord III	Central Svcs	06/14/2024
Retire	33.8	5	Teresa Kettinger	Teacher	Burdick	06/13/2024
Personal	4.6	5	Laura Kilton	Innov Coach	Central Svcs	05/29/2024
Retire	35.8	5	Amy Kowalski	Director I	Central Svcs	06/30/2024
Retire	34.8	5	Heidi LaBute	Teacher	Mitchell	05/05/2024
Other Dist	4.8	5	Sara LaCrosse	Teacher	Emerson	06/13/2024
Retire	31.8	5	Dawn Lambrecht	Teacher	Lowell	06/30/2024
Personal	0.9	5	Lucas Leminholtm	Teacher	Audubon HS	05/23/2024
Other Dist	0.5	5	Catherine Lewis	Teacher	Central Svcs	05/23/2024
Personal	28.0	2	Tasha Little	Counselor	Rufus King HS	06/01/2024
Retire	36.7	5	Debra Manville	Teacher	Mitchell	06/13/2024
Retire	25.8	5	Dawn Marohnic	Teacher	MSL	06/28/2024
Retire	26.8	5	Keith May	Teacher	81st Street	06/14/2024
Other Dist	5.7	5	Dakota McGowan	Teacher	Riverside	06/15/2024
Other Dist	4.3	2	Nedra McLain	Counselor	Cooper	06/13/2024
Personal	1.9	5	Wyatt Meyer	Teacher	Meir	05/23/2024
Retire	33.8	5	Margaret Mikolajczak	Teacher	53rd Street	06/13/2024
Retire	40.0	5	Lora Mitchell	Teacher	Whittier	06/13/2024
Personal	3.8	5	Rebecca Moczulewski	Teacher	MACL	06/13/2024
Retire	25.8	5	Carol Muellenbach	Teacher	Garland	06/13/2024
Retire	29.7	5	Jane Neese	Teacher	Hampton	06/28/2024
Other Work	5.7	2	Hope Parker	Nurse	Central Svcs	05/29/2024
Retire	24.8	5	Mary Payson	Teacher	Hampton	06/30/2024
Retire	23.8	5	Mark Picard	Teacher	Hampton	06/13/2024
Retire	27.6	5	Sigurd Piwek	SST	German Imm	06/13/2024
Retire	31.4	5	Linda Porosky	SLP	Whitman	06/13/2024
Retire	26.8	4	Maria Ramirez Acevedo	Teacher	Kagel	06/13/2024
Retire	35.1	5	Sara Randow	Teacher	Burdick	06/17/2024
Retire	24.8	5	Cory Rightmyre	SLP	Forest Home	06/13/2024
Personal	1.9	1	Samantha Saldana	Psych	ALBA	05/29/2024
Retire	23.2	5	Robert Schallock	Teacher	Greenfield	06/14/2024
Personal	1.8	5	Brooke Schuler	Teacher	Grantosa	06/13/2024

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	4.8	5	Joeleen Schwarz	Teacher	Hopkins Lloyd	06/13/2024
Other Dist	0.3	5	Ariel Scott	Teacher	Fratney	06/13/2024
Other Dist	6.7	5	Eric Segó	Teacher	Pulaski	08/01/2024
Retire	22.8	4	Angeles Sitzes	Teacher	Riverside	05/24/2024
Personal	8.8	7	Sandra Smith	Teacher	Browning	06/16/2024
Retire	36.7	5	Kristina Snapp	Teacher	MacDowell	05/31/2024
Personal	2.8	4	Mayra Solis	Teacher	Bryant	06/13/2024
Retire	31.3	5	Kristine Sutter	Teacher	Mitchell	06/14/2024
Personal	9.8	5	Rachel Swale	SLP	Allen Field	06/14/2024
Retire	20.8	5	Elizabeth Tetzlaff	Teacher	HS of the Arts	05/23/2024
Retire	29.3	2	Beverly Thomas	Teacher	Metcalfe	05/23/2024
Personal	7.0	2	Caree Thomas	SSW	Central Svcs	05/29/2024
Personal	8.3	2	Rebecca Tillman	Teacher	Wedgewood Park	05/24/2024
Retire	10.6	5	Karen Utech	Spec Ed Sup	Central Svcs	06/18/2024
Personal	8.8	4	Beatriz Varela Palmeiro	Teacher	Meir	06/13/2024
Personal	2.8	5	Julia Wagner	Teacher	Pratt	06/30/2024
Retire	24.8	2	Tracey Watford	Teacher	Carson Acad	06/14/2024
Retire	35.3	5	Christine Welch	Teacher	Central Svcs	06/13/2024
Other Work	7.8	5	Brooke Wetor	Teacher	Browning	06/14/2024
Retire	16.8	5	Laura Yanasak	Teacher	French Imm	06/19/2024
Classified Resignations						
Retire	16.7	6	Andrea Armstrong	CHA	Hamilton	05/25/2024
Retire	23.3	5	Nancy Becker	Manager II	Central Svcs	07/05/2024
Retire	34.3	4	Lucia Bermudez	Para	Forest Home	06/14/2024
Retire	18.1	2	Carolyn Bovia	FSA	Franklin	06/12/2024
Personal	4.7	2	Nasif Bowie	Secretary	Central Svcs	05/11/2024
Retire	16.6	2	Debra Broughton	Para	Kilbourn	06/14/2024
Retire	37.7	2	Valerie Colbert	Engineer I	81st Street	06/07/2024
Retire	11.3	2	Alice Collins	Para	Bethune	06/13/2024
Retire	9.4	2	Bettie Dear	BSH I	Carson	03/03/2025
Retire	25.3	2	Angela Edwards	CHA	Fairview	06/13/2024
Personal	0.8	5	Jessica Enderby	Para	Central Svcs	04/25/2024
Retire	3.1	4	Jose Esteves	Technician	South Division	06/28/2024
Retire	16.0	2	F Roxanne Fair	Para	MHSA	05/24/2024
Retire	22.7	2	Cheryl Flowers	Para	Congress	05/24/2024
Retire	29.0	2	Adonis Ford	Para	Riverside	05/23/2024
Retire	24.7	5	Judy Gales	FSA	Cooper	06/13/2024
Retire	6.6	2	Alfreda Gilmore Ellis	Para	Congress	05/30/2024
Personal	18.2	4	Christina Green	Associate II	Central Svcs	04/29/2024
Other Work	0.7	5	Elaine Hawk	Para	Story	06/13/2024
Retire	12.8	2	Cynthia Hayman	CHA	Hamilton	05/25/2024
Personal	0.8	2	Raven Hendricks	FSA	Central Svcs	04/26/2024
Retire	18.6	2	Phyllis Howard	FSMT	Kluge	06/13/2024
Personal	5.1	2	Lillie Jackson	Para	LaFollette	05/03/2024
Other Work	4.9	2	Romell Jackson	BSH II	JMAC	05/17/2024

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	2.8	2	Zilpha Jackson	FSA	South Division	05/21/2024
Retire	25.2	2	Debra Johnson	CHA	French Imm	07/01/2024
Personal	0.7	2	Christjohn Jones	FSA	Engleburg	06/12/2024
Retire	24.8	2	Rosemary Jude	CHA	Riverside	05/25/2024
Retire	25.8	5	Debra Kaylor	Secretary	River Trail	06/07/2024
Retire	34.7	2	Barbara Kelly	Para	Holmes	06/14/2024
Retire	8.2	2	Carmen Kendrick	BSH I	Gaenslen	06/14/2024
Other Work	1.7	2	Sarafina Knox	HR Asst	Central Svcs	08/01/2024
Personal	0.5	2	Lydia Lee	Safety Asst	School Safety	05/03/2024
Personal	0.2	2	Sunceray Lee	BSH I	Central Svcs	03/13/2024
Retire	15.6	5	Angela Matthias	Para	Maryland Ave	08/23/2024
Personal	4.2	2	Courtney Mays	Engineer I	German Imm	04/26/2024
Retire	46.5	2	Sherell McKinney	Para	Engleburg	06/14/2024
Retire	28.8	5	Debra Migdal	Secretary	AAL	06/18/2024
Personal	0.1	2	Donna Moore	Exec Asst	Governance	05/13/2024
Retire	28.0	5	Carla Muszynski	Para	AAL	06/13/2024
Retire	20.5	5	Susan Norton Schalk	Para	Honey Creek	05/13/2024
Personal	4.6	4	Sierra Paniagua	Secretary	Morgandale	05/31/2024
Retire	21.4	5	LouAnn Parsons	Secretary	Garland	06/18/2024
Retire	23.0	5	Stoja Pavlica	BSH I	Hamilton	04/15/2024
Personal	1.3	2	Danette Phillips	Para	Maryland Ave	04/29/2024
Personal	10.6	2	Maria Rodriguez	CHA	Spanish Imm	04/28/2024
Retire	32.8	5	Linda Roeder	FSAIC	Clement Ave	06/14/2024
Retire	11.6	3	Barbara Sayavong	Para	Fernwood	06/13/2024
Retire	26.8	5	Theresa Sikora	FSA	Garland	06/13/2024
Personal	0.5	2	Carmon Smith	Supervisor II	Central Svcs	04/27/2024
Retire	23.6	5	Delores Sommers	Kit Mgr III	Maple Tree	06/05/2024
Personal	6.0	2	Lorna Stewart	CHA	Spanish Imm	04/26/2024
Retire	24.0	2	Timothy Stovall	Boiler Att	Hamilton	04/12/2024
Personal	0.7	2	Jane Stueber	Para	Zablocki	05/07/2024
Retire	34.4	2	Debra Taylor	Para	Fairview	06/13/2024
Retire	30.3	5	Diane Titschler	FS Mgr II	Zablocki	06/14/2024
Personal	0.1	2	Tamerra Torrence	FSA	Emerson	04/08/2024
Retire	30.7	2	Rita Wade	SKM II	Fratney	05/20/2024
Retire	28.9	5	Kristina Webber	BSH I	Pulaski	06/21/2024
Other Work	0.3	2	Levar Wells	BSH I	Vieau	05/17/2024
Personal	2.6	2	Takia Woulard	Safety Asst	School Safety	05/11/2024
Personal	0.2	4	Dyango Zerpa	Para	Clement	04/29/2024
Other District – 9 (Classified 0 – Certificated – 9)						
Other Work – 8 (Classified 4 – Certificated – 4)						
Personal – 49 (Classified 19 – Certificated – 30)						
Retirement – 81 (Classified 39 – Certificated – 42)						

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY24 budget.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

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

Recommended Appointments

(5)(nr)	Marc Gabrysiak	Manager II, School Tech Support	Schedule 03, Range 12A
		Office of Communications and School Performance	\$136,281
(5)(nr)	Eric Steimel	Accountant IV, Finance	Schedule 03, Range 06A
		Office of the Chief of Finance	\$95,000
(5)(r)	Anita Alfaro	Coordinator II Development and Donor Relations	Schedule 03, Range 07A
		Office of the Superintendent	\$90,000
(2)(r)	Janay Eichelberger	SPED Supervisor, Itinerant	Schedule 03, Range 09C
		Office of the Chief of Academics	\$87,060
(2)(r)	Trina Freeman	SPED Supervisor, Itinerant	Schedule 03, Range 09C
		Office of the Chief of Academics	\$87,060
(3)(nr)	Berin Abraham	Coordinator I-Cybersecurity, Itinerant	Schedule 03, Range 06A
		Office of Communications and School Performance	\$72,584
(4)(r)	Angel Daleccio	Analyst I- Financial Planning	Schedule 03, Range 05A
		Office of the Chief of Finance	\$72,356
(2)(r)	DeShaun McKinley	Associate II, Safety Supervisor	Schedule 03, Range 04A
		Office of the Chief of School Administration	\$67,823

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

(5)(nr)	Todd Gray	Financial Reporting Office of Accountability and Efficiency 05/31/24 to 07/01/24	\$80.00
(5)(r)	Nancy Becker	Knowledge Transfer for New Manager & Start of School Year Support Office of the Chief of Finance 07/06/24 to 01/06/25	\$40.00
(5)(r)	Erika Banks	College and Career Readiness Office of the Chief of Academics 02/19/24 to 06/30/24	\$40.00
(2)(r)	Barbara Henry	College and Career Readiness Office of the Chief of Academics 02/19/24 to 06/30/24	\$40.00
(5)(r)	Annie Kubes	Recreation Special Projects Office of the Chief of Finance 04/24/24 to 07/25/24	\$40.00
(2)(r)	Marie McClain	Mentor/Virtual Support Staff Office of the Chief of School Administration 05/09/24 to 06/09/24	\$40.00
(5)(nr)	Jay Navone	School Safety & Security Supervisor Office of the Chief of School Administration 08/01/24 to 01/31/25	\$40.00
(5)(r)	Stephen Sanders	Evening CS Board Meeting Support (2-3 evenings per month) Office of the Chief of Finance 09/01/24 to 02/28/25	\$40.00
(5)(r)	Andrew McAleese	College and Career Readiness Office of the Chief of Academics 02/19/24 to 06/30/24	\$38.00
(5)(r)	Jessica Willis	College and Career Readiness Office of the Chief of Academics 02/19/24 to 06/30/24	\$35.00
(5)(nr)	Tracy Maier	Teacher Residency Program (SpED) Office of the Chief of Human Resources 06/17/24 to 07/26/24	\$34.00
(5)(r)	Donovan Flisram	Teacher Residency Program (SpED) Office of the Chief of Human Resources 06/17/24 to 07/26/24	\$34.00
(2)(r)	Jasmine Porter	Teacher Residency Program (SpED) Office of the Chief of Human Resources 06/17/24 to 07/26/24	\$34.00
(4)(r)	Anabelle Fritz	Teacher Residency Program (SpED) Office of the Chief of Human Resources 06/17/24 to 07/26/24	\$34.00
(2)(r)	Brianna Kendrick	Teacher Residency Program (SpED) Office of the Chief of Human Resources 06/17/24 to 07/26/24	\$34.00
(5)(nr)	Sarah Lind	Teacher Residency Program (SpED) Office of the Chief of Human Resources 06/17/24 to 07/26/24	\$34.00
(2)(r)	Sequoyah Simmons	Teacher Residency Program (SpED) Office of the Chief of Human Resources 06/17/24 to 07/26/24	\$34.00

(4)(r)	Jazmin Benitez Del Angel	Teacher Residency Program (SpED) Office of the Chief of Human Resources 06/17/24 to 07/26/24	\$34.00
(5)(nr)	Dawn Kirschner	Teacher Residency Program (SpED) Office of the Chief of Human Resources 06/17/24 to 07/26/24	\$34.00
(5)(r)	Todd Siefert	Summer/Fall Warehouse Support Office of the Chief of Finance 06/01/24 to 08/30/24	\$30.00
(2)(nr)	Heather Harper	College and Career Readiness Office of the Chief of Academics 02/19/24 to 06/30/24	\$30.00
(2)(r)	Tiffany Hill	College and Career Readiness Office of the Chief of Academics 02/19/24 to 06/30/24	\$30.00
(2)(r)	Deyonto Southern	Summer Food Delivery Office of the Chief of Finance 06/13/24 to 08/31/24	\$26.64
(5)(r)	Kris Bertram	Scanning/Filing Office of the Chief of Human Resources 04/16/24 to 10/16/24	\$26.00
(5)(nr)	Paula Kais	Scanning/Filing Office of the Chief of Human Resources 04/16/24 to 10/16/24	\$22.00
(2)(r)	Teshona Marion	College and Career Readiness Office of the Chief of Academics 02/19/24 to 06/30/24	\$22.00

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY24 budget.

Committee's Recommendation

Your Committee has forwarded this item to the Board without a recommendation.

Director Siemsen moved to approve the revised recommendation. The motion passed, the vote being as follows:

Ayes — Directors Garcia, O'Halloran, Siemsen, Zombor, and President Herndon — 5.
Noes — None — 0.

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(Item 3) Action on Negotiated Collective Bargaining Agreements with PAMPS (Psychologists' Association in the Milwaukee Public Schools) and MTEA (Milwaukee Teachers' Education Association) - Teachers, Educational Assistants, and Bookkeepers/Accountants

Background

As required by state law, the Milwaukee Board of School Directors (MBSD) has engaged in negotiations with its certified collective bargaining units on the subject of base wages. Negotiations have been completed between the MBSD and the following bargaining units:

PAMPS (Psychologists' Association in the Milwaukee Public Schools)
MTEA –Bookkeepers/Accountants (Milwaukee Teachers' Education Association)
MTEA –Educational Assistants (Milwaukee Teachers' Education Association)
MTEA –Teachers (Milwaukee Teachers' Education Association)

Each agreement has a term of one year (July 1, 2024 through June 30, 2025) and provides for a base-wage increase of 4.12%. The 4.12% base-wage increase will be implemented July 1, 2024.

The agreements are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

The funding for the base wage increases will be incorporated into the FY25 budget.

Implementation and Assessment Plan

Upon approval of the Board, the base-wage increases will be implemented July 1, 2024.

Committee's Recommendation

Your Committee recommends that the Board approve the collective bargaining agreements as attached.

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

* * * * *

(Item 4) Action on Approval of the 2024-2025 Salary Schedules

Background

On June 13, 2024, the Board approved salary increases across the board effective July 1, 2024. The salary schedules for 2024-2025 are as follows:

Administrators & Supervisor Salary Schedule

This group includes positions ranging from administrative assistants through cabinet level and can be either classified or certificated. Salaries range from 200 to 260 days as indicated by Grade: = 260; C & D = 200; T = 220.

Grade	Job Titles	Min	Mid	Max
00A	Assistant	\$ 43,568.60	\$ 48,975.29	\$ 54,382.88
01A	Assistant I	\$ 54,089.38	\$ 63,261.23	\$ 72,434.41
02A	Assistant II, Paralegal	\$ 56,117.97	\$ 66,980.47	\$ 77,842.11
02C	Assistant II	\$ 48,563.61	\$ 57,930.20	\$ 67,298.84
03A	Assistant III, Associate I, Technician I, Accountant I	\$ 58,299.50	\$ 70,992.87	\$ 83,687.24
04A	Associate II, Technician II, Accountant II, Performance Auditor I	\$ 62,689.53	\$ 76,361.57	\$ 90,032.77
05A	Associate III, Analyst I, Accountant III	\$ 67,340.44	\$ 82,115.27	\$ 96,891.07
05D	Associate III, Analyst I, Accountant III	\$ 55,317.33	\$ 71,580.36	\$ 87,844.24
06A	Coordinator I, Analyst II, Accountant IV, Performance Auditor II	\$ 75,574.00	\$ 92,212.20	\$ 108,850.09
06C	Coordinator I, Analyst II, Accountant IV, Performance Auditor II	\$ 65,251.13	\$ 79,553.36	\$ 93,854.60
07A	Coordinator II, Analyst III	\$ 79,171.27	\$ 96,624.89	\$ 114,078.99
07C	Coordinator II, Analyst III	\$ 68,330.00	\$ 83,330.29	\$ 98,332.05
08A	Coordinator III, Specialist I	\$ 82,961.94	\$ 101,276.59	\$ 119,591.27
08C	Coordinator III, Specialist I	\$ 71,594.41	\$ 87,326.20	\$ 103,059.10
09A	Supervisor I, Specialist II	\$ 87,000.01	\$ 106,177.89	\$ 125,355.44
09C	Supervisor I, Specialist II	\$ 74,990.39	\$ 91,492.84	\$ 107,996.89
10A	Supervisor II, Specialist III	\$ 91,102.17	\$ 111,253.43	\$ 131,404.10
10C	AP I - Elem, Supervisor II, Specialist III	\$ 78,556.17	\$ 95,863.15	\$ 113,170.16
11A	Manager I, Specialist IV	\$ 95,470.83	\$ 116,612.72	\$ 137,754.13
11C	AP II - MS, Manager I, Specialist IV	\$ 82,299.61	\$ 100,455.98	\$ 118,610.68
12A	Manager II	\$ 100,065.53	\$ 122,245.15	\$ 144,426.89
12C	Manager II, AP III - HS	\$ 86,198.24	\$ 105,239.54	\$ 124,281.96
13A	Manager III	\$ 104,881.74	\$ 128,155.43	\$ 151,429.13
13T	Principal I - K-6, Principal I - K-8	\$ 99,355.97	\$ 121,364.49	\$ 143,371.47
14A	Director I, Principal I - 9-12, Principal I - K-12	\$ 109,947.60	\$ 134,364.76	\$ 158,783.33
14T	Principal I - 6-8, Principal II - K-8	\$ 103,404.15	\$ 126,849.75	\$ 150,294.27
15A	Director II, Comptroller, Principal II - 9-12, Principal II - K-12	\$ 115,255.22	\$ 140,879.02	\$ 166,501.87
16A	Sr. Director, Regional Superintendent	\$ 120,837.22	\$ 147,722.94	\$ 174,607.67
18A	Chief	\$ 170,555.68	\$ 187,306.54	\$ 204,057.84

Teacher Unit

Steps	Bachelor's 191 days	Master's 191 days	Physical Therapist 191 days	Occupational Therapist 191 days	Speech Language Pathologist 191 days	Nurses 200days	School Social Workers 200 days	Traveling Music Teacher 191 days
99	\$52,827.70	\$56,467.69	\$60,793.63	\$56,631.87	\$59,457.73	\$60,669.93	\$66,312.65	\$26.53
1	\$54,768.58	\$58,591.86	\$62,917.80	\$58,753.79	\$61,579.65	\$62,794.11	\$68,435.70	\$27.63
2	\$56,710.58	\$60,714.91	\$65,040.85	\$60,877.96	\$63,703.82	\$64,916.03	\$70,559.88	\$28.74
3	\$58,651.46	\$62,839.09	\$67,163.90	\$63,002.14	\$65,826.87	\$67,040.20	\$72,681.80	\$29.84
4	\$60,593.47	\$64,961.01	\$69,288.07	\$65,125.19	\$67,951.04	\$69,163.25	\$74,805.97	\$30.95
5	\$62,534.35	\$67,085.18	\$71,411.12	\$67,249.36	\$70,072.97	\$71,287.42	\$76,929.02	\$32.05
6	\$64,476.35	\$69,209.36	\$73,535.29	\$69,371.28	\$72,197.14	\$73,411.60	\$79,053.19	\$33.15
7	\$66,417.23	\$71,332.40	\$75,658.34	\$71,495.46	\$74,321.31	\$75,533.52	\$81,177.37	\$34.26
8	\$68,359.24	\$73,455.45	\$77,781.39	\$73,619.63	\$76,444.36	\$77,657.69	\$83,299.29	\$35.36
9	\$70,300.12	\$75,578.50	\$79,905.56	\$75,742.68	\$78,567.41	\$79,780.74	\$85,423.46	\$36.47
10	\$72,242.12	\$77,702.67	\$82,028.61	\$77,865.73	\$80,690.46	\$81,904.92	\$87,546.51	\$37.57
11	\$74,183.00	\$79,826.85	\$84,151.66	\$79,988.77	\$82,814.63	\$84,027.96	\$89,670.68	\$38.68
12	\$76,125.01	\$81,948.77	\$86,275.83	\$82,112.95	\$84,938.81	\$86,151.01	\$91,793.73	\$39.78
13	\$78,065.89	\$84,072.94	\$88,398.88	\$84,237.12	\$87,061.85	\$88,275.18	\$93,916.78	\$40.88
14	\$80,007.89	\$86,195.99	\$90,523.05	\$86,359.04	\$89,184.90	\$90,398.23	\$96,040.95	\$41.99

Steps	Bachelor's 191 days	Master's 191 days	Physical Therapist 191 days	Occupational Therapist 191 days	Speech Language Pathologist 191 days	Nurses 200days	School Social Workers 200 days	Traveling Music Teacher 191 days
15	\$81,948.77	\$88,320.16	\$92,644.98	\$88,483.22	\$91,307.95	\$92,521.28	\$98,164.00	\$43.09
16	\$83,890.71	\$90,444.34	\$94,769.15	\$90,606.27	\$93,432.12	\$94,645.45	\$100,288.18	\$44.20
17	\$85,831.59	\$92,566.26	\$96,892.20	\$92,730.44	\$95,556.30	\$96,768.50	\$102,411.22	\$-
18	\$-	\$94,690.43	\$99,016.37	\$94,853.49	\$97,678.22	\$98,892.68	\$104,534.27	\$-
19	\$-	\$96,813.48	\$101,140.54	\$96,976.54	\$99,802.39	\$101,015.72	\$106,658.45	\$-
20	\$-	\$98,937.66	\$103,262.47	\$99,100.71	\$101,925.44	\$103,138.77	\$108,781.49	\$-

Steps	Bachelor's 1C 191 days	Bachelor's 1D 200 days	Bachelor's 1E 260 days	Bachelor's 1G 191 days	Bachelor's 2F 200 days
99	\$58,242.19	\$60,987.04	\$64,975.63	\$55,469.14	\$55,317.33
1	\$60,382.61	\$63,228.16	\$67,362.93	\$57,507.85	\$57,349.30
2	\$62,523.03	\$65,469.28	\$69,750.24	\$59,546.56	\$59,383.51
3	\$64,663.45	\$67,710.40	\$72,138.67	\$61,584.15	\$61,416.60
4	\$66,803.86	\$69,951.52	\$74,527.10	\$63,623.98	\$63,448.56
5	\$68,945.46	\$72,193.77	\$76,914.40	\$65,661.57	\$65,481.65
6	\$71,085.88	\$74,436.01	\$79,302.83	\$67,700.28	\$67,514.74
7	\$73,226.29	\$76,677.13	\$81,690.14	\$69,738.99	\$69,546.70
8	\$75,366.71	\$78,918.25	\$84,077.44	\$71,776.58	\$71,580.92
9	\$77,507.13	\$81,159.37	\$86,467.00	\$73,816.42	\$73,614.01
10	\$79,647.55	\$83,400.49	\$88,854.30	\$75,854.00	\$75,645.97
11	\$81,787.96	\$85,641.62	\$91,241.61	\$77,893.84	\$77,679.06
12	\$83,928.38	\$87,882.74	\$93,630.03	\$79,931.42	\$79,712.15
13	\$86,068.80	\$90,123.86	\$96,017.34	\$81,970.14	\$81,745.24
14	\$88,209.22	\$92,366.10	\$98,404.64	\$84,008.85	\$83,777.20
15	\$90,349.63	\$94,607.22	\$100,794.20	\$86,046.43	\$85,811.41
16	\$92,490.05	\$96,848.34	\$103,181.50	\$88,085.15	\$87,844.50
17	\$94,630.47	\$99,089.46	\$105,568.81	\$90,123.86	\$89,877.59
18	\$-	\$-	\$-	\$-	\$-
19	\$-	\$-	\$-	\$-	\$-
20	\$-	\$-	\$-	\$-	\$-

Steps	Master's 1C 191 days	Master's 1D 200 days	Master's 1E 260 days	Master's 1G 191 days	Master's 2F 200 days
99	\$62,255.77	\$65,189.28	\$69,453.37	\$59,291.30	\$59,128.25
1	\$64,597.51	\$67,641.81	\$72,064.45	\$61,521.18	\$61,352.50
2	\$66,938.08	\$70,092.08	\$74,675.53	\$63,751.05	\$63,575.63
3	\$69,279.83	\$72,544.61	\$77,287.73	\$65,979.80	\$65,799.88
4	\$71,620.39	\$74,994.89	\$79,899.94	\$68,209.68	\$68,021.89
5	\$73,960.96	\$77,446.29	\$82,511.02	\$70,439.55	\$70,246.14
6	\$76,302.70	\$79,897.69	\$85,123.22	\$72,669.43	\$72,470.39
7	\$78,643.27	\$82,349.09	\$87,734.30	\$74,899.31	\$74,693.52
8	\$80,985.01	\$84,801.62	\$90,346.51	\$77,128.06	\$76,917.78
9	\$83,325.58	\$87,251.89	\$92,958.71	\$79,357.93	\$79,139.78
10	\$85,667.32	\$89,704.42	\$95,569.79	\$81,587.81	\$81,364.03
11	\$88,007.89	\$92,154.70	\$98,180.87	\$83,817.68	\$83,587.16
12	\$90,349.63	\$94,607.22	\$100,794.20	\$86,046.43	\$85,811.41
13	\$92,690.20	\$97,057.50	\$103,405.28	\$88,276.31	\$88,034.54
14	\$95,031.94	\$99,510.02	\$106,016.36	\$90,506.19	\$90,257.67
15	\$97,372.51	\$101,960.30	\$108,629.69	\$92,736.06	\$92,481.92
16	\$99,714.25	\$104,412.83	\$111,240.77	\$94,964.81	\$94,705.05

Steps	Master's IC 191 days	Master's ID 200 days	Master's IE 260 days	Master's IG 191 days	Master's 2F 200 days
17	\$102,054.82	\$106,864.23	\$113,851.85	\$97,194.69	\$96,928.18
18	\$104,395.39	\$109,314.51	\$116,464.05	\$99,424.56	\$99,151.31
19	\$106,737.13	\$111,767.03	\$119,076.25	\$101,654.44	\$101,375.56
20	\$109,077.70	\$114,217.31	\$121,687.33	\$103,884.31	\$103,599.82

IC includes:	ID includes:	IE includes:	IG includes:	2F includes:
Emp Tr Specialist	District Mentor Teacher Mentor Innov/Library Coach PBIS Coach Literacy/Math Leader Science Teaching Spec Teacher Leader Climate Justice Coach Restorative Prac Teach Library Inst Coach	12 mo Teacher	O&M Teacher	Library Media Spec Teacher Trauma Coach

*Substitute Teachers are paid \$28.11/hr

**Long term Substitute Teacher pay adjustment will be an additional \$3.64 per hour, starting the 20th day in the same assignment

***Part Time Teachers \$35.00-\$45.00/hr depending on experience

****Part Time Nurses \$32.00-\$55.00/hr depending on experience

Permit/Intern Teachers – 191 Days

Steps	Salary
98	\$ 51,888.74
99	\$ 52,827.70
1*	\$ 54,768.58

New Resident Teachers start at step 98.

New Permit/Intern Teachers start at step 99.

*Upon approved DPI licensure, those at step 99 with one full year of completed service will move to step 1.

Psychologist

Steps	99	1	2	3	4	5	6	7
Salary	\$68,102.85	\$70,934.33	\$73,765.81	\$76,596.17	\$79,428.77	\$82,259.13	\$85,089.49	\$87,922.09
Steps	8	9	10	11	12	13	14	15
Salary	\$90,752.45	\$93,583.93	\$96,415.41	\$99,246.89	\$102,077.25	\$104,909.85	\$107,740.21	\$110,570.57

*Psychometric Assistant - \$38.23/hr

Engineers 260 Days

Steps	Boiler Attendant Trainee	Boiler Attendant	School Engineer I	School Engineer II	School Engineer III	School Engineer III+	School Engineer IV
99	\$43,681.94	\$49,749.99	\$55,816.86	\$61,883.73	\$67,950.60	\$72,803.63	\$78,870.50
1	\$45,040.60	\$51,073.33	\$57,163.74	\$63,316.56	\$69,540.02	\$74,327.11	\$80,227.98
2	\$46,399.26	\$52,397.84	\$58,511.81	\$64,750.57	\$71,128.26	\$75,849.42	\$81,584.28
3	\$47,756.74	\$53,722.36	\$59,858.69	\$66,184.58	\$72,717.68	\$77,372.91	\$82,940.59
4	\$49,115.40	\$55,045.70	\$61,205.58	\$67,617.41	\$74,307.10	\$78,896.40	\$84,296.89

Steps	Boiler Attendant Trainee	Boiler Attendant	School Engineer I	School Engineer II	School Engineer III	School Engineer III+	School Engineer IV
5	\$50,474.06	\$56,370.21	\$62,553.64	\$69,051.42	\$75,896.52	\$80,418.71	\$85,653.19
6	\$51,831.54	\$57,694.73	\$63,900.53	\$70,485.43	\$77,484.76	\$81,942.20	\$87,009.50
7	\$53,190.20	\$59,019.24	\$65,248.59	\$71,918.26	\$79,074.18	\$83,464.51	\$88,365.80
8	\$54,548.86	\$60,342.58	\$66,595.47	\$73,352.27	\$80,663.60	\$84,987.99	\$89,722.11
9	\$55,906.34	\$61,667.10	\$67,943.54	\$74,786.28	\$82,253.02	\$86,510.30	\$91,079.59
10	\$57,265.00	\$62,991.61	\$69,290.42	\$76,219.11	\$83,841.26	\$88,033.79	\$92,435.89
11	\$58,623.65	\$64,316.13	\$70,637.31	\$77,651.94	\$85,429.50	\$89,557.28	\$93,792.20

Building Service Helper (BSH) I and II 260 Days

Step	BSH I Hrly Grade FLT E9	BSH I Annual	BSH II Hrly	BSH II Annual Grade FLT E1
99	\$ 17.88	\$ 37,189.33	\$ 20.14	\$ 41,890.62
1	\$ 18.48	\$ 38,428.98	\$ 20.76	\$ 43,177.05
2	\$ 19.07	\$ 39,668.62	\$ 21.38	\$ 44,463.47
3	\$ 19.67	\$ 40,908.26	\$ 22.01	\$ 45,773.28
4	\$ 20.26	\$ 42,147.91	\$ 22.62	\$ 47,059.71
5	\$ 20.86	\$ 43,387.55	\$ 23.24	\$ 48,346.13
6	\$ 21.46	\$ 44,627.20	\$ 23.86	\$ 49,632.55
7	\$ 22.05	\$ 45,866.84	\$ 24.48	\$ 50,918.98
8	\$ 22.65	\$ 47,106.49	\$ 25.10	\$ 52,205.40
9	\$ 23.24	\$ 48,346.13	\$ 25.72	\$ 53,491.82
10	\$ 23.84	\$ 49,585.78	\$ 26.34	\$ 54,778.25
11	\$ 24.44	\$ 50,825.42	\$ 26.95	\$ 56,064.67

BSH I-Hourly
BSH II-Salaried

1616 Support Staff

Steps	IT Technician I 260 days	IT Technician II 260 days	Social Work Aide II 187 days	Truck Driver/ Inventory/ Supply Clerk 260 days	Grounds-keeper 260 days	
99	\$ 60,412	\$ 61,921	\$ 20,479	\$ 56,350.20	\$ 54,472.33	
1	\$ 61,609	\$ 63,149	\$ 21,075	\$ 57,468.68	\$ 55,554.31	
2	\$ 62,807	\$ 64,377	\$ 21,671	\$ 58,587.16	\$ 56,635.12	
3	\$ 64,005	\$ 65,604	\$ 22,267	\$ 59,704.46	\$ 57,717.10	
4	\$ 65,203	\$ 66,832	\$ 22,863	\$ 60,822.94	\$ 58,799.08	
5	\$ 66,400	\$ 68,059	\$ 23,460	\$ 61,941.42	\$ 59,879.88	

6	\$ 67,597	\$ 69,287	\$ 24,056	\$ 63,059.90	\$ 60,961.87	
7	\$ 68,795	\$ 70,514	\$ 24,651	\$ 64,178.38	\$ 62,043.85	
8	\$ 69,992	\$ 71,742	\$ 25,248	\$ 65,295.68	\$ 63,124.65	
9	\$ 71,189	\$ 72,968	\$ 25,844	\$ 66,414.16	\$ 64,206.64	
10	\$ 72,388	\$ 74,196	\$ 26,440	\$ 67,532.64	\$ 65,288.62	
11	\$ 73,587	\$ 75,424	\$ 27,035	\$ 68,651.12	\$ 66,370.60	
Steps	Instrument Spec / Small Engine Mechanic 260 days	Instrument Specialist 10M 187 days	Information Specialist 260 days	Kitchen Driver 260 days		
99	\$ 49,233.13	\$ 37,618.89	\$ 45,163.04	\$ 27.74		
1	\$ 50,218.57	\$ 38,371.18	\$ 46,653.56	\$ 28.26		
2	\$ 51,202.83	\$ 39,123.46	\$ 48,144.09	\$ 28.76		
3	\$ 52,188.27	\$ 39,876.88	\$ 49,634.61	\$ 29.27		
4	\$ 53,172.54	\$ 40,628.04	\$ 51,125.13	\$ 29.79		
5	\$ 54,156.80	\$ 41,380.33	\$ 52,615.65	\$ 30.29		
6	\$ 55,142.24	\$ 42,133.74	\$ 54,106.17	\$ 30.81		
7	\$ 56,126.50	\$ 42,886.03	\$ 55,596.69	\$ 31.32		
8	\$ 57,110.76	\$ 43,637.19	\$ 57,087.22	\$ 31.83		
9	\$ 58,096.20	\$ 44,390.60	\$ 58,576.56	\$ 32.34		
10	\$ 59,080.47	\$ 45,142.89	\$ 60,067.08	\$ 32.85		
11	\$ 60,064.73	\$ 45,895.18	\$ 61,557.60	\$ 33.36		
Steps	Nutrition Tech 260 days	Nutrition Tech 187 days	LAB 260 days	Engine Mechanic 260 days	Auto Mechanic 260 days	Auto Mechanic Foreman 260 days
99	\$ 36,254	\$ 28,783	\$ 19.95	\$ 51,160.45	\$ 57,831.30	\$ 63,614.43
1	\$ 37,189	\$ 29,572	\$ 20.35	\$ 52,686.29	\$ 59,553.76	\$ 65,508.78
2	\$ 38,125	\$ 30,360	\$ 20.75	\$ 54,213.31	\$ 61,277.40	\$ 67,405.49
3	\$ 39,060	\$ 31,150	\$ 21.15	\$ 55,739.15	\$ 63,001.03	\$ 69,299.84
4	\$ 39,996	\$ 31,938	\$ 21.55	\$ 57,266.17	\$ 64,723.49	\$ 71,195.37
5	\$ 40,932	\$ 32,727	\$ 21.94	\$ 58,793.19	\$ 66,447.13	\$ 73,090.90
6	\$ 41,867	\$ 33,516	\$ 22.34	\$ 60,319.03	\$ 68,169.59	\$ 74,986.43
7	\$ 42,803	\$ 34,305	\$ 22.74	\$ 61,846.05	\$ 69,893.22	\$ 76,881.96
8	\$ 43,738	\$ 35,093	\$ 23.14	\$ 63,371.90	\$ 71,615.68	\$ 78,777.49
9	\$ 44,674	\$ 35,883	\$ 23.54	\$ 64,898.92	\$ 73,339.32	\$ 80,673.02
10	\$ 45,610	\$ 36,671	\$ 23.94	\$ 66,424.76	\$ 75,062.96	\$ 82,568.54
11	\$ 46,545	\$ 37,459	\$ 24.34	\$ 67,950.60	\$ 76,786.59	\$ 84,464.07

Clerical Staff (non ASC)

Step	22C Hrly	A3B 10 Month Annual 200 days	A3E 11 Month Annual 220 days	A3A Hrly	A3A Annual 260 days	A4E Hrly	A4E Annual 260 days
99	\$ 18.50	\$ 29,606.75	\$ 32,567.78	\$ 17.88	\$ 37,185.34	\$ 19.81	\$ 41,215.40
1	\$ 19.21	\$ 30,733.47	\$ 33,806.35	\$ 18.59	\$ 38,662.87	\$ 20.62	\$ 42,888.41
2	\$ 19.91	\$ 31,859.02	\$ 35,044.92	\$ 19.30	\$ 40,136.41	\$ 21.42	\$ 44,561.42
3	\$ 20.62	\$ 32,984.56	\$ 36,283.49	\$ 20.00	\$ 41,609.95	\$ 22.23	\$ 46,234.43
4	\$ 21.32	\$ 34,111.28	\$ 37,522.06	\$ 20.71	\$ 43,083.49	\$ 23.03	\$ 47,908.62
5	\$ 22.02	\$ 35,236.83	\$ 38,760.63	\$ 21.42	\$ 44,557.03	\$ 23.84	\$ 49,581.63
6	\$ 22.73	\$ 36,363.55	\$ 39,999.20	\$ 22.13	\$ 46,030.57	\$ 24.64	\$ 51,254.64
7	\$ 23.43	\$ 37,489.09	\$ 41,237.77	\$ 22.84	\$ 47,504.11	\$ 25.45	\$ 52,927.65
8	\$ 24.13	\$ 38,615.81	\$ 42,476.34	\$ 23.55	\$ 48,977.65	\$ 26.25	\$ 54,601.84
9	\$ 24.84	\$ 39,741.36	\$ 43,714.91	\$ 24.26	\$ 50,451.19	\$ 27.06	\$ 56,274.85
10	\$ 25.54	\$ 40,866.90	\$ 44,954.65	\$ 24.96	\$ 51,924.73	\$ 27.86	\$ 57,947.86
11	\$ 26.25	\$ 42,000.83	\$ 46,200.91	\$ 25.67	\$ 53,398.27	\$ 28.67	\$ 59,632.18
This group includes: Sch Secretary (Hourly)-10 MO Sch Secretary I - 10 MO Sch Secretary I - 11 MO				This group includes: Sch Secretary I - 12 MO Dupl Equip Operator I Telephone Operator		This group includes: Secretary II Dupl Equip Operator II Contracts Clerk	

Step	AF3 Hrly	AF3 Annual 260 days	AF5 Hrly	AF5 Annual 260 days	AF7 Hrly	AF7 Annual 260 days
99	\$ 19.12	\$ 39,776.68	\$ 22.10	\$ 45,960.11	\$ 26.73	\$ 55,601.40
1	\$ 19.79	\$ 41,169.48	\$ 22.87	\$ 47,567.19	\$ 27.44	\$ 57,077.80
2	\$ 20.46	\$ 42,562.28	\$ 23.64	\$ 49,175.44	\$ 28.15	\$ 58,554.19
3	\$ 21.13	\$ 43,956.26	\$ 24.41	\$ 50,782.52	\$ 28.86	\$ 60,030.58
4	\$ 21.80	\$ 45,349.06	\$ 25.19	\$ 52,390.78	\$ 29.57	\$ 61,506.98
5	\$ 22.47	\$ 46,741.87	\$ 25.96	\$ 53,997.86	\$ 30.28	\$ 62,983.37
6	\$ 23.14	\$ 48,135.84	\$ 26.73	\$ 55,606.11	\$ 30.99	\$ 64,459.77
7	\$ 23.81	\$ 49,528.65	\$ 27.51	\$ 57,213.19	\$ 31.70	\$ 65,936.16
8	\$ 24.48	\$ 50,921.45	\$ 28.28	\$ 58,821.45	\$ 32.41	\$ 67,412.55
9	\$ 25.15	\$ 52,315.43	\$ 29.05	\$ 60,428.53	\$ 33.12	\$ 68,888.95
10	\$ 25.82	\$ 53,708.23	\$ 29.83	\$ 62,036.78	\$ 33.83	\$ 70,365.34
11	\$ 26.50	\$ 55,111.40	\$ 30.60	\$ 63,650.69	\$ 34.54	\$ 71,839.14
This group includes Accounting Asst HR Services Asst Payroll Asst			This group includes Accounting Clerk II Accounting Asst II Payroll Asst II Data Support Assistant		This group includes Accounting Asst III	

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

Step	FSA Hourly Grade GEN B5	FSA In Charge Hourly Grade GEN B5A	SKM Trainee Hourly Grade GEN B6	SKM I	SKM I Annual Grade FLT B1
99	17.88	\$18.18	\$18.29	\$19.07	\$29,138.17
1	18.41	\$18.71	\$18.83	\$19.64	\$30,011.76
2	18.95	\$19.25	\$19.37	\$20.21	\$30,886.53
3	19.49	\$19.78	\$19.90	\$20.79	\$31,760.12
4	20.02	\$20.32	\$20.44	\$21.36	\$32,634.89
5	20.56	\$20.86	\$20.98	\$21.93	\$33,508.48
6	21.10	\$21.39	\$21.51	\$22.50	\$34,383.25
7	21.63	\$21.93	\$22.05	\$23.07	\$35,256.84
8	22.17	\$22.47	\$22.59	\$23.65	\$36,131.61
9	22.70	\$23.00	\$23.12	\$24.22	\$37,005.20
10	23.24	\$23.54	\$23.66	\$24.79	\$37,878.80
11	23.78	\$24.07	\$24.19	\$25.36	\$38,753.31

Step	SKM II	SKM II Annual Grade FLT B3	SKM III	SKM III Annual Grade FLT B5	CKM II	CKM II Annual Grade FLT B6
99	20.26	\$30,959.52	\$21.45	\$32,779.70	\$23.24	\$35,511.15
1	20.87	\$31,887.27	\$22.11	\$33,781.63	\$23.92	\$36,553.10
2	21.48	\$32,816.20	\$22.76	\$34,783.55	\$24.60	\$37,595.05
3	22.08	\$33,745.13	\$23.42	\$35,785.47	\$25.29	\$38,637.01
4	22.69	\$34,674.06	\$24.07	\$36,786.22	\$25.97	\$39,678.96
5	23.30	\$35,602.98	\$24.73	\$37,788.14	\$26.65	\$40,719.73
6	23.91	\$36,531.91	\$25.39	\$38,790.06	\$27.33	\$41,761.69
7	24.52	\$37,460.84	\$26.04	\$39,790.81	\$28.01	\$42,803.64
8	25.12	\$38,388.59	\$26.70	\$40,792.73	\$28.69	\$43,845.59
9	25.73	\$39,317.51	\$27.35	\$41,794.65	\$29.38	\$44,886.37
10	26.34	\$40,246.44	\$28.01	\$42,796.57	\$30.06	\$45,928.32
11	26.95	\$41,175.39	\$28.66	\$43,797.80	\$30.74	\$46,970.18

Children's Health Assistant-189 days

Step	Hourly	6 Hour Annual Grade MM B9A	6.5 Hour Annual Grade MM B9C	7 Hour Annual Grade MM B9B	8 Hour Annual Grade MM B9
99	\$19.49	\$ 22,103.36	\$ 23,944.60	\$ 25,787.05	\$ 29,470.74
1	\$20.12	\$ 22,815.00	\$ 24,715.94	\$ 26,616.89	\$ 30,419.99
2	\$20.75	\$ 23,526.63	\$ 25,487.29	\$ 27,447.94	\$ 31,369.25
3	\$21.37	\$ 24,239.49	\$ 26,258.63	\$ 28,278.99	\$ 32,318.50

4	\$22.00	\$ 24,951.12	\$ 27,029.98	\$ 29,110.05	\$ 33,267.76
5	\$22.63	\$ 25,662.76	\$ 27,801.32	\$ 29,941.10	\$ 34,218.23
6	\$23.26	\$ 26,375.61	\$ 28,573.88	\$ 30,770.94	\$ 35,167.48
7	\$23.89	\$ 27,087.25	\$ 29,345.23	\$ 31,601.99	\$ 36,116.74
8	\$24.51	\$ 27,800.10	\$ 30,116.57	\$ 32,433.05	\$ 37,065.99
9	\$25.14	\$ 28,511.74	\$ 30,887.92	\$ 33,264.10	\$ 38,015.24
10	\$25.77	\$ 29,223.37	\$ 31,659.26	\$ 34,093.94	\$ 38,964.50
11	\$ 26.40	\$ 29,935.77	\$ 32,430.41	\$ 34,925.06	\$ 39,914.36

School Nursing Associate-189 days

Step	Hourly	7.5 Hours Annual Grade MM B1A
99	\$ 27.92	\$ 39,578.35
1	\$ 28.83	\$ 40,869.47
2	\$ 29.74	\$ 42,160.59
3	\$ 30.65	\$ 43,451.71
4	\$ 31.56	\$ 44,742.82
5	\$ 32.48	\$ 46,033.94
6	\$ 33.38	\$ 47,309.12
7	\$ 34.29	\$ 48,600.24
8	\$ 35.20	\$ 49,891.36
9	\$ 36.11	\$ 51,182.48
10	\$ 37.02	\$ 52,473.59
11	\$ 37.93	\$ 53,764.71

*Part Time SNAS\$24-31.00/hr depending on experience

Paraprofessional-187 Days

Steps	Para Hourly Grade GEN 04E	6 Hour Para Annual Grade GEN 4A1	6.5 Hour Para Annual Grade GEN 4A2	7 Hour Para Annual Grade GEN 4A3	7.5 Hour Para Annual Grade GEN 4A8	8 Hour Para Annual Grade GEN 4A4
99	\$ 19.80	\$ 22,218.26	\$ 24,069.79	\$ 25,921.31	\$ 27,772.83	\$ 29,624.35
1	\$ 20.29	\$ 22,760.79	\$ 24,657.52	\$ 26,554.25	\$ 28,450.99	\$ 30,347.72
2	\$ 21.02	\$ 23,580.88	\$ 25,545.96	\$ 27,511.03	\$ 29,476.10	\$ 31,441.18
3	\$ 21.75	\$ 24,400.98	\$ 26,434.39	\$ 28,467.81	\$ 30,501.22	\$ 32,534.64
4	\$ 22.47	\$ 25,208.46	\$ 27,309.16	\$ 29,409.87	\$ 31,510.57	\$ 33,611.28
5	\$ 23.20	\$ 26,028.55	\$ 28,197.60	\$ 30,366.64	\$ 32,535.69	\$ 34,704.74
6	\$ 23.93	\$ 26,848.65	\$ 29,086.03	\$ 31,323.42	\$ 33,560.81	\$ 35,798.20
7	\$ 24.66	\$ 27,668.74	\$ 29,974.47	\$ 32,280.20	\$ 34,585.93	\$ 36,891.66
8	\$ 25.38	\$ 28,476.22	\$ 30,849.24	\$ 33,222.26	\$ 35,595.27	\$ 37,968.29

Steps	Para Hourly Grade GEN 04E	6 Hour Para Annual Grade GEN 4A1	6.5 Hour Para Annual Grade GEN 4A2	7 Hour Para Annual Grade GEN 4A3	7.5 Hour Para Annual Grade GEN 4A8	8 Hour Para Annual Grade GEN 4A4
9	\$ 26.11	\$ 29,296.31	\$ 31,737.67	\$ 34,179.03	\$ 36,620.39	\$ 39,061.75
10	\$ 26.84	\$ 30,116.41	\$ 32,626.11	\$ 35,135.81	\$ 37,645.51	\$ 40,155.21
11	\$ 27.57	\$ 30,936.50	\$ 33,514.55	\$ 36,092.59	\$ 38,670.63	\$ 41,248.67

Gen Ed

Asst:\$17.87/hr

Child Care Worker:\$17.87/hr

Interpreter-187 Days

Steps	Hourly	7 Hr Interp Annual	8 Hr Interp Annual
99	\$ 29.66	\$ 38,830.44	\$ 44,377.65
1	\$ 30.87	\$ 40,405.45	\$ 46,177.65
2	\$ 32.07	\$ 41,980.45	\$ 47,977.66
3	\$ 33.27	\$ 43,555.45	\$ 49,777.66
4	\$ 34.49	\$ 45,145.17	\$ 51,594.49
5	\$ 35.69	\$ 46,720.18	\$ 53,394.49
6	\$ 36.89	\$ 48,295.18	\$ 55,194.49
7	\$ 38.10	\$ 49,870.18	\$ 56,994.50
8	\$ 39.30	\$ 51,445.19	\$ 58,794.50
9	\$ 40.50	\$ 53,020.19	\$ 60,594.50
10	\$ 41.72	\$ 54,609.91	\$ 62,411.33
11	\$ 42.92	\$ 56,184.91	\$ 64,211.33
12	\$ 44.13	\$ 57,759.92	\$ 66,011.33
13	\$ 45.33	\$ 59,334.92	\$ 67,811.34

Safety Assistant-187 Days

Step	Hourly	Annual Grade MM Q3
99	\$19.16	\$ 28,658.91
1	\$19.63	\$ 29,372.77
2	\$20.36	\$ 30,452.27
3	\$21.09	\$ 31,549.18
4	\$21.81	\$ 32,628.68
5	\$22.54	\$ 33,725.58
6	\$23.28	\$ 34,822.49
7	\$24.00	\$ 35,901.99
8	\$24.73	\$ 36,998.90

9	\$25.45	\$ 38,078.40
10	\$26.19	\$ 39,175.30
11	\$26.92	\$ 40,272.21
Safety Asst II	\$35,913.02-\$46,687.97	

School Bookkeeper

Step	10 Month Hourly	10 Month Annual Grade FLT 44 200 days	12 month Hourly	12 Month Annual Grade FLT 43 260 days
99	\$ 23.82	\$ 38,106.92	\$ 21.98	\$ 45,726.51
1	\$ 24.58	\$ 39,330.37	\$ 22.69	\$ 47,200.04
2	\$ 25.33	\$ 40,535.83	\$ 23.38	\$ 48,626.81
3	\$ 26.10	\$ 41,759.28	\$ 24.09	\$ 50,100.34
4	\$ 26.85	\$ 42,964.74	\$ 24.80	\$ 51,573.88
5	\$ 27.62	\$ 44,188.19	\$ 25.48	\$ 53,000.65
6	\$ 28.37	\$ 45,393.65	\$ 26.19	\$ 54,474.18
7	\$ 29.14	\$ 46,617.11	\$ 26.89	\$ 55,924.33
8	\$ 29.89	\$ 47,822.57	\$ 27.60	\$ 57,397.87
9	\$ 30.65	\$ 49,046.02	\$ 28.28	\$ 58,824.63
10	\$ 31.41	\$ 50,251.48	\$ 28.99	\$ 60,298.17
11	\$ 32.16	\$ 51,456.94	\$ 29.70	\$ 61,771.71

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Implementation and Assessment Plan

The Administration recommends approval of the 2024-2025 Salary Schedules as attached. This item aligns the salary schedules to the Board's action.

Committee's Recommendation

Your Committee recommends approval of the 2024-2025 Salary Schedules as presented in the attachment.

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

* * * * *

(Item 5) Action on Monthly Finance Matters: Authorization to Make Purchases; Informational Reports on Change Orders In Excess Of \$25,000; Report of Revenues and Expenses; Monthly Expenditure Control Report; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

Authorization to Purchase from Various Vendors for Enterprise Licensing and Maintenance Fees

The Administration is requesting authorization to make purchases from various vendors for enterprise licensing and maintenance fees with Fiscal Year 2024-2025 funds. These purchases may be annual, quarterly or monthly payments, but will be made via Purchase Orders issued to these vendors.

These enterprise programs are those essential applications and products that are critical to the District’s functions and, although requisitioned by individual departments, are managed by the Department of Technology.

The chart below summarizes budget codes; requisitioning department; vendor and application or product; and cost.

The total cost of purchases will not exceed \$8,284,209.06.

2024-2025 License Account Enterprise Systems

BUDGET CODE	VENDOR/PRODUCT	FEE
<i>Human Resources</i>		
SFS-0-0-TLN-DW-EMTC	Peoplesoft/Oracle	\$1,415,402.89
SFS-0-0-TLN-DW-EMTC	Frontline (ASEOP)	\$83,912.21
	Sub-Total	\$1,499,315.10
<i>Student Services</i>		
SSV-0-0-TLN-DW-EMTC	Infinite Campus	\$688,219.25
SSV-0-0-TLN-DW-EMTC	School Messenger Notifications	\$143,342.50
	Sub-Total	\$831,561.75
<i>Board Governance</i>		
ADT-0-0-TLN-DW-EMTC	Intercom Network	\$5,700.00
<i>Specialized Services</i>		
SSU-0-0-TLN-DW-EMTC	FileMaker (inc. Rec) 100	\$8,173.00
SSU-0-0-TLN-DW-EMTC	MJ Care	\$110,904.00
	Sub-Total	\$119,077.00
<i>Facilities & Maintenance</i>		
BLD-0-0-TLN-DW-EMTC	AssetWorks	\$204,723.33
BLD-0-0-TLN-DW-EMTC	Honeywell ProWatch	\$22,438.00
	Sub-Total	\$227,161.33
<i>Research, Assessment and Data</i>		
SYS-0-0-TLN-DW-EMTC	Data Warehouse (PowerSchool)	\$103,544.77
	Sub-Total	\$103,544.77
<i>Finance</i>		
FSC-0-0-TLN-DW-EMTC	IFAS/Business Plus	\$362,140.76
FSC-0-0-TLN-DW-EMTC	Bonfire	\$24,932.88
FSC-0-0-TLN-DW-EMTC	CGCS ActPoint KPI	\$7,325.00
FSC-0-0-TLN-DW-EMTC	DocuSign	\$49,415.79
FSC-0-0-TLN-DW-EMTC	Content 360	\$23,846.00

BUDGET CODE	VENDOR/PRODUCT	FEE
	Sub-Total	\$467,660.43
<i>College and Career Readiness</i>		
CDV-0-0-TLN-DW-EMTC	Parchment	\$53,465.00
Strategy and Enterprise Initiatives		
SPT-0-0-TLN-DW-EMTC	Smartsheet	\$63,250.00
<i>Nutrition Services and Accountability and Efficiency</i>		
FSV-0-0-TLN-DW-EMTC	Horizon	\$179,597.11
ADT-0-0-TLN-DW-EMTC	B2Gnow	\$24,001.00
DBS-0-0-TLN-DW-EMTC	Trapeze (MapNet)	\$94,450.20
<i>Business Services</i>		
DBS-0-0-TLN-DW-EMTC	VEO Now (Tablets)	\$71,604.00
DBS-0-0-TLN-DW-EMTC	Bus Conduct	\$5,000.00
	Sub-Total	\$171,054.20
<i>Recreation</i>		
000-0-0-CMP-RC-EMTC	Cayen Afterschool 21	\$60,192.00
CSV-0-0-PRC-RC-EMTC	Rectrac/Vermont Systems	\$27,185.67
CSV-0-0-PRC-RC-EMTC	Timeclock Plus	\$51,912.00
OSD-0-0-TLN-DW-EMTC	rSchool Today: HS Sports	\$46,271.00
CSV-0-0-PRC-RC-EMTC	rSchool Today: Youth Sports	\$24,800.00
CPA-0-0-RCC-RC-EMTC	PowerDMS	\$8,361.32
CSV-0-0-ART-RC-EMTC	Survey Monkey-Arts/Humanities	\$8,667.00
	Sub-Total	\$227,388.99
<i>Communications and School Performance</i>		
INF-0-0-TLN-DW-EMTC	Titan	\$20,000.00
INF-0-0-TLN-DW-EMTC	Northwoods	\$48,000.00
INF-0-0-TLN-DW-EMTC	Azure Cloud Hosting	\$81,000.00
	Sub-Total	\$149,000.00
<i>Organizational Development</i>		
SDV-0-0-TLN-DW-EMTC	Infor LMS	\$123,050.00
TSV-0-0-TLN-DW-EMTC	ADAudit Plus	\$30,500.00
TSV-0-0-TLN-DW-EMTC	Airtame Digital Signage	\$6,000.00
<i>Technology</i>		
TSV-0-0-TLN-DW-EMTC	Adobe Creative Cloud	\$15,000.00
TSV-0-0-TLN-DW-EMTC	Alfresco	\$78,218.55
TSV-0-0-TLN-DW-EMTC	Amplified IT (Lil SIS)	\$6,750.00
TSV-0-0-TLN-DW-EMTC	ARIN	\$150.00
TSV-0-0-TLN-DW-EMTC	Articulate 360	\$7,250.00
TSV-0-0-TLN-DW-EMTC	Backupify	\$123,116.31
TSV-0-0-TLN-DW-EMTC	Cherwell	\$56,042.00
TSV-0-0-TLN-DW-EMTC	Cloudcard (Staff IDs)	\$4,000.00
TSV-0-0-TLN-DW-EMTC	Cisco Duo MFA	\$160,375.80
TSV-0-0-TLN-DW-EMTC	Dell Vxrail Maintenance	\$23,378.21
TSV-0-0-TLN-DW-EMTC	Emerson (UPS)	\$56,925.00
TSV-0-0-TLN-DW-EMTC	Ephesoft	\$35,805.00
TSV-0-0-TLN-DW-EMTC	ESRI (GIS)	\$10,000.00
TSV-0-0-TLN-DW-EMTC	GoGuardian	\$299,280.00
TSV-0-0-TLN-DW-EMTC	Google Classroom/Meet	\$293,738.75

BUDGET CODE	VENDOR/PRODUCT	FEE
TSV-0-0-TLN-DW-EMTC	Gynzy	\$23,809.50
TSV-0-0-TLN-DW-EMTC	HP Enterprise(Microfocus)	\$7,870.02
TSV-0-0-TLN-DW-EMTC	InfoSec IQ	\$32,096.00
TSV-0-0-TLN-DW-EMTC	JCI/Avigilion	\$100,000.00
TSV-0-0-TLN-DW-EMTC	Kemp	\$4,860.00
TSV-0-0-TLN-DW-EMTC	Lansweeper	\$75,000.00
TSV-0-0-TLN-DW-EMTC	Mediasite	\$17,146.10
TSV-0-0-TLN-DW-EMTC	Microsoft Campus/Server	\$605,415.18
PIN-0-0-TLN-DW-E TEL	Mitel Software Assurance	\$209,178.64
TSV-0-0-TLN-DW-EMTC	Paessler PRTG	\$3,891.00
TSV-0-0-TLN-DW-EMTC	Palo Alto	\$272,448.44
TSV-0-0-TLN-DW-EMTC	Qualstar (Backup.com)	\$7,957.00
TSV-0-0-TLN-DW-EMTC	Rise Vision Digital Signage	\$33,598.80
TSV-0-0-TLN-DW-EMTC	Raptor VMS	\$1,700.00
TSV-0-0-TLN-DW-EMTC	Remind	\$71,462.55
TSV-0-0-TLN-DW-EMTC	Screencastify	\$5,850.00
TSV-0-0-TLN-DW-EMTC	Service Express	\$63,300.00
TSV-0-0-TLN-DW-EMTC	Seesaw	\$195,000.00
TSV-0-0-TLN-DW-EMTC	SmartNet (CISCO)	\$391,400.00
TSV-0-0-TLN-DW-EMTC	Sentinel One	\$482,764.20
TSV-0-0-TLN-DW-EMTC	Tidal Scheduler	\$24,974.27
TSV-0-0-TLN-DW-EMTC	Titan SFTP Server	\$1,250.00
TSV-0-0-TLN-DW-EMTC	Tools4Ever	\$22,398.11
TSV-0-0-TLN-DW-EMTC	PowerSchool (Data Warehouse)	\$23,040.00
TSV-0-0-TLN-DW-EMTC	VMware	\$98,621.18
TSV-0-0-TLN-DW-EMTC	WeVideo	\$16,271.49
TSV-0-0-TLN-DW-EMTC	Zoom Meetings	\$41,550.28
	Sub-Total	\$4,039,382.38
	Grand Total	\$8,284,209.06

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: C031446

New Teacher Center

On July 1, 2023, the Milwaukee Board of School Directors and New Teacher Center entered into Professional Services Contract number C031446 ("Contract"), with a term of July 1, 2023, through June 30, 2024, for professional learning and support to approximately 40 mentors and coaches. On May 10, 2024, a Request to Change Contract (RCC) was approved to extend the contract for another year July 1, 2024, through June 30, 2025 and to add funds of \$49,300.

Original Contract Amount:	\$ 47,750.00
RCC 5/10/2024 Year 2	49,300.00
Ending amount:	\$ 97,050.00

Contract: C030692

YMCA of Metropolitan Milwaukee, Inc.

On July 1, 2022, the Milwaukee Board of School Directors and YMCA of Metropolitan Milwaukee, Inc. entered into Professional Services Contract number C030692 ("Contract"), with a term of July 1, 2022, through June 30, 2023, for Wellness On-Site services to the employees of the District. The contract was extended for another term July 1, 2023, through June 30, 2024, with funds added of \$49,999. On May 15,

2024, a Request to Change Contract (RCC) was approved to extend the contract for another year July 1, 2024, through June 30, 2025, and to add funds of \$49,999.

Original Contract Amount:	\$ 49,999.00
Extension 1	49,999.00
RCC 3/26/2024	49,999.00
Ending amount:	\$149,997.00

Contract: C031537

Summit Clinical Laboratories, LLC

On May 1, 2023, the Milwaukee Board of School Directors and Summit Clinical Laboratories, LLC entered into Professional Services Contract number C031537 (“Contract”), with a term of May 1, 2023, through June 30, 2023, for temporary services such as food service, clerical, children’s health assistants and paraprofessionals. On June 29, 2023, the Board approved a contract extension with a term of July 1, 2023, through June 30, 2024, not to exceed \$530,000. On October 30, 2023, a Request to Change Contract (RCC) was approved to decrease compensation by \$34,944.64. On November 1, 2023, an RCC was approved to increase compensation by \$600,000 due to increased services. On 3/13/2024, an RCC was approved to increase compensation by \$136,000 due to increased services for School Nutrition. On 3/19/2024, an RCC was approved to add \$729,000 for continued classroom support (paraprofessionals and classroom coaches).

Original Contract Amount:	\$ 49,999.00
6/29/23 Extension	530,000.00
RCC 10/30/23	(34,944.64)
RCC 11/1/23	600,000.00
RCC 3/13/24	136,000.00
RCC 3/19/24	729,000.00
Ending amount	\$2,010,054.36

Contract: C030678

Literacy Services of Wisconsin, Inc.

On June 30, 2022, the Milwaukee Board of School Directors and Literacy Services of Wisconsin, Inc. entered into Professional Services Contract number C030678 (“Contract”), with a term of July 1, 2022, through June 30, 2023, for adult learning lab services. On June 29, 2023, the Board approved a contract extension with a term of July 1, 2023, through September 30, 2024, not to exceed \$214,447. On May 29, 2024, a Request to Change Contract (RCC) was approved to increase the contract by \$115,000 for increased services.

Original Contract Amount:	\$ 130,000.00
6/29/23 Extension	214,447.00
RCC 5/29/2024	115,000.00
Ending Amount	\$459,447.00

Monthly Financial Reports

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

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Allen-Field School	Elvia Hernandez	1,979.73	General School Supplies
Bay View Montessori School	Naomi Jones	2.00	General School Supplies
Browning School	The Blackbaud Giving Fund	1,000.00	General School Supplies
Browning School	Box Tops for Education	10.10	General School Supplies

Location	Donor	Amount	Gift or Purpose
Browning School	Jan Castleberry	100.00	Junior Conference Bus
Browning School	Zoological Society of Milwaukee	456.00	Bus Reimbursement
Clement Avenue School	Natural Resources Foundation of WI Inc	500.00	Go Outside
Craig Montessori School	Box Tops for Education	1.40	General School Supplies
Curtin School	Anonymous	12.18	General School Supplies
Doerfler School	Anonymous	200.00	DC Trip
Doerfler School	Doerfler Parents	130.00	Staff Food
Fernwood School	Bay View Neighborhood Association	366.00	General School Supplies
Fernwood School	Bay View Neighborhood Association	500.00	General School Supplies
Fernwood School	Bay View Neighborhood Association	500.00	Greenhouse Project
Fernwood School	Bay View Neighborhood Association	600.00	General School Supplies
Garland School	Old National Bancorp	750.00	Buddy Bench
Lincoln Avenue School	Margaret Czaplewski	1,100.00	Bus Field Trip
Lloyd Barbee Montessori	Linda and Clyde Taylor	50.00	PTO
MacDowell Montessori	Milwaukee Public Schools Foundation, Inc.	15,000.00	Camping Field Trips
Marvin Pratt	Wayne Humphrey	130.00	General School Supplies
Maryland Avenue Montessori School	Anonymous	245.11	Pizza
Office of Academics - Specialized Services	Milwaukee Public Market	2,000.00	STWTP
Parkside School	Abigail Bosworth	680.00	Staff to Attend the MMABSE Gala
Ralph Metcalfe School	Milwaukee Public Schools Foundation, Inc	3,000.00	Metcalfe Food Insecurities
Riverside High School	Forks Farm	2,140.00	Urban Garden
Ronald Reagan High School	Clement Ave School PTO	400.00	General School Supplies
Ronald Reagan High School	Lawrence Tienor	250.00	Fundraiser Donation
Trowbridge School	Bay View Neighborhood Association	500.00	STEAM
Washington High School	Joanne Schmidt	2,000.00	School Wide Special Ed Prom
<i>Total Monetary Donations</i>		<i>34,602.52</i>	
Non-Monetary Donations			
Burbank School	DonorsChoose	752.54	More Stem Time Please!
Carver Academy	DonorsChoose	366.17	Supplies supplies supplies
Craig Montessori School	DonorsChoose	633.87	Popping Popcorn for Education

Location	Donor	Amount	Gift or Purpose
Doerfler School	DonorsChoose	250.55	Art Supplies
Doerfler School	DonorsChoose	252.51	Food, Clothing & Hygiene
Doerfler School	DonorsChoose	437.85	Educational Kits & Games
Doerfler School	DonorsChoose	688.75	Art Supplies
Fernwood School	DonorsChoose	399.99	Books
Fratney Street School	DonorsChoose	905.22	A Fun Dramatic Play!
French Immersion School	DonorsChoose	500.17	Art Supplies
Gaenslen School	DonorsChoose	194.23	Classroom Basics
Goodrich School	DonorsChoose	209.77	Keep Our Learning Going!
Goodrich School	DonorsChoose	235.25	Rainbow Printing!
Goodrich School	DonorsChoose	263.38	Organized in Kindergarten
Goodrich School	DonorsChoose	309.99	Writing Wizards
Goodrich School	DonorsChoose	336.67	Supplies for the Classroom!
Goodrich School	DonorsChoose	338.78	Laundry Supplies Needed!
Goodrich School	DonorsChoose	389.91	Basic School Supplies
Goodrich School	DonorsChoose	481.45	Basic Supplies
Goodrich School	DonorsChoose	484.66	Our Futures Are Bright!
Goodrich School	DonorsChoose	508.77	Imaginative Play
Goodrich School	DonorsChoose	849.61	Books
Goodrich School	DonorsChoose	860.10	Summer Fun
Grant Gordon Learning Center	DonorsChoose	145.64	Educational Kits & Games
Hartford University School	DonorsChoose	314.02	PBIS Rewards Lead to Success
Hi-Mount School	DonorsChoose	677.08	Flexible Seating
Holmes School	DonorsChoose	288.59	Fine Motor Fun
MacDowell Montessori	DonorsChoose	154.77	Autism Sensory Kit
Marshall High School	DonorsChoose	1,552.50	Classroom Basics
Morgandale School	DonorsChoose	412.36	School Garden
Ninety-Fifth Street School	DonorsChoose	140.43	Educational Kits & Games
Ninety-Fifth Street School	DonorsChoose	150.31	Hands-On Activities
Ninety-Fifth Street School	DonorsChoose	196.46	Art Supplies
Ninety-Fifth Street School	DonorsChoose	396.15	Special Incentives
Ninety-Fifth Street School	DonorsChoose	516.96	Graduation Gowns #2
Office of Academics - Specialized Services	Jim & Chris Coughlin	180.00	Youth & Adult Sweatshirts
Office of Academics - Specialized Services	Mike & Terri Schulteis	180.00	Adult Sweatshirts & T-shirts
Office of Academics - Specialized Services	Thrivent Action Team, Chris Coughlin	222.96	Men's & Women's Deodorant
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Teri Zeren	75.00	MPS Mitten Tree
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Ed Possing	200.00	MPS Mitten Tree

Location	Donor	Amount	Gift or Purpose
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Amanda Fordyce	350.00	MPS Mitten Tree
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Emily Wellen	133,320.00	Rocketbook Planners
Pulaski High School	DonorsChoose	433.71	Books
Riverside High School	DonorsChoose	134.47	Books
Ronald Reagan High School	DonorsChoose	913.00	Reading Nooks, Desks & Storage
Spanish Immersion School	DonorsChoose	578.28	Lab Equipment
Trowbridge School	DonorsChoose	131.50	Teachers Pay Teachers
Trowbridge School	DonorsChoose	133.46	Earth Day... Hooray!
Trowbridge School	DonorsChoose	177.58	Improved Skills With Snacks!
William Cullen Bryant School	DonorsChoose	310.11	Food, Clothing & Hygiene
William Cullen Bryant School	DonorsChoose	465.28	Making Better Reading Teachers!
<i>Total Non-Monetary Donations</i>		<i>153,400.81</i>	
<i>Total Value of Donations</i>		<i>188,003.33</i>	
<i>* Donations from MPS Alumni-</i>			

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

Fiscal impact: This item authorizes expenditures as indicated on the attachment.

Committee’s Recommendation

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

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

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

Professional Services Contracts

OMNIA Authorization to Enter into a Contract with Language Line Services, Inc. for Language Interpretation and Video Interpreting Services

The Administration is requesting authorization to enter into a contract with Language Line Services, Inc. for over the phone foreign language interpretation services and video interpreting services in a variety of languages to students and families across the District.

In accordance with Administrative Policy 3.09(7)(e)(1)(a), the district has not directly engaged in a competitive procurement process for this purchase. Instead, this Contractor was chosen pursuant to the cooperative purchasing agreement with the OMNIA Partners Contract Number R210605.

The benefits afforded under this cooperative agreement allows the District to receive discounted pricing for services from this state Contractor. This Contractor offers over the phone interpretation (OPI) services in over 200 languages and video remote interpreting (VRI) services in 85 languages. In addition, the District uses these services constantly in special education settings, where VRI services offer American Sign Language (ASL) interpreters who comply with our state requirements. MPS is a multicultural, multilingual school district and actively uses this system to communicate in 77 languages.

This initial contract shall run from July 1, 2024 through June 30, 2025 and shall not exceed \$155,000.

Budget Codes: OGA-0-0-SSF-IC-ECTS (Language Services).....\$155,000.00

Language Line Services, Inc

HUB PARTICIPATION

Required..... N/A

Proposed..... N/A

\$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0

Student Career Awareness Commitment: 0

RFP 1078 Authorization to Extend a Contract with Milwaukee Kickers Soccer Club, Inc. DBA America Scores Milwaukee to Provide Physical Education Services at Elementary/K-8 Schools with No Physical Education Teachers During the 2024-2025 School Year

The Administration is requesting authorization to issue extend a contract to Milwaukee Kickers Soccer Club, Inc. DBA America Scores Milwaukee for \$200,000 to provide physical education services to multiple MPS elementary/k-8 buildings during the 2024-2025 school year.

Currently MPS is facing a teacher shortage. The district currently has 7 vacancies in physical education that we have not been able to fill. Most of these are in K-8/elementary settings. MPS issued Request for Proposal 1078 Physical Education Services. This vendor will provide physical activity lessons for students to support classroom teachers as they teach physical education. The vendor will work with schools to create schedules and they will follow district adopted standards and align with district adopted resources. The request for K-8th grade physical education services will be overseen by the curriculum specialist for health and physical education.

The vendor will work with individual schools to create schedules based on the school’s physical education schedule and vendor capacity/availability. Classroom teachers will be responsible for grading and being in the classes while the vendor is teaching. The teachers and vendor will work collaboratively to ensure that all students are receiving these physical education services.

The vendor was selected from RFP 1078 which closed on June 1, 2022. The original contract provided for two additional one-year extensions upon the mutual written consent of parties; with a term of September 1, 2022 through August 31, 2023. The contract was subsequently extended for the first additional one-year term, from September 1, 2023 through August 31, 2024. The contract will be extended for the second additional one-year term, from September 1, 2024 through August 31, 2025, under the same terms and conditions as set forth in the original Contract except for those specifically modified in this second extension.

The contract will be for a term of September 1, 2024 through August 31, 2025 and will not exceed \$200,000.

Budget Code: 000-0-0-000-BL-ECTS (Blanket)..... \$200,000.00

Milwaukee Kickers Soccer Club, Inc. DBA America Scores Milwaukee

HUB PARTICIPATION

Required 0%
Proposed..... 0%

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

Paid Student Employment Hour Commitment: 300 HOURS

Student Career Awareness Commitment: 10 HOURS

RFP 1098 Authorization to Extend contracts with Catapult Learning West LLC, The Owners Group dba Learning Exchange, and Mainstream Development Educational Group for Title IA Services for Non-Public School Students, Title IIA Professional Development Services for Non-Public School Personnel, Title IIIA Services for Non-Public School Students who are English Learners, and Title IVA Student Support/Academic Achievement Services to Non-Public Schools Personnel

The Administration is requesting authorization to extend contracts with Catapult Learning West LLC, The Owners Group dba Learning Exchange, and Mainstream Development Educational Group for Title IA, Title IIA, Title IIIA, and Title IVA services.

MPS is required by federal legislation to provide equitable Title IA services to eligible Milwaukee-resident students in non-public schools, Title IIA professional development services for non-public school personnel, Title IIIA services to eligible non-public school students who are English learners and Title IVA student support services to students in nonpublic schools and professional development services for non-public school personnel.

These vendors were chosen pursuant to RFP 1098. The contracts ran from July 1, 2023 through June 30, 2024 and may be extended for two additional one-year terms. The contracts will now be extended for the first one-year option to extend.

These contracts will run from July 1, 2024 through June 30, 2025.

The contract amounts are based on estimated budget amounts, using a formula determined by federal law and the Wisconsin Department of Public Instruction's guidance. The contracted amount for non-public school services is not to exceed \$27,187,522.47 and is available through the following budget codes for the following third-party providers:

Catapult Learning West LLC

Table with 3 columns: Budget Code, Description, and Amount. Rows include GOE-0-I-1NS-1S-ECES (\$4,426,017.17), PRT-0-S-1N5-1S-ECTS (\$49,627.24), MSS-0-S-1N5-1S-ECTS (\$248,136.19), MSS-0-S-235-1S-ECTS (\$411,768.23), GOE-0-I-T35-1S-ECES (\$296,828.62), SFH-0-S-4B5-1S-ECTS (\$183,325.34), WRE-0-S-4B5-1S-ECTS (\$183,325.34), and EUT-0-S-4B5-1S-ECTS (\$40,738.96).

The Owners Group dba Learning Exchange

Budget Code:

GOE-0-I-1NS-1S-ECES	INSTRUCTIONAL SERVICES — Title IA	\$14,496,822.87
PRT-0-S-1N5-1S-ECTS	FAMILY ENGAGEMENT SERVICES — Title IA	\$162,547.33
MSS-0-S-1N5-1S-ECTS	PROFESSIONAL DEVELOPMENT — Title IA	\$812,736.67
MSS-0-S-235-1S-ECTS	CONTRACT SERVICES — Title IIA	\$1,167,842.83
GOE-0-I-T35-1S-ECES	CONTRACT SERVICES — Title IIIA	\$438,287.86
SFH-0-S-4B5-1S-ECTS	SAFE & HEALTHY SERVICES — Title IVA	\$519,940.98
WRE-0-S-4B5-1S-ECTS	WELL-ROUNDED SERVICES — Title IVA	\$519,940.98
EUT-0-S-4B5-1S-ECTS	EFFECTIVE USE OF TECH — Title IVA	\$115,542.44
	TOTAL:	\$18,233,661.96

Mainstream Development Educational Group

Budget Code:

GOE-0-I-1NS-1S-ECES	INSTRUCTIONAL SERVICES — Title IA	\$2,539,562.81
PRT-0-S-1N5-1S-ECTS	FAMILY ENGAGEMENT SERVICES — Title IA	\$28,475.15
MSS-0-S-1N5-1S-ECTS	PROFESSIONAL DEVELOPMENT — Title IA	\$142,375.74
MSS-0-S-235-1S-ECTS	CONTRACT SERVICES — Title IIA	\$179,216.21
GOE-0-I-T35-1S-ECES	CONTRACT SERVICES — Title IIIA	\$47,153.08
SFH-0-S-4B5-1S-ECTS	SAFE & HEALTHY SERVICES — Title IVA	\$79,789.72
WRE-0-S-4B5-1S-ECTS	WELL-ROUNDED SERVICES — Title IVA	\$79,789.72
EUT-0-S-4B5-1S-ECTS	EFFECTIVE USE OF TECH — Title IVA	\$17,731.05
	TOTAL:	\$3,114,093.48

HUB PARTICIPATION FOR EACH CONTRACT

Required..... 20% STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 600 HOURS

Student Career Awareness Commitment: 10 HOURS

RFP 1111 Authorization to Extend a Contract with Lingua Pros, LLC for Translation Services

The Administration is requesting authorization to extend a contract with Lingua Pros, LLC for translation services. This contractor provides written translation services in a variety of languages to schools and departments across the District.

MPS is a multicultural, multilingual school district. The translation services provided by Lingua Pros, LLC support the District’s needs to make sure families of all languages are able to receive information about the District, their schools and their children in the language in which they are most comfortable reading.

This vendor was chosen pursuant to RFP 1111, which closed on April 21, 2023. The Original contract had a term of July 1, 2023 through June 30, 2024 and compensation to not exceed \$300,000.00. This contract extension shall be in effect from July 1, 2024, through June 30, 2025 and shall not exceed \$300,00.00.

Budget Code:

000-0-0-000-BL-ECTS..(Translation and Interpretation–Lingua Pros, LLC Contract Services)

\$300,000.00

PRIME CONTRACTOR INFORMATION.....

Certified HUB Vendor?..... YES

Total # of Employees6

Total # of Minorities3

Total # of Women4

HUB PARTICIPATION

Required 20%

Proposed 20%

\$ Value N/A

STUDENT ENGAGEMENT (per 12-month contract)

Paid Student Employment Hour Commitment: 400 HOURS

Student Career Awareness Commitment: 10 HOURS

RFP 1111 Authorization to Extend Two Contracts with Lakeside Ventures, Inc. dba International Languages for Translation and Interpretation Services

The Administration is requesting authorization to extend two contracts with Lakeside Ventures, Inc. d/b/a International Languages (“Lakeside”) for translation and interpretation services. This contractor provides written translation services in a variety of languages to schools and departments across the District; and oral interpretation for district and school events.

MPS is a multicultural, multilingual school district. The services provided by Lakeside provide the support the District needs to make sure families of all languages are able to receive information about the District, their schools and their children in the language in which they are most comfortable reading and speaking. The interpretation services provided ensure important District events are as inclusive as possible.

This vendor was chosen pursuant to RFP 1111, which closed on April 21, 2023. The original contracts had a term of July 1, 2023 through June 30, 2024. These contract extensions shall be in effect from July 1, 2024, through June 30, 2025. The total cost of the translation services contract in this extension shall not exceed \$300,00.00. The total cost of the interpretation services contract in this extension will not exceed \$200,000.00.

Budget Code: 000-0-0-000-BL-ECTS...(Translation and Interpretation– Contract Services)...\$500,000.00

Lakeside Ventures, Inc. dba International Languages

PRIME CONTRACTOR INFORMATION Certified HUB Vendor?..... Yes

Total # of Employees59

Total # of Minorities56

Total # of Women39

HUB PARTICIPATION

Required 20%

Proposed 20%

\$ Value N/A

STUDENT ENGAGEMENT (per 12-month contract)

Paid Student Employment Hour Commitment: 400 HOURS

Student Career Awareness Commitment: 10 HOURS

RFP 1124 Authorization to Contract with Delta-T Group Illinois Inc, Ro Health LLC, N2S Healthcare

Staffing Solutions LLC, and Staffing Etc for Nursing Services

The Administration is requesting authorization to enter into four contracts with Delta-T Group Illinois Inc, Ro Health LLC, Staffing Etc, and N2S Healthcare Staffing Solutions LLC, for Nursing Services. These contractors will be used to provide nursing services to students when staff vacancies exist or for short- and long-term employee leaves.

MPS may periodically seek to directly hire contracted staff on a regular, full-time basis.

Each contract will run from August 1, 2024 through July 31, 2025, (the "Initial Term"), with two additional one-year options to extend if certain performance metrics incorporated into each contract are met.

The total cost of each blanket contract was determined based on cost and scoring analysis of each contractor's response to RFP 1124.

Budget Code: NRR-0-0-BDN-DW-ECTS...(Specialized Services – Contracted Services) \$1,050,000.00

Contractor	Amount
Delta-T Group Illinois Inc	\$400,000.00
Ro Health LLC	\$200,000.00
N2S Healthcare Staffing Solutions LLC	\$300,000.00
Staffing Etc	\$150,000.00

Delta-T Group Illinois Inc

PRIME CONTRACTOR INFORMATION

Certified HUB Vendor? No

Total # of Employees NG

Total # of Minorities NG

Total # of Women NG

HUB PARTICIPATION

Required0%

Proposed.....N/A

\$ Value N/A

STUDENT ENGAGEMENT (HOURS per 12-month period)

Paid Student Employment Hour Commitment:

The paid student employment requirement of this Contract is on a sliding scale based on compensation per 12-month term. More information may be found in the attachments to this item.

RFP 1126 Authorization to Enter into Contracts with MJ Care Inc, The Stepping Stones Group LLC, and Invo Healthcare Associates for Speech Language Pathology Services

The Administration is requesting authorization to enter into contracts with MJ Care Inc, The Stepping Stones Group LLC, and Invo Healthcare Associates for Speech Language Pathology Services. These contractors will be used to provide speech-language services as required by Individual Education Plans when staff vacancies exist or for short- and long-term employee leaves.

Contractors were chosen pursuant to RFP 1126, which closed on April 4, 2024. The contracts will run from July 1, 2024 through June 30, 2025, with the possibility of two, one-year extensions subject to satisfaction of performance metrics.

The contracts MJ Care Inc, The Stepping Stones Group LLC, and Invo Healthcare Associates will not exceed \$799,999 in the initial term, allocated as follows:

MJ Care Inc	\$366,666.00
The Stepping Stones Group LLC,	\$333,333.00
Invo Healthcare Associates	\$100,000.00

Budget Code: SPL-0-I-EEN-DW-ECTS (Speech Pathology – Contract MJ Care Inc Services)..... \$799,999.00

HUB, COIN, and Student Engagement information may be found in the attachments to this item.

RFP 1133 Authorization to Contract with Playworks Education Energized for Recess Support Services and Professional Development

The Administration is requesting authorization to enter into a blanket contract with Playworks Education Energized (Playworks) for recess support and professional development services. This vendor will be used for the operation and coordination of recess support services targeting K-8th grade for schools in the district that make the decision to order the services.

The recess support services will consist of three components:

Component A: Full-time program staff providing recess support on-site at a single school location.

Component B: Full-time program staff providing recess support and training that is split equally between four school sites in each month.

Component C: Provide professional development on an hourly basis to schools.

Playworks will report to MPS department of Curriculum and Instruction program outputs and deliverables twice during each contract year by March 15th and June 30th.

The vendor was chosen pursuant to RFP 1133, which closed on April 22, 2024. The contract will run from August 1, 2024 through July 31, 2025, (the “Initial Term”), with two additional one-year options to extend if certain performance requirements incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed \$600,000.00.

Budget Code: 000-0-0-000-BL-ECTS (Varies by location)..... \$600,000.00

Playworks Education Energized

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor?No

Total # of Employees390

Total # of Minorities233

Total # of Women272

HUB PARTICIPATION

Required 2%

Proposed..... 2%

\$ Value \$8,442 STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 300 HOURS

Student Career Awareness Commitment: 10 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

(Item 7) Action on the Award of Exception-to-Bid Contracts

Background

Exception Authorization to Extend a Contract with EDBLOX, Inc. dba Elevate K12 for Online Instruction with Licensed Wisconsin Teachers

The Administration is requesting authorization to extend a contract with EDBLOX, Inc. d/b/a Elevate K12 to provide licensed Wisconsin teachers for online instruction at the high school level as well as for Early Start middle schools.

Elevate K12 shall provide online teacher coverage for approximately 65 periods for high demand positions within the district. Middle school areas of focus shall include 6-8 mathematics, ELA, science (earth and space, life and physical). High school areas of focus shall include early start in content areas of mathematics, science (physics, biology, chemistry, environmental and physical science), ELA and Special Education.

Instruction shall take place in real time during the instructional day. Elevate K12 shall assign one Operations Manager (OM) for the School District Program held at designated schools. A Virtual Academic Performance Manager (APM) assigned by Elevate K12 shall monitor the performance of the instruction sessions virtually. MPS shall provide one classroom manager to each classroom.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of an emergency need due to an increased number of resignations and openings (Administrative Policy 3.09(7)(E)(1) (c)).

The original contract had a term of August 2, 2022 through July 31, 2023 with two additional one-year extensions upon mutual written consent and if performance metrics were met. The contract was subsequently extended for a second one-year term which ran from August 1, 2023 through July 31, 2024.

This will be the second and final extension of the contract which will run from August 1, 2024 through July 31, 2025, and will not exceed \$1,000,000.

Budget Code:GEN-0-I-BDL-DW-ECTS	\$1,000,000.00
Elevate K12	
HUB PARTICIPATION	
Required	0%

Proposed..... 0%

\$ Value 0

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to enter into Contract with Heritage Inn of Sacramento, LLC dba Wauwatosa Homewood Suites for International Recruit Lodging

The Administration is requesting authorization to enter into a contract with Heritage Inn of Sacramento, LLC dba Wauwatosa Homewood Suites for lodging for international recruits joining the MPS team for FY25. International recruits will be provided with a 21-night stay and no longer than 27 nights per candidate.

The Exception to Bid has been granted on the basis of continuity: The services are needed to maintain continuity and the quantifiable or qualitative savings can be demonstrated to benefit the District (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from July 22, 2024 through December 31, 2024 and shall not exceed \$85,000.00.

Budget Code: STF-0-0-ATT-HR-ECTS....(Attract and Retain Staff)\$85,000.00

Heritage Inn of Sacramento, LLC dba Wauwatosa Homewood Suites HUB PARTICIPATION

Required 0%

Proposed..... NA

\$ Value NA

STUDENT ENGAGEMENT (Hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Contract with Sunbelt Staffing LLC and Aura Staffing Partners Chicago LLC for Nursing Services

The Administration is requesting authorization to enter into a contract with Sunbelt Staffing LLC and Aura Staffing Partners Chicago LLC for Nursing services. These contractors will be used to provide nursing services to students when staff vacancies exist or for short- and long-term employee leaves.

MPS may periodically seek to directly hire contracted staff on a regular, full-time basis. The Exception to Bid has been granted on the basis of continuity: the services must be provided by this contractor for continuity and the quantifiable or qualitative savings can be demonstrated to benefit the district (Administrative Policy 3.09(7)(E)(1)(b)(1)).

The contracts will run from August 1, 2024 through July 31, 2027.

The total cost of the contract will not exceed \$200,000, which reflects an award of \$100,000 to Sunbelt Staffing LLC, and \$100,000 to Aura Staffing Partners Chicago LLC.

Budget Code: NRR-0-0-BDN-DW-ECTS...(Specialized Services – Contracted Services)\$200,000.00

Aura Staffing Partners Chicago LLC

HUB PARTICIPATION

Required0

Proposed..... NA

\$ Value NA

STUDENT ENGAGEMENT (Hours per 12-month contract). For all vendors, the Expenditure Range Student Employment is:

\$0 - \$49,999	0
\$50,000 - \$74,999	100
\$75,000 - \$199,999	200
\$200,000 - \$399,999	300
\$400,000 - \$599,999	400
\$600,000 - \$799,999	600
\$800,000 - \$999,999	800
\$1,000,000 <	900.

Exception Authorization to Purchase from Savvas Learning Company LLC for Precalculus Textbooks

The Administration is requesting authorization to purchase from Savvas Learning Company LLC for precalculus textbooks. These precalculus textbooks offer a comprehensive exploration of graphical, numerical, and algebraic concepts, and will help prepare students for success in higher-level mathematics.

The 2023-2024 textbook adoption committee for precalculus did not result in a satisfactory selection of a text. The solution to maintain continuity is to invest in the 10th edition of the title to replace the 2021 8th edition.

The Exception to Bid has been granted on the basis of continuity: The goods are needed to maintain continuity and the quantifiable or qualitative savings can be demonstrated to benefit the District (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The purchase shall not exceed \$52,787.41.

Budget Code: GEN-0-0-INV-DW....(Curriculum & Instruction-System Wide Costs).....
\$52,787.41

Savvas Learning Company LLC

HUB PARTICIPATION

Required0%

Proposed..... NA

\$ Value NA

STUDENT ENGAGEMENT (Hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Extend a Contract with Summit Clinical Laboratories LLC, for Temporary Staffing Services

The Administration is requesting authorization to extend a contract with Summit Clinical Laboratories LLC (Summit) for temporary staffing services. Summit will be used to deliver temporary staffing services for non-executive classified positions. Positions include paraprofessionals, and children’s’ health assistants. Paraprofessionals must hold at least 48 college credits or have successfully passed the parapro assessment before placement in schools.

Due to the district’s need to have temporary staffing in place for these critical positions while the recruitment and hiring process is completed, it is necessary to contract with Summit as an additional temporary staffing services vendor.

The exception from the requirement of a competitive procurement process for this contract has been granted on an emergency basis (Administrative Policy 3.09(7)(e)(1)(c)) and based on delivery date as Summit was able to provide able to provide a significant number of temporary staff on short notice.

The original contract had a term of May 1, 2023 through June 30, 2023 with compensation not to exceed \$49,999. The contract was extended for the second term of July 1, 2023 through June 30, 2024. This contract extension will run from July 1, 2024 through June 30, 2025. The total cost of the contract extension will not exceed \$1,000,000.

Budget Code: GEN-0-I-BDL-DW-ECTS (Contract Services)..... \$1,000,000.00

Summit Clinical Laboratories LLC

HUB PARTICIPATION

Required 0%

Proposed..... N/A

\$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Issue Purchase Orders to the US Postal Service for Meter Postage

The Administration is requesting authorization to issue purchase orders to the US Postal Service (USPS) for meter postage throughout the 2024-25 fiscal year.

USPS meter postage is used to fund internal mailroom equipment when MPS weighs and meters mail being processed for distribution.

The exception from the requirement of a competitive procurement process for these purchases have been granted on the basis that the goods have no available product alternatives and are one-of-a-kind (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The term shall run from July 1, 2024 through June 30, 2025.

The total cost of goods purchased from USPS will not exceed \$221,000.

Budget Code: MAL-0-0-MAL-MM-EPST (Mailroom - Postage).....\$221,000.00

US Postal Service

HUB PARTICIPATION

Required0

Proposed.....NA

\$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Issue Purchase Orders to the US Postmaster for Meter Postage

The Administration is requesting authorization to issue purchase orders to the US Postmaster for meter postage throughout the 2024-25 fiscal year.

US Postmaster meter postage is used to fund MPS’s permit imprint, which is a preprint that is overlaid on district mailings and referenced at USPS facilities when weighing and delivering.

The exception from the requirement of a competitive procurement process for these purchases have been granted on the basis that the goods have no available product alternatives and are one-of-a-kind (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The term shall run from July 1, 2024 through June 30, 2025.

The total cost of goods purchased from the US Postmaster will not exceed \$400,000.

Budget Code: MAL-0-0-MAL-MM-EPST (Mailroom - Postage)..... \$400,000.00
 US Postmaster
 HUB PARTICIPATION
 Required0
 Proposed..... NA
 \$ Value NA STUDENT ENGAGEMENT (hours per 12-month contract)
 Paid Student Employment Hour Commitment: 0 HOURS
 Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Enter into a Purchase Order with Vanderbilt University-COMP for Curriculum Materials

The Administration is requesting authorization to enter into a purchase order with Vanderbilt University-COMP for curriculum materials.

Products include elementary and secondary student and leader manuals. Items will be used by the Violence Prevention Program for training teachers throughout the district in effective classroom management practices to support academic instruction. COMP has been used for many years in MPS and this is a continuation and expansion of this work. This requisition also allows the purchase of the new training materials for the updated 10th edition, allowing the facilitators access to the revised facilitator materials.

Effective classroom management helps create a culture of learning. The district uses these materials to train new teachers, teachers who need additional support with classroom management, paraprofessionals who cover classrooms long-term, and any teacher who is interested in expanding their repertoire of management strategies.

The Exception to Bid has been granted on the basis of one-of-a-kind: the goods have no available competitive product alternatives (Administrative Policy 3.09(7)(E)(1)(b)(i)).

The purchase will not exceed \$56,010.

Budget Code: DTI-0-S-9F4-DE-ESUP..... \$56,010.00
 Vanderbilt University-COMP
 HUB PARTICIPATION
 Required0
 Proposed..... NA
 \$ Value NA
 STUDENT ENGAGEMENT (Hours per 12-month contract)
 Paid Student Employment Hour Commitment: 0 HOURS
 Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Enter into a Contract with Wisconsin Center District (WCD) for Graduation Ceremonies

The Administration is requesting authorization to enter into a contract with Wisconsin Center District (WCD) for in person graduation ceremonies for MPS high schools. WCD will be used to deliver in person graduation

ceremonies for high schools June 16, 2025 thru June 20, 2025. Services include setting up, cleaning, staffing, lighting, video and sound for all ceremonies.

With the ability to accommodate a large number of guests at the ceremony and live stream ceremonies, WCD will host our MPS graduations for our 16 largest high schools with live streaming available through the MPS YouTube channel.

The exception to bid has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contracts will run from June 16, 2025 thru June 20, 2025 and will not exceed \$139,772.

Budget Code: OGA-0-0-ADS-LS-ECTS

(Office of School Administration – Contract Services)	\$139,772.00
Wisconsin Center District	
HUB PARTICIPATION	
Required	0%
Proposed.....	NA
\$ Value NA	
STUDENT ENGAGEMENT (hours per 12-month contract)	
Paid Student Employment Hour Commitment: 0 HOURS	
Student Career Awareness Commitment: 0 HOURS	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin 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 contracts as set forth in the attachments to this item.

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

* * * * *

(Item 8) Action on Request to Waive Administrative Policy 3.09(9)(e) to Enter Blanket Purchase Orders for the Mathematics (K-8), Algebra I, Geometry, Algebra II/ Trigonometry, Pre-Calculus, AP Calculus, and AP Statistics Textbook Adoption, and the English as a Second Language Textbook Adoption

Background

RFP 1130 Authorization to Enter into four Blanket Purchase Orders with Curriculum

Associates, LLC , Imagine Learning LLC, MIND Education, and Savvas Learning Company, LLC for the Mathematics (K-8), Algebra I, Geometry, Algebra II/ Trigonometry, Pre-Calculus, AP Calculus, and AP Statistics Textbook Adoption

The Administration is recommending the Board to waive Administrative Policy 3.09(9)(e) three-year term limit and authorize a blanket purchase order with Curriculum Associates, LLC , Imagine Learning LLC, MIND Education, and Savvas Learning Company, LLC for the Mathematics (K-8), Algebra I, Geometry, Algebra II/ Trigonometry, Pre-Calculus, AP Calculus, and AP Statistics materials to be used during the 2024-2032 School Years.

In accordance with the textbooks/instructional materials adoption rules of Administrative Policy 7.26, Textbooks/Instructional Materials Adoption, a textbooks/instructional materials evaluation committee was formed because of the Board’s Action on October 26, 2023, which opened Math categories for selection studies. The committee has completed the necessary studies with respect to Math categories grades K-12.

These contractors were chosen pursuant to RFP 1130, which closed on February 13, 2024.

The Administration is requesting to waive Administrative Policy 3.09(9)(e) three-year term and authorize purchases for an eight (8) year period which would allow the district to ensure price levels for eight (8) years. Further the Administration is seeking authorization of an amount not to exceed \$22,781,714.64 to be distributed across the contractors.

The following table provides information on the amount not to exceed for each particular contract:

Contractor	Amount
Curriculum Associates, LLC	\$11,552,123.85
Imagine Learning LLC	\$10,059,003.65
MIND Education	\$1,083,295.50
Savvas Learning Company, LLC	\$87,291.64

For all contractors, the student Engagement information is as follows:

STUDENT ENGAGEMENT (per 12-month contract)

Paid Student Employment Hour Commitment: Sliding scale

Expenditure Range	Student Employment
\$0 - \$49,999	0
\$50,000 - \$74,999	100
\$75,000 - \$199,999	200
\$200,000 - \$399,999	300
\$400,000 - \$599,999	400
\$600,000 - \$799,999	600
\$800,000 - \$999,999	800
\$1,000,000 <	900

Student Career Awareness Commitment: 10 HOURS

Budget Code: GEN-0-0-INV-DW-ECTS (Textbooks)\$22,781,714.64

Curriculum Associates, LLC

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor?NO
 Total # of Employees2475
 Total # of Minorities757
 Total # of Women 1788 HUB PARTICIPATION
 Required0%
 Proposed.....N/A
 \$ Value N/A

Imagine Learning LLC

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor?NO
 Total # of Employees2722
 Total # of Minorities657
 Total # of Women 1353 HUB PARTICIPATION
 Required0%
 Proposed.....N/A
 \$ Value N/A

MIND Education

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor?NO
 Total # of Employees199
 Total # of Minorities58
 Total # of Women 117 HUB PARTICIPATION
 Required0%
 Proposed.....N/A
 \$ Value N/A

Savvas Learning Company, LLC

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor?NO
 Total # of Employees1673
 Total # of Minorities379
 Total # of Women 1091 HUB PARTICIPATION
 Required0%
 Proposed.....N/A
 \$ Value N/A

RFP 1131 Authorization to Enter into a Blanket Purchase Order with Cengage Learning, Inc. dba Infosec for the English as a Second Language Textbook Adoption

The Administration is recommending the Board to waive Administrative Policy 3.09(9)(e) three-year term limit and authorize a blanket purchase order with Cengage Learning, Inc. for English as a Second Language materials to be used during the 2024-2032 School Years.

In accordance with the textbooks/instructional materials adoption rules of Administrative Policy 7.26, Textbooks/Instructional Materials Adoption, a textbooks/instructional materials evaluation committee was formed because of the Board’s Action on October 26, 2023, which opened ESL for selection studies. The committee has completed the necessary studies with respect to ESL grades 9-12.

Contractor was chosen pursuant to RFP 1131, which closed on February 21, 2024.

The Administration is requesting to waive Administrative Policy 3.09(9)(e) three-year term and authorize purchases for an eight (8) year period which would allow the district to ensure price levels for eight (8) years. Further the Administration is seeking authorization to enter into a blanket purchase order of an amount not to exceed \$500,000.00.

Budget Code to be charged:

GEN-0-0-INV-DW-ECTS (Textbooks)	\$500,000.00
Cengage Learning, Inc. dba Infosec	
PRIME CONTRACTOR INFORMATION	
Certified HUB Contractor?	NO
Total # of Employees	3,408
Total # of Minorities	606
Total # of Women	2,281
HUB PARTICIPATION	
Required	0%
Proposed.....	N/A

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes the expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will issue the purchase orders as indicated in the attachments.

Committee’s Recommendation

Your Committee recommends that the Administration be directed to postpone the textbook adoption.

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

Ayes — Directors Garcia, O’Halloran, Siemsen, Zombor, and President Herndon — 5.

Noes — None – 0.

* * * * *

(Item 9) Action on Monthly Facilities Matters: FMS Award of Professional Services Contract and Change Order Recommendation

Professional Services Contract

The contract award recommendations for the June, 2024 Regular Board meeting are listed below for your review. Adequate funding is available in the accounts as noted.

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

RFP #21-015 Moving Services – Design & Construction

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Moving Services – Design & Construction.

Selected firms: Ace World Wide Moving & Storage Co., Inc.

Contract Amount: Contracts will be issued on an as-needed basis based on pre-approved rate schedule.

Requested Expenditure Authority: Not to exceed \$1,000,000.00 annually.

Contract Period: June 28, 2024 – December 31, 2024

Budget Code: Various

Report of Change Order for Approval

The Administration is reporting to the Board the following change orders in excess of \$50,000.00.

Roof Replacement – Rebid

Pulaski High School

Langer Roofing & Sheet Metal, Inc.

345 South Curtis Road, Milwaukee, WI 53214

Total Amount of Change Order: \$998,365.00

The project scope is being modified to include the addition of roof sections O, Q, R1, R2 and S. These sections were included in the original scope/bid; however, bids came in over budget and the scope needed to be modified. Because of additional focus on deferred maintenance, the contractor is honoring the original bid and completing the work.

The change order will be funded from account code FAR 00 MMQ PK ECNC (Project No. 2536).

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:

Professional Services Contract:

Total Professional Services Contract Requested = Not to exceed \$1,000,000.00 annually

Change Order:

Total Change Order Requested = \$998,365.00

Implementation and Assessment Plan

Upon Board approval, the attached Professional Services Contract and Change Order shall be executed.

Committee’s Recommendation

Your Committee recommends that the Board approve the attached Professional Services Contract and Change Order.

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

* * * * *

(Item 10) Action on a Request to Approve the Milwaukee Public Schools' Confidentiality Agreement with the Milwaukee Health Department

Background

During the COVID pandemic, Milwaukee Public Schools (MPS) assisted the Milwaukee Health Department (MHD) with tracking and contact tracing the coronavirus in our schools and for students and staff in the city of Milwaukee. We are now asking for the two agencies to formally work together in the Wisconsin Immunization Registry to enter and update immunization data for our students.

This Memorandum of Understanding (MOU) would serve as the written consent for the MHD to enter immunization for MPS students. The information would comply with the requirement in federal and state law and this action would reduce the number of students who are excluded from school in October during immunization exclusion week and their immunization record would be up to date.

The proposed MOU is attached to the minutes of your Committee’s meeting.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 8.42 - Student Records

Fiscal Impact Statement

n/a

Implementation and Assessment Plan

n/a

Committee’s Recommendation

Your Committee recommends that the board approve the Milwaukee Public Schools' Agreement with the Milwaukee Health Department to enter and update the immunization records for our students in the Wisconsin Immunization Registry.

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

* * * * *

(Item 11) Action on Approval of a Request to Apply for Permit and Licensure to Operate a Hospitality and Tourism Food Truck to be created by Bay View High School's NAF Academy

Background

Bay View High School has received a grant from the National Academy Foundation (NAF) to support the creation of a school-based food truck that bridges the school and the community. The purpose of the food truck is to create a work based learning venture when students in the Culinary Arts program can use their culinary skills and learn best practices in business to operate a food truck in Milwaukee.

The goals of the food truck include creating self-sustaining funding through food sales to support the continuing operation and supplies for the food truck. Ultimately, the Bay View Food truck could become an Earn and Learn program with the City of Milwaukee, where all culinary arts students have the opportunity to apply to work for summer employment.

The NAF grant funds cover the equipment needed for the food truck. The school has allocated funds from the FY24 school budget to cover the construction and remodeling of the truck which was donated by the MPS Facilities and Maintenance fleet in the fall of 2023. The construction will be completed this summer by the Facilities and Maintenance dept shops. The city of Milwaukee permit application will be submitted with Board approval with the intent of beginning service at district and community events Fall, 2025.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

1.02 - Goals

Committee's Recommendation

Your Committee recommends authorizing the Administration to pursue City Permit and Licensure for the creation of a Hospitality and Tourism Food Truck created by Bay View High School's NAF Academy.

* * * * *

(Item 12) Action on Recommended FY25 Plan of Audits and Report on District Risk-assessment Plan

Annual Plan of Audits

1. Annually, the Board of School Directors adopts an Annual Plan of Audits which identifies audit activities that the Office of Accountability and Efficiency-Audit Services will conduct during the ensuing fiscal year.

2. After the initiated and required audits have been determined, the next step in developing the annual audit plan involves utilizing the results of the District Risk Assessment. Audit Services staff also review Board's proceedings to identify possible audit topics. These audit topics then serve as the basis for drafting the annual audit plan, which provides information on possible audits and anticipated resources required to complete each audit.

3. The proposed FY25 Annual Plan of Audits and District Risk Assessment have been completed and submitted for the Board's review and approval. The plan includes initiated, required and proposed audits. Included with the recommendation is a summary of available days which identifies estimated resource requirements for each audit and shows how available days will be used to support the audit plan.

4. The proposed FY25 Annual Plan of Audits includes audit activities for the Board-approved Audit Services areas, including external audit monitoring and communications to the Board, departmental and program audits, fraud investigations and other reviews, including external audit reviews, and school audits with corresponding days. This year's FY25 Annual Audit Plan includes both cyclic and non-cyclic departmental and program audits. Cyclic departmental and program audits will be scheduled on a recurring basis in high risk/high-impact areas such as accounts payable, payroll, financial reporting, IT Security, among

others. Other program evaluations include reviews of district bilingual programs, FMS billing processes, a follow up review of MPSU program recommendations.

5. Per Board Governance Policy 2.12, Board Audits: Annual Plan and Coordination, audits not ordered in the Audit Plan, but later determined to have major implications to the District, require the Board's approval to amend the annual plan of audits. This policy also provides for the Senior Director of the Office of Accountability and Efficiency to have the authority to approve critical and emergency audits during the year.

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

Report on FY25 District Risk Assessment

Per Board Governance Policy 2.12 Board Audits: Annual Plan and Coordination, "the Board shall adopt an audit plan each year." In carrying out audit duties and responsibilities, the Office of Accountability and Efficiency-Audit Services staff shall have full, free, and unrestricted access to all organizational activities, records, property, and personnel relevant to the performance of an audit, review or investigation. The school board, as the community's representatives, is accountable for everything that occurs within a school system. This accountability comes with a considerable amount of risk. This risk must be managed and school boards 1) monitor progress toward their goals and guardrails, and 2) engage auditors to conduct audits. Internal auditing services are called upon by the school board to provide independent risk mitigation oversight for the school board and actionable operations insights for the superintendent and their leadership team. This is accomplished by analyzing, planning, auditing and reporting. Analyzing risk begins with a risk analysis of operational units and functions throughout the organization. Below is a summary of the risk assessment survey process.

This district risk assessment tool has been used since FY16 and has been updated annually to continue to assist Audit Services in identifying risks and prioritizing audit resources.

Audit Services has completed the FY25 risk assessment survey process as a means to help identify, measure, and rank potential audit areas based on the level of risk to the District and as a tool in preparing the FY25 Annual Audit Plan. Risk-assessment questionnaires distributed to 75 office directors, managers and key personnel, in 38 departments, had a 100% return rate.

Of the 75 responses received and a comparison from prior year results identified:

- 75 (100%) were aware of MPS Fraud Reporting Tools;
- Unfortunately, 14 (19%) reported obstacles that would have prevented their departments from performing work tasks, a decrease from 23% in the prior year;
- Staff turnover continued to be a concern with 29 (39%) reporting a change in key personnel a decrease from 44% reported in the prior year; with 14 (19%) indicating this turnover caused a disruption in services;
- 9 (12%) reported a technology upgrade or other operational change, a increase from 9% in the prior year; increasing stability in operations;
- 10 (13%) indicated that they did not have complete written standard operating procedures (SOP) or the SOPs were still being developed for staff to follow, a slight improvement from 14% reported in the prior year;
- 8 (11%) reported theft, fraud, waste or abuse, an increase from 6% in the prior year;
- Audit Services has reviewed the responses and performed an analysis of risk levels to six specific categories -- People, Fraud, Operations, Technology and Systems, Legal, and Financial- to arrive at an overall risk-and-audit priority.

In addition to the risk-assessment results, other factors affecting prioritization include requests from the Board of School Directors, audit resources, prior audit results and whether recommendations have been implemented timely, value-added impact to the organization, and degree of organizational change in the functional area. All of these factors are addressed when devising the recommended audit plan.

A high-risk area does not necessarily mean that an office is managed ineffectively or that it is not functioning properly, but merely indicates that the services or functions are inherently high-risk activities due to large expenditures or revenues, large amounts of cash, public interest, mission-critical operations, or support for other critical internal operations. The overall results identify the areas of activities with the highest risk factors, as described above, that may warrant or benefit from additional management action or standard operating procedures.

The areas of higher risk include the Office of Finance (Financial), Office of Operations (Operations) and the Office of Human Resources (People). Audit resource days have been included in the FY25 Annual Plan of Audits in the higher-risk areas of district operations.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

2.12 - Board Audits: Annual Plan and Coordination

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

Committee's Recommendation

Your Committee recommends that the Board approve the FY25 Annual Plan of Audits and District Risk Assessment as attached.

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

* * * * *

(Item 13) Action on a Request for Approval of a Job Description for Chief Auditor

Background

On June 13, 2024, the Milwaukee Board of School Directors approved a Corrective Action Plan as set forth by the Department of Public Instruction. Included in the approved plan was a corrective action to approve a Chief Auditor job description by June 27, 2024.

The Chief Auditor is an exempt position that resides in the Office of Accountability and Efficiency and reports administratively to the Senior Director and functionally to the Board. The full-time position is paid at grade 14 and a range of \$99,312 - \$144,347. Under the Senior Director, the Chief Auditor is primarily responsible for fiscal, legal, management practices and performance audits of district programs and operations; as well as for planning, organizing, directing and managing a professional staff of auditors and for contracting with outside auditors as necessary.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

The item does not authorize expenditures

Implementation and Assessment Plan

Upon approval of the Board, the Office of Accountability and Efficiency will begin implementation of the position.

Committee's Recommendation

Your Committee recommends that the Board approve the attached job description for the Chief Auditor.

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

* * * * *

(Item 14) Action on a Request to Approve the Second Amendment to the Lease Agreement with the UW-Madison Precollege Enrichment Opportunity Program of Learning Excellence (PEOPLE)

Background

In accordance with the Wisconsin Idea, the University of Wisconsin-Madison is committed to Inclusive Excellence. The Precollege Enrichment Opportunity Program for Learning Excellence (PEOPLE), housed in the Division of Diversity Equity and Educational Achievement (DDEEA), is committed to work in partnership with students, parents, public school districts, alumni, corporate, and private donors throughout the state of Wisconsin to expand the pool of students from its target population who qualify for top-ranked universities and UW-System Institutions.

PEOPLE is a precollege pipeline program designed for UW-Madison targeted minority groups and low-income students, most of whom are the first in their families to potentially attend college. Their journey prepares them to be academically and socially prepared to apply, be successfully admitted, and enroll at the UW-System Institution. Students who enroll at UW-Madison may be eligible for a four-year tuition scholarship. PEOPLE accepts highly motivated students into a rigorous program to build and master academic knowledge, build cognitive skills & strategies, build self-management skills, & explore college through experiential learning. The PEOPLE program provides a college prep experience that is experiential and allows students to explore career interests and build the social skills needed to make a successful college transition on a world-class campus.

In exchange for space at Rufus King International Middle School (121 East Hadley St.), PEOPLE plans to serve approximately 400 MPS students through tutoring, academic enhancements, and summer experiences designed to prepare students for post-secondary success at no cost to students or families of MPS. Students will enroll in the program in the beginning of their 9th grade year. Those who enroll in their 8th grade year must attend a PEOPLE partnership high school. Additionally, the PEOPLE program has afterschool college prep sessions that PEOPLE students must attend to receive tutoring, ACT prep, and social skill building at no cost to the district.

In September 2018, the Board entered into a lease agreement with PEOPLE for space at Rufus King International Middle School located at 121 East Hadley Street. In June 2020, the Board entered into the first lease amendment. The Administration is requesting approval of the proposed second amendment to the lease agreement with PEOPLE that will extend the lease term from August 1, 2024, through July 31, 2028, with a lease rate of \$1 per year in order to provide space for PEOPLE to further advance its work with Milwaukee Public Schools in providing precollege preparatory services to students that promote growth and create additional opportunities for future success.

The lease documents are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 5.02 - Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item. Total lease revenue for the lease term is \$4.00.

Implementation and Assessment Plan

Upon Board approval, the attached Second Amendment to the Lease Agreement between Milwaukee Public Schools and the University of Wisconsin-Madison Precollege Enrichment Opportunity Program of Learning Excellence (PEOPLE) shall be executed.

Committee’s Recommendation

Your Committee recommends that the Board approve the attached Second Amendment to the Lease Agreement between Milwaukee Public Schools and the University of Wisconsin-Madison Precollege Enrichment Opportunity Program of Learning Excellence (PEOPLE).

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

* * * * *

(Item 15) Report with Possible Action on MPS School Nutrition Program

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

Background

School Nutrition Services continues serving MPS students with healthful, nutritious meals. The commitment and focus to improve the quality of meals served to our students remain unchanged during the 2023-24 school year. Approximately 12.5 million meals have been served during the current school year as of May 31, 2024.

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

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

Currently, 55 schools have been transitioned from a pre-pack to a production model kitchen, and up to 10 more schools may switch to production kitchen model by the start of 2024-25 school year.

The equipment replacement project to replace approximately 350 pieces of equipment is ongoing and expected to be completed by September 2024 or sooner.

2023-24 School Year Meal Count

	Summer Program	School Year Meal Count –	
		August to May	
	<i>June – Sept. 2023</i>	<i>SY 2022-23</i>	<i>SY 2023-24</i>
Breakfast	56,223	4,261,006	4,791,962
Lunch	101,653	6,687,559	7,227,721
Snack	858	365,701	249,803
Dinner	38,871	111,381	284,270
Total	197,605	11,425,647	12,553,756

Fresh Fruit and Vegetable Program

- MPS proudly participates in the USDA’s Fresh Fruit and Vegetable Program
- 74 Schools received this grant in 2023-24 School Year

FFVP Allocations	Grant Award
Allocation A	\$ 243,317
Allocation B	1,622,115
Total Award Amount	\$ 1,865,432

- FFVP grant application for 2024-25 School Year submitted

Food Justice Task Force

- Collaboratively working with student groups like Youth Empowered in the Struggle (YES) and Milwaukee Community Schools Partnership to continuously improve the food quality
- More food choices, including a hot vegetarian entrée option, are offered daily at both elementary and high schools during the 2023-24 school year
- Student engagement and food taste testing will continue in 2024-25 school year

Production Kitchens

- Number of MPS production kitchens:
 - Production kitchens at the end of 2022-23 school year totaled 31
 - Production kitchens at the end of 2023-24 school year totaled 55
 - Currently, there are 55 production kitchens
 - Up to 10 additional schools may transition to a production kitchen by the start of 2024-25 school year

Equipment and Staffing

- Equipment replacement project is on-going to replace approximately 350 pieces of equipment. The project is more than eighty percent complete and is expected to be completed before the start of 2024-25 school year
- Number of vacancies as of May 31, 2024 is 109 (Managers 22; Assistants 87)

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 4.05 - School Nutrition Management

Fiscal Impact Statement

N/A

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COMMITTEE ON LEGISLATION, RULES AND POLICIES

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on a Request to Approve Revisions to Administrative Policy 7.38 Balanced Assessment Systems

Background

Per Board Governance Policy 2.11, every fifth year, or as needed, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district. The Administration has reviewed Administrative Policy 7.38 and made revisions. It is recommended that the Board approve revisions to this policy as follows:

1) Definition and Purpose

(a) Within school districts, people in different roles need different assessment information at different times and in different forms in order to make decisions. The MPS Balanced Assessment System is designed to match assessment types, purposes, and users to improve data-informed decision making throughout the district.

(b) The Balanced Assessment System will support instructional planning, ~~district- and school-~~improvement planning, curriculum and program evaluation, district-wide resource planning and decision making, and accountability. The Balanced Assessment System will include national, state, district, school- and classroom-based components. District-level oversight and guidance will be provided to support school staff, and data from ~~common~~ assessments will be stored in the district's data ~~warehouse dashboard~~. Data elements will be used to support graduation- and promotion-related decisions for individual students. Selected assessment data will also be reported to the public annually in the District Report Card as per Administrative Policy 2.16, District Accountability System, to promote transparency, shared responsibility for student success, and a focus on results.

(c) All students in all schools will participate in the Balanced Assessment System. ~~Exemptions for schools may be permitted in exceptional circumstances on a case-by-case basis.~~ Students with disabilities ~~may~~ participate with designated supports and accommodations or in alternate assessments per the requirements of Individualized Education Plans. ~~Early English-language learners may be assessed in their first languages exempt from testing if they have been in the United States less than 12 months and have an English proficiency level of less than two.~~

(d) The MPS Balanced Assessment System comprises three major components: summative assessments, benchmark assessments, and formative assessments.

(2) Summative Assessments

(a) Summative assessments are used primarily for student, school, and district accountability. They typically include assessments such as end-of-course tests, chapter tests, state assessments, and national assessments such as the National Assessment of Educational Progress (NAEP). ~~Some state and national assessment r~~Results from these assessments are reported publicly to provide to parents and the broader community with information about student, school and district performance and the effects of school- and program-improvement plans.

(b) The district's role in summative assessments is to guide the development of ~~common end-of-course tests and assessments and~~ to coordinate the administration of district, state, and national tests. The district is responsible for reporting the results from state and national assessments in a manner consistent with state and federal guidelines and district policy, ~~including reporting value added analyses of standardized test data.~~ The district will also use the data for district improvement planning, school interventions, and program/policy-evaluation research. The role of school personnel is to administer the summative assessments consistent with Administrative Policy 2.14, Assessment Ethics, and to use the data, as applicable, for grade reporting and school-improvement planning.

(3) Benchmark Assessments

(a) Benchmark assessments are standardized assessments administered ~~three to four times~~ multiple times per year. The purpose of benchmark assessments is as follows:

1. ~~The~~ benchmark assessments will be used ~~to serve~~ as part of the district's universal screening ~~measure~~ process to identify children in need of intervention;
2. ~~They~~ will inform instruction as much as ~~do~~ formative assessment data do;
3. ~~They~~ can be used to measure students' responses to school-based interventions;
4. ~~They~~ can be administered upon entry into the district; ~~and~~
5. ~~They~~ provide information to monitor and evaluate school and program performance.

(b) The district's role in benchmark assessments is to provide and ~~to~~ score assessments in selected grades and to provide reports to individual students, parents classroom teachers, schools, and the district office. The district is also responsible for providing professional development for learning teams and classroom teachers in interpreting and using benchmark data to monitor performance and ~~to~~ improve instruction. The schools' role is to administer benchmark assessments to all students and to use the data for instructional and school-improvement planning by identifying and intervening with students at risk ~~for~~ of future academic failure.

(4) Formative Assessments

(a) Formative assessment practices are intended to inform instruction; to provide immediate, specific, and descriptive feedback for students; to guide differentiation of instructional practices; and to facilitate students' goal setting and self-assessment. Typically, these assessments are not graded. Formative assessments shall be used across all content areas and all grades within the district. Data from these informal assessment strategies ~~are not~~ may be reported to the district.

(b) Formal assessment for progress monitoring is required with all students who receive additional educational supports and interventions. Progress monitoring is used to assess academic performance, to quantify rate of improvement or responsiveness to instruction, and to evaluate the effectiveness of instruction or intervention. Progress-monitoring procedures permit ongoing decision making and adjustment of interventions when needed, thereby increasing the likelihood of helping students acquire new skills, knowledge, or improved functioning. Progress monitoring occurs frequently throughout the course of the intervention/support, and data are routinely analyzed by staff so that adjustments can be made. These data will be available to the district.

(c) The district's role in formative assessments is to provide grade-level standards/learning targets, sample assessments of those targets/standards, grade-level exemplars of student work, progress-monitoring tools, and professional development for educators. The schools' role is to implement formative assessment practices, score assessments, analyze data within the learning team/collaborative teacher teams, and use the data to inform instruction and monitor the efficacy of interventions.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.38 - Balanced Assessment Systems

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon board approval, the Office of Board Governance will make and publish revisions to Administrative Policy 7.38.

Committee's Recommendation

Your Committee recommends that the board approve the revisions to Administrative Policy 7.38 Balanced Assessment Systems. Your Committee further recommends that the policy be modified to require that a list of current assessments and their descriptions be posted on the district website.

Director Garcia moved to return this item to Committee. The motion passed, the vote being as follows:

Ayes — Directors Garcia, O'Halloran, Siemsen, Zombor, and President Herndon — 5.

Noes — None — 0.

(Item 2) Action on a Request to Approve Revisions to Administrative Policy and Procedure 7.26 Textbook/Instructional Materials Adoption**Background**

Per Administrative Policy 2.11, every fifth year, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

The Administration recommends revisions to Administrative Policy 7.26 and Administrative Procedure 7.26 to uniform all textbook/material adoptions proposed by the district, to clarify the process that must be followed and to include the guidelines that will be followed by Procurement.

Additional language was added to ensure that the vendor understands and commits to the Spanish language requirements before submitting materials. Furthermore, additional language was included to ensure that evaluation criteria specific to English Learners (ELs) and bilingual program requirements are part of the overall criteria.

Administrative Policy 7.26

Textbooks/Instructional Materials Adoption

(1) The Board shall consider all matters pertaining to the instructional programs, provided in the district, including courses of study, textbooks, and other instructional materials used in the schools. Instructional materials include, but are not limited to, electronic resources (e-books) or other technology and manipulative materials.

(2) Other specific guiding principles to be considered are:

- a. materials' alignment to adopted standards and graduation requirements;
- b. alignment to district literacy and language-development goals;
- c. availability of aligned materials for Pre-K use;
- d. availability of high-quality materials for use in bilingual classrooms (e.g., Spanish-language versions of the same content, quality, and rigor);
- e. availability of resources to support differentiated instruction, including aligned, targeted interventions, where appropriate; and
- f. to the extent possible and appropriate, representation in content and illustrations of the diversity of district's students, families, and communities and freedom from discrimination on the grounds of gender, age, race, religion, culture, ethnicity, nationality, language, orientation, and disability, etc.

(3) Per the U.S. Department of Justice and the U.S. Department of Education districts have an obligation to provide the resources necessary to effectively implement Language Instruction Educational Programs (English as a Second Language and Bilingual Education) for English Learners.

- a. To this end, all adopted materials for mathematics, science, social studies, and areas within literacy must also be available in Spanish, one of the languages of instruction in the bilingual program, at the same quality and rigor of editions in English. If the chosen vendor(s) does not have the Spanish counterpart there are two options:
 - i. The vendor(s) commit(s) to providing the district with the selected materials in Spanish by the end of the school year in which the adoption was set to begin. Materials include both physical and digital versions as well as all supporting interactive activities, videos, assessments, graphic organizers, etc. Translations cannot rely on Google Translate.
 - ii. For areas within literacy (reading, writing, spelling, handwriting), funds must be set aside for the Department of Bilingual Multicultural Education to secure appropriate materials, in English and/or Spanish, for this student population. This process is exempted from purchasing and bidding requirements outlined in Administrative Policy 3.09. Once the appropriate materials have been selected, the Department of Bilingual Multicultural Education can enter a purchase requisition to provide the vendor(s) with a purchase order.
- b. Requests for proposals (RFP) of materials for mathematics, science, and social studies must include the following statement.
 - i. Vendors submitting materials in response to this RFP, grades K-12 and including Advanced Placement courses, must provide those materials with 100% parity in Spanish for bilingual program schools, not through a Google translation. All components must be digitally and physically available in Spanish (e.g., student edition, teacher edition, graphic organizers, videos, assessments, online interactive games and activities, additional resources, etc.) by the end of the school year in which the adoption is set to begin.
- c. Requests for proposals (RFP) within literacy (reading, writing, spelling, handwriting) must include the following statement.

- i. Vendors submitting materials in response to this RFP, grades K-12 and including Advanced Placement courses, are encouraged to also submit materials that are authentically developed in Spanish. Vendors that have editions only in one language (English and Spanish) can make submissions as well. All submissions will be considered equally. Materials submitted in Spanish have all components digitally and physically available in Spanish (e.g., student edition, teacher edition, graphic organizers, videos, assessments, online interactive games and activities, additional resources, etc.) at the time of submission.
- d. Additionally, instructional materials must be differentiated to support English Learners who are on a range of English proficiency. This item must be included in the evaluation criteria.
- (4) Once the RFP process opens, there shall be no communication with vendors.

~~(3) After the procedures for the adoption of textbooks/instructional materials, which are subject to Board approval, have been followed, textbooks/instructional materials shall be selected by the Board for adoption. When the Board has adopted any textbooks/instructional materials for use in the schools, these shall not be changed for eight years thereafter.~~

(5) When a subject area is to be opened for adoption, a textbooks/instructional materials-evaluation committee of teachers shall be established to study and evaluate available materials and to make recommendations to the superintendent concerning textbooks/instructional materials adoptions for the subject area.

(6) When a subject area is to be opened for adoption, an invitation to participate in an advisory capacity shall be extended to all Milwaukee Public Schools parents. In addition, community organizations from various 6

locations in the city shall be invited to send parent representatives to special events. The group of advisors shall reflect ethnic and gender diversity and shall represent various locations of the city and the different school levels and programs. The advisory group shall also include appropriate representation for students with disabilities. An invitation to participate in this process shall be extended to all Milwaukee Public Schools parents. In addition, community organizations such as the city-wide PTA, La Causa, United Community Center, and Urban League shall be invited to send parent representatives.

(7) The parental advisory group for textbooks/instructional materials evaluation shall serve as an advisory — not a decision-making — body that will make recommendations, encourage brainstorming, and provide opportunities for parental involvement. It shall facilitate communication between and among the parents and parent organizations district-wide and serve as a forum for sharing innovations and culturally relevant best practices. Curriculum specialists shall review the findings and recommendations of the parent advisory group for textbooks/instructional materials evaluation prior to the Administration's recommendation of textbooks/instructional materials to the Board for adoption.

(8) Copies of the textbooks/instructional materials under consideration for adoption shall be made available for Board members, parents, and community members to review.

(9) Recommendations for textbooks/instructional materials adoptions shall be made in accordance with the following protocol:

- (a) The textbooks/instructional materials evaluation committee shall present the recommendations for textbooks/instructional materials adoptions to the superintendent in a confidential report.
- (b) After considering the confidential report and recommendations from each textbooks/instructional materials evaluation committee, the superintendent shall make his/her recommendation to the Board at a regular meeting of the Board . Final action on the textbooks/instructional materials adoption shall be taken within a timeframe that allows textbooks/instructional materials to be implemented at the beginning of the following school year.
- (c) After the request for proposals process (RFP) closes, only Procurement staff may communicate with vendors.

(10) After the procedures for the adoption of textbooks/instructional materials, which are subject to Board approval, have been followed, textbooks/instructional materials shall be selected by the Board for adoption. When the Board has adopted any textbooks/instructional materials for use in the schools, these

shall not be changed for eight years thereafter.

Administrative Procedure 7.26

Textbooks/Instructional Materials Adoption

The following procedures shall be employed relative to textbooks/instructional materials adoptions.

(1) Opening Subject Areas for Textbooks/Instructional Materials Adoption

(a) In order to provide for a systematic re-evaluation of current textbooks/instructional materials needs as adoptions near expiration, the Superintendent shall report the subject areas, along with the titles of the textbooks/instructional materials for which adopted textbooks/instructional materials have been in use seven years or more and may be discontinued at the end of the following school year. The Superintendent's report shall include recommendations for each of the subject areas listed with respect to the budget process and:

- subject areas to be opened for textbooks/instructional materials adoption
- subject areas in which textbooks/instructional materials adoption is to be discontinued at the end of the following school year and no new adoption made.

(b) In addition to the recommendations concerning textbooks/instructional materials currently in use, the Superintendent may recommend opening for adoption study any subject areas in which no textbooks/instructional materials adoption is in effect but in which an adoption is considered desirable.

(c) Immediately following the Board's action, the Superintendent or his or her designee shall notify each principal of the action taken. Principals shall notify all teachers concerned which subject areas are open for textbooks/instructional materials adoption.

(d) Also following the Board action, a designated member of the Superintendent's staff shall notify the publishers of textbooks/instructional materials in the subject areas opened for adoption by the Board and through this official correspondence invite publishers to file samples of texts and related instructional materials with the Department of Curriculum and Instruction.

(2) Nomination of Textbooks/Instructional materials Evaluation Committees

(a) Upon notification of the opening of a subject area for textbooks/instructional materials adoption, there shall be ample opportunity for teachers and other staff members to be nominated for, or to express interest in serving on, the textbooks/instructional materials evaluation committee for the subject area.

(b) Nominations for and expressions of interest in serving on textbooks/instructional materials evaluation committees will be obtained through a form provided by the designated member of the Superintendent's staff.

(c) In elementary schools, a faculty may nominate members of its own group or staff members from other schools, or it may offer no nominations if it so chooses.

(d) In secondary schools, the same provisions will apply at the departmental level.

(e) Principals and supervisors may submit nominations.

(f) Individual staff members may express an interest in serving on textbooks/instructional materials evaluation committees.

(g) All committees must include bilingual, immersion, English as a Second Language, and special education teachers.

(3) Appointment of Textbooks/Instructional materials Evaluation Committees

(a) Textbooks/instructional materials evaluation committees shall be appointed by the Superintendent or his or her designee. In making the appointments, the Superintendent shall be guided by, but not limited to, the list of nominations for, and individual expressions of interest in serving on, the textbooks/instructional materials evaluation committee. In appointing textbooks/instructional materials evaluation committees, the Superintendent shall be guided by the following factors:

1. Relative to nominees: experience, appointment to the professional staff, qualifications in subject area and/or grade level, and recommendations.
2. Relative to composition of the committee: city-wide representation, charter school representation, representation of all levels concerned, including bilingual, immersion,

English as a Second Language, and special education representation, when a series is under consideration, and gender and ethnic balance on each committee as far as possible.

(b) Optimally, a textbooks/instructional materials evaluation committee will comprise approximately 12 members, at least three-fourths of whom will be teachers.

(4) Responsibilities and Procedures of the Textbooks/instructional materials Evaluation Committees

(a) The textbooks/instructional materials evaluation committee shall study and evaluate available materials and make recommendations to the Superintendent concerning the subject area concerned.

(b) Each textbooks/instructional materials subject committee shall elect its own chairperson and shall determine its own methods of procedure, except as herein stated.

(c) ~~The curriculum specialists textbooks/instructional materials evaluation committee shall establish criteria by which the available materials are evaluated. A written copy of these criteria shall be placed on file in the Department of Curriculum and Instruction. The criteria used for selection should be made known to the publishers' representatives.~~

(d) Evaluation criteria must include the following items in addition to culturally responsive and content-specific descriptors.

1. Instructional materials are differentiated to support English Learners who are on a range of English proficiency.
2. Materials attend to oral language development.
3. All components (100% parity) of materials are available in Spanish (e.g., student edition, teacher edition, assessments, graphic organizers, videos, online interactive games and activities, additional resources, etc.).
4. The Spanish used is free of errors and reflects authentic Spanish language usage

~~(e) The curriculum specialists textbooks/instructional materials evaluation committee shall solicit reactions and assistance regarding the subject areas under consideration from staff personnel concerned through appropriate avenues, such as:~~

1. announcements to all schools, inviting written reactions and suggestions;
2. meetings with department chairpersons concerned as a staff group;
3. meetings with various curriculum committees concerned;
4. meetings with curriculum councils;
5. meetings with various subject-matter consultants as desired, including reading specialists;
6. meetings with publishers' representatives;
7. open meetings with personnel concerned; and
8. balloting by teachers concerned on a city-wide basis.

(f) It is the responsibility of every member of the committee to collectively ensure that the evaluation is conducted in an impartial, objective and professional manner, and that the same level of effort is extended to the evaluation of all proposals being reviewed. Therefore, the textbooks/instructional materials evaluation committee is bound by the district's ethics policy and abides by the responsibilities outlined below.

1. Committee members should independently and thoroughly review the materials prior to an evaluation team committee meeting. Each member must preliminarily score the proposals in all areas prior to the committee meeting.
2. At the evaluation team committee meeting, all members are to have a robust discussion about the proposals to ensure they are fully evaluated from many perspectives. Each committee's chair must ensure that each committee member participates in the discussions. The committee must discuss all areas to be evaluated. Once full discussion has taken place, individuals may adjust their preliminary scores based on the discussion.
3. To preserve the integrity of the evaluation process, the following rules of confidentiality must be observed:
 - Committee members must not communicate with others outside of the evaluation committee on the nature or content of the materials, deliberations, vendor presentations, or individual opinions about the vendor.
 - Committee members must not communicate with vendors about this project outside of any scheduled and sanctioned evaluation activity.
4. Individuals may not participate as a member of this committee if:

- they, or a member of their immediate family has, a financial interest pertaining to this procurement;
- they received a gift or gratuity of a value over \$25.00 from any vendor in the last year; and
- they, or a member of their immediate family has, received payment from any vendor for work performed in the last 18 months.

(g) After the textbooks/instructional materials evaluation committee has studied and evaluated the available materials as indicated above, the committee shall determine ~~by secret ballot of its membership~~ the recommendations to be made to the Superintendent. The textbooks/instructional materials evaluation committee may exercise the following options in its recommendations to the Superintendent:

1. Recommend single, dual, or multiple adoptions to meet the varying needs of students and the needs of the instructional program;
2. Recommend no adoption for a designated subject area if the instructional program would be served better by listing acceptable s textbooks/instructional materials on an open list for selection and use by the various schools;
3. Recommend the use of other materials and media in addition to, or in lieu of, a regularly adopted text.

(f) Each textbooks/instructional materials evaluation committee shall keep a record (file) of proceedings and communications involved in the adoption process. This record, which shall include written analyses of the available material given consideration in the adoption and the basis for recommendations made to the Superintendent, shall be forwarded to the Superintendent together with the recommendations for the subject areas.

(g) Each textbooks/instructional materials evaluation committee shall be provided with sufficient opportunities to accomplish the evaluation and recommendation for selection of a textbooks/instructional materials adoption. These opportunities may include credit for work performed outside of the regular school day or the regular school year and/or released time in certain instances.

(5) Recommendations for Textbooks/instructional materials Adoptions

(a) The textbooks/instructional materials evaluation committees shall present the recommendations for textbooks/instructional materials adoptions to the Superintendent in confidential reports.

(b) After considering the confidential report and recommendation from each textbooks/instructional materials evaluation committee, the Superintendent shall make his/her recommendations to the Board at a regular meeting of the Board. Final action on textbooks/instructional materials adoption shall be taken within a timeframe that allows the adoption of the textbooks/instructional materials to be implemented at the beginning of the following school year.

(6) Communications with Publishers

(a) As per Administrative Policy 3.09, the purchase of professional services or goods valued at \$50,000 or more, where performance of the services require creative and individual talents, scientific knowledge, special skills or training, artistic or professional skills, or is of a technical or experimental nature, the method of source selection shall be a competitive sealed proposal (“RFP” or “RFB”) whose procedural formality may consider the anticipated amount, with less formality at lower dollar amounts, and higher formality at higher dollar amounts. The process is handled through the MPS Procurement Department in conjunction with the sponsoring department.

(b) From the time a bid or RFP is issued until a final award is made, vendors or their lobbyists are not permitted to have any communications with any District employees, officials, or members of the Board of School Directors regarding any bid or RFP other than through the designated contact person identified in the bid or RFP, or through testimony at public hearings.

(c) Vendors are expressly prohibited from offering gratuities of any kind, including meals, gifts, and trips, to officers, employees, or agents of MPS. Vendor incentives should be expressed in terms of quality, service, and price in their quotations. Violation of these conditions will constitute immediate disqualification from contract award.

(d) All procurements must fully comply with Administrative Policies 3.10, Historically Underutilized Business Program, and 3.13, Communities in Need initiative, which ensure competitive price quotations and participation by certified Historically Underutilized Businesses, COIN-certified individuals, and MPS students

(e) During the time in which the textbooks/instructional materials evaluation committees are being nominated, appointed, and organized, ~~a designated member of the Superintendent's staff~~ the Procurement Department shall communicate with the various publishers for the purpose of gathering all materials, price quotations, etc. for use by the textbooks/instructional materials evaluation committees. These materials, quotations, and correspondence are to be held on file by the Department of ~~Curriculum and Instruction~~ Procurement for use by the textbooks/instructional materials evaluation committees.

(f) Publishers' representatives shall not be permitted to solicit individual teachers, school leaders or other district administrative staff concerning a textbooks/instructional materials adoption in any school during the period of time a subject is opened for adoption, or to invite any teacher to a publisher-sponsored social event. ~~This rule does not apply to presentations of reference or library books.~~

(g) During preliminary screening, Sponsors, in collaboration with Procurement, confirm that vendors have not expressed disagreement with Spanish language requirements outlined in Administrative Policy 7.26. Vendors who are not in agreement with this requirement are to be disqualified and will not move forward to the committee for evaluation. Vendors moving forward to committees understand that they will be held to one of the statements below which will be included in their contract. The bilingual curriculum specialist is to be informed about vendors moving forward to committee.

1. For materials in the areas of math, science, and social studies: All components, at 100% parity and not through a Google translation, must be digitally and physically available in Spanish (e.g., student edition, teacher edition, graphic organizers, videos, assessments, online interactive games and activities, additional resources, etc.) by the end of the school year in which the adoption is set to begin.
2. For vendors who submit materials in Spanish within areas of literacy: All components must be digitally and physically available authentically in Spanish (e.g., student edition, teacher edition, graphic organizers, videos, assessments, online interactive games and activities, additional resources, etc.) at the time of submission

(h) After preliminary screening of the materials submitted by all publishers, the publishers' representatives of companies whose books are to be given further consideration by a textbooks/instructional materials evaluation committee may be given an opportunity to present their materials before a scheduled meeting of the committee concerned. Procurement shall coordinate any presentations for committees.

(7) Alterations or Revisions to Textbooks/instructional materials

(a) When any alterations or revisions shall have been made in any textbooks/instructional materials adopted in the Milwaukee Public Schools, the publishers shall send the Superintendent two copies of the altered or revised textbooks/instructional materials with marginal notes for approval if the publisher desires to furnish it in place of the adopted edition without an increase in price. In the event that the Superintendent approves, the revised textbooks/instructional materials may be used. Full credit allowance shall be given by the publisher if the old and the new books/instructional material(s) cannot be used side by side.

(b) No substitutions or revisions not in the nature of mere corrections shall be permitted, except by vote of the Board, and any unauthorized substitutions in the future shall, when discovered, give cause for either cancellation of the adoption by the Board or the return of such substituted textbooks/instructional materials, whether used or unused, to the publishers with a debit memo for the full cost of the books/instructional materials. In no event shall the use of a revised textbook/instructional material be considered as a new adoption or in any way extend the original adoption period.

(8) Printing, Mailing, and Other Expenses

Any expenses incurred by textbooks/instructional materials adoption committees (printing, mailing of forms, and other necessary expenditures) shall be borne by the Board.

(9) Textbooks/instructional materials Evaluation Criteria

~~(a) General criteria for textbooks/instructional materials evaluation are provided to the textbooks/instructional materials evaluation committees. These criteria are:~~

- ~~• consistency with K-12 teaching and learning goals;~~
- ~~• appropriate career information;~~
- ~~• promotion of critical thinking;~~
- ~~• recency of edition;~~
- ~~• absence of sexism;~~

- ~~• quality of binding;~~
- ~~• multi ethnic approach, including aligned materials for use in Spanish/bilingual classrooms that are comparable in content, quality, and rigor to those materials produced in English;~~
- ~~• quality of cover;~~
- ~~• freedom from bias;~~
- ~~• clarity of format;~~
- ~~• relevancy to curriculum;~~
- ~~• durability of paper;~~
- ~~• currency of material;~~
- ~~• cost;~~
- ~~• accuracy of material;~~
- ~~• organization;~~
- ~~• readability;~~
- ~~• teaching aids;~~
- ~~• author's qualifications; and~~
- ~~• bibliography~~

~~(b) In addition, each textbooks/instructional materials evaluation committee will develop its own specific criteria applicable to the subject area under consideration.~~

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.26 - Textbooks/Instructional Materials Adoption

Fiscal Impact Statement

n/a

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revision to the policy.

Committee's Recommendation

Your Committee recommends that the Board approve revisions to the Administrative Policy and Procedure 7.26 Textbook/Instructional Materials Adoption. Your Committee further recommends an additional modification to Section (4) that clarifies that Procurement staff are allowed to communicate with vendors.

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

* * * * *

(Item 3) Action on a Request to Revise Administrative Policies 6.34 and 8.48 on Acceptable Use Relative to Artificial Intelligence

Background

Milwaukee Public Schools acknowledges that technology is ever-changing and has a tremendous impact on our global society, local community, and classrooms. Artificial intelligence (AI), including generative forms of AI, is becoming more a part of our everyday lives. Generative AI tools present exciting opportunities for education including personalizing learning experiences, offering targeted support, and automating administrative tasks. It is our responsibility to educate and train students to utilize generative AI in an ethical and educational way. Updating our staff and student acceptable use policies and providing

guidance on the use of generative AI allows us to begin integrating AI responsibly and effectively within our schools.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 8.48 - Student Internet Safety Acceptable Use Policy (AUP)

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

Upon Board approval, the Office of Board Governance will make and publish the revised policy.

Committee's Recommendation

Your Committee recommends the Board approve action on a request to Revise Administrative Policies 6.34 and 8.48 on Acceptable Use Relative to Artificial Intelligence. Your Committee further recommends that the Administration bring forth a policy on Artificial Intelligence relative to district curriculum.

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

* * * * *

(Item 4) Action on a Request to Approve Revisions to Administrative Policy 7.23 Intramural Programs

Background

The Administration recommends revisions to Administrative Policy 07.23: Intramural Programs to align more appropriately to the current structure of the district's offerings of organized sports at the elementary and middle school levels. The proposed revisions are as follows:

Administrative Policy 7.23

~~Intramural Youth Sports Programs~~

(1) The Board believes that school-based sports constitute a part of the total school program educational experience. Accordingly, an intramural youth sports program, as an outgrowth of physical education, shall be offered to elementary and middle school students to provide opportunities for students to compete in organized athletic activities at their own levels of ability with their grade level peers. Competition may take place within each school as well as on a city-wide basis, at the direction of the principal and the Department of Recreation and Community Services.

(2) To the extent possible, the intramural program shall be conducted throughout the schools, with no selection criteria except for students under mandates of the Wisconsin Interscholastic Activities Association. The major thrust of the program shall be at the middle school level.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.18 - Co-curricular and Interscholastic Programs

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 07.23: Intramural Programs.

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

* * * * *

(Item 5) Action on a Request to Approve Revisions to Administrative Policy 7.24 Adult Enrichment Programs

Background

The Administration recommends revisions to Administrative Policy 07.24: Adult Enrichment Programs to align more appropriately to the current fee structure of the district's adult enrichment activities managed by the Department of Recreation and Community Services. Proposed revisions are as follows:

Administrative Policy 7.24 Adult Enrichment Programs

(1) The Board recognizes that it has an educational responsibility to the entire community. To the extent possible, ~~adult enrichment programs and courses~~ shall be provided to meet the needs and ~~special~~ interests of adults.

(2) ~~The various programs~~ Programs shall be supported by a combination of registration fees and materials fees and the Extension Fund. Activity fees are based on the Department of Recreation and Community Service's cost recovery program and are updated every two years. Fee increases cannot exceed \$3 per activity during each biennial update. ~~recreation and extension funds. Specific recreation fees shall be determined by the Administration on the basis of instructional and materials costs, with the fee schedule approved by the Board.~~

(3) All adult enrichment programs shall be administered through the Department of Recreation and Community Services. ~~Division of Community Recreation.~~

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.18 - Co-curricular and Interscholastic Programs

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

The recommendation is that the Board approve the revisions to Administrative Policy 07.24: Adult Enrichment Programs.

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

* * * * *

(Item 6) Action on a Request to Approve Revisions to Administrative Policy 7.11 Reading Background

Per Administrative Policy 2.11, every fifth year, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

The Administration recommends revisions to Administrative Policy 7.11: Reading to add language consistent with ACT 20.

(1) Future Reading Adoptions

(a) Future reading adoptions for elementary schools should reflect the district's reading curriculum and research findings and provide choices, allowing schools to select from a recommended list of programs, materials, and approaches.

(b) The adopted reading program or materials should reflect the district's reading curriculum, developed by a broad base of school staff.

(2) Assessment of Progress

~~(a) Assessment of students' reading progress should place less emphasis on assessment of isolated skills and integrate reading, writing, thinking, speaking, and listening, including formal and informal measures in accordance with the district's assessment policy.~~

~~(b) The district should move towards a program which:~~

- ~~• places less emphasis on assessment of isolated skills~~
- ~~• integrates reading, writing, thinking, speaking and listening~~
- ~~• emphasizes independent reading of a variety of reading materials.~~

All grades K-3 students must be annually assessed in early literacy skills using the fundamental skills screening assessment selected by the Wisconsin Department of Public Instruction. Students enrolled in four-year-old kindergarten must be assessed at least two times per year on phonemic awareness and letter sound knowledge. Students in five-year-old kindergarten through 3rd grade must be assessed three times per year on phonemic awareness, decoding skills, alphabet knowledge, letter sound knowledge, and oral vocabulary.

The first test should happen within 45 calendar days of the school year's start, the second in the middle of the term, and the third 45 days before the end of the school year. Students identified as "at-risk", scoring below the 25th percentile on the screener, must be administered a diagnostic reading assessment within 10 days after the reading readiness screener and no later than the 2nd Friday of November.

Additionally, it is required that students identified as "at-risk" are given a personal reading plan that includes specific early literacy skill deficiencies, goals and benchmarks to measure progress, plan for monitoring progress, interventions and services that will be provided, the programming using science-based early reading instruction that will be used by staff to provide reading instruction to the student. If a student is suspected of having dyslexia, a diagnostic reading assessment must also be administered within 20 days of the request.

All assessment results and personal reading plans must be provided to parents/guardians. Additionally, the district's policy on promotion must include reading achievement criteria for promoting students from third grade to fourth grade

(3) Third-Grade Reading

All elementary schools shall be held accountable for all their children being able to read on grade level by the third grade.

Services and support are required for students struggling with reading but the policy does not compel schools to retain students in third grade who are reading below grade level. The following should be provided to students who have a personal reading plan in place in third grade but have not completed the plan:

- (1) intensive instructional services;
- (2) progress monitoring;
- (3) supports to remediate identified areas of deficiency; and
- (4) an intensive summer reading program every summer until the student scores at grade level in reading.

Students in a bilingual program will perform based on biliteracy trajectories, which account for their holistic performance in each language.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.11 - Reading

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommend that the Board approve the revisions to Administrative Policy 7.11 Reading.

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

* * * * *

(Item 7) Action on a Request to Approve Revisions to Administrative Policy 6.31 Professional Research Activities - Certificated Staff

Background

Per Administrative Policy 2.11, every fifth year, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

The Administration recommends revisions to Administrative Policy 6.31 Professional Research Activities - Certificated Staff, to update alignment to the district mission, vision and priorities. Additionally, researchers will not directly solicit school leaders for participation. Participation in research is always voluntary in schools or other district facilities. The proposed revisions are as follows:

Administrative Policy 6.31

Professional Research Activities — Certificated Staff

- (1) Research to be conducted in the schools should be appropriate and should not interfere with the major functions of the school. Using time of teachers and students in any research activity is an investment ~~by the school system which should increase effectiveness of the educational effort~~ and should promote and generally adhere to the district's mission and vision as expressed through the administration's priorities and goals.

(2) Requests involving research projects to be conducted in the Milwaukee Public Schools shall be reviewed for appropriateness by the Division of Research and Evaluation. ~~Following this review, the researchers must contact principals of selected schools to solicit participation in their investigations.~~

(3) School participation is always voluntary. The participation of staff members and students within participating schools ~~district facilities~~ is also voluntary.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.31 - Professional Research Activities - Certificated Staff

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 6.31 Professional Research Activities - Certificated Staff to the Board.

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

* * * * *

(Item 8) Action on a Request to Approve Revisions to Administrative Policy and Administrative Procedure 6.17 Personal Property Loss: Staff

Background

The Administration recommends revisions to Administrative Policy and Administrative Procedure 06.17, Personal Property Loss: Staff, to provide clarity regarding the process and circumstances under which compensation may be provided for lost or damaged personal belongings during work duties.

The proposed revisions are as follows:

Administrative Policy 6.17: Personal Property Loss: Staff

~~Board employees shall be reimbursed against loss or damage incurred to personal property used in the course of employment. Reimbursement shall be subject to conditions established by the Administration. Board employees may receive limited compensation for loss or damage incurred to personal belongings utilized during and for work duties. Such compensation is contingent upon the terms outlined in Administrative Procedure 6.17.~~

Administrative Procedure 6.17: Personal Property Loss: Staff

~~The Board is contractually obligated to reimburse employees against loss or damage incurred to personal property used in the course of employment. Through the arbitration process, that obligation has recently been interpreted and clarified. While any dispute over this language is subject to grievance procedure, the following guidelines are provided for the protection of employees and the protection of the Board. Board employees may receive limited compensation for loss or damage incurred to personal belongings utilized during and for work duties~~

(1) Most, if not all, of the equipment and materials used in the course of employment are available through Milwaukee Public Schools(MPS). Before personal property is used, employees should contact the building administrator. It is the administrator's responsibility to see that these items are made available.

(a) Equipment and material generally available through MPS is listed below. This list is not exhaustive. Prior to utilizing personal property, the building administrator should be contacted about any item not listed. Needs should be anticipated to give the building administrator enough advance notice to obtain the items for classroom use.

- Desktop computer
- Laptop computer
- Computer printer
- Copier/Fax machine
- Overhead projectors
- Smartboard
- Two-way radio or classroom phone
- LCD Data projector
- Computer speakers
- Headsets
- Television set
- DVD/VCR/D/VCR

(2b) If the item is not available through Milwaukee Public Schools(MPS), and it is necessary to use personal property, the building administrator must be notified to make special arrangements for securing the property from theft or damage, especially in areas with limited security must be informed so that special arrangements, if necessary, can be made to secure the property from theft or damage. (This is especially vital in schools where classroom security is questionable.)

(2) Jewelry or cash will not be reimbursed under any circumstances

(3) Valuable personal property (e.g., equipment and materials which are prone to theft or damage) may not be left in the building overnight, unless secured and approved by the building administrator. ~~the summer.~~ Summer school, ~~summer~~ construction and repair projects, and other public access to ~~the schools~~ MPS buildings make security of personal property difficult. Persistence in leaving personal property at MPS buildings may limit an employee's right to reimbursement of loss or damaged personal property ~~at school over the summer will give rise to allegations of employee negligence.~~

(4) Personal belongings property left in automobiles vehicles is are not included covered for reimbursement under the Personal Property Loss reimbursement Policy and are not eligible for compensation, nor is it compensable, with the exception of those items specifically mentioned in a contract.

(5) Theft, damage, or vandalism to personal vehicles is not a covered loss under the Personal Property Loss Policy.

(56) The contractual reimbursement limit is up to \$150 \$400 per incident; therefore, even if the item is reimbursable, any value over \$150 \$400 will be the employee's loss and the employee assumes the risk of using such property. In addition, the more valuable the property, the greater the degree of care the employee must show in securing the item to avoid allegations of negligence.

(7) For reimbursement, the employee must submit a "Report of Personal Property Loss" (form). This form can be found on the employee web portal. Forms must be filled out completely and legibly and sent directly to the Department of Procurement & Risk Management. The original receipt must be submitted (copies and handwritten receipts are not acceptable). If the original receipt cannot be obtained, replacement receipts will be considered.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.17 - Personal Property Loss: Staff

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board of Governance will make and publish revisions to the policy and procedure.

Committee's Recommendation

Your Committee recommends the Board approve action on a request to Revise Administrative Policy and Administrative Procedure 06.17 Personal Property Loss: Staff, striking the word "contractual" from [former] Section (5).

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

* * * * *

(Item 9) Action on a Request to Reaffirm Administrative Policy 6.32 Pepper Spray: Use of

Background

The Administration recommends that Administrative Policy 6.32, Pepper Spray: Use of, be reaffirmed.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.32 - Pepper Spray: Use of

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

Upon Board approval, Administrative Policy 6.32 Pepper Spray: Use of, will remain as written.

Committee's Recommendation

Your Committee recommends reaffirmation of Administrative Policy 6.32 Pepper Spray: Use of.

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

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Your Committee 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 Milwaukee Public Schools Department of Recreation and Community Services.

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

Background

The Milwaukee Public Schools Department of Recreation and Community Services (Milwaukee Recreation) was established in 1911 to enrich the lives of Milwaukee's youth, teens, adults, and seniors through recreational and educational opportunities.

Throughout the years, the department has worked to position itself as a leading provider of community recreation services. A team of 105 full-time employees and nearly 1,600 part-time employees hired annually as instructors, leaders, field attendants, umpires, and referees work to program more than 100 schools and community locations on an annual basis.

Primary functions of the department include Before & Afterschool Programs; Citywide Programs; Youth Sports & Interscholastic Athletics; Playgrounds & Community Centers; and Operations. During the winter/spring of 2024, Milwaukee Recreation provided multifaceted programming for individuals of all ages throughout the city of Milwaukee.

Mission, Vision, Values

Mission

To enrich and strengthen the community through memorable recreational and educational experiences for people of all ages and abilities.

Vision

To be the leading provider of high quality and affordable recreation and community services in Milwaukee.

Values

The following are the core values that drive the work and interactions with the team and customers:

Equity - Ensuring access to recreation services for all.

Accountability - Taking individual and collective responsibility.

Memorable Experiences - Creating special, distinctive recreation experiences.

Professional Staff - Employing staff who possess the core competencies of the department.

Quality Service Delivery - Exceeding customer expectations through responsive and respectful service delivery.

Sense of Community - Providing services that encourage personal connections and relationships.

Collaboration and Partnerships - Fostering and maintaining partnerships with individuals and organizations that benefit the community

Programs & Services

- After school programs
- Citywide programs
- Elementary, middle- and high school sports
- Playgrounds and community centers
- Recreation operations
- 97 full-time staff
- 1600+ part-time staff

Youth Sports School-Based Leagues

237 Fall Teams (2023)

(2018 = 214; 2019 = 210; 2020 = Covid; 2021 = 145; 2022 = 193)

Elementary & Middle School:

- Coed Cross Country (MS)
- Coed Flag Football (Elem. & MS)
- Girls Basketball (Elem. & MS)
- Coed Soccer (Elem.)
- Coed Volleyball (Elem.)

454 Winter Teams ('23-'24)

(2018-19 = 380; 2019-20 = 334; 2020-21 = Covid; 2021-22 = 321; 2022-23 = 370)

Elementary & Middle School:

- Boys/Coed Basketball (Elem. & MS)
- Coed/Girls Volleyball (Elem. & MS)
- Coed Cheerleading (Elem. & MS)
- Coed Indoor Soccer (Elem. & MS)

242 Spring Teams (2024)

(2019 = 181; 2020 = 186; 2021 = Covid; 2022 = 159; 2023 = 205)

Elementary & Middle School:

- Coed/Girls Soccer (Elem. & MS)
- Coed Softball (Elem. & MS)
- Coed T-Ball (Elem.)
- Coed Track & Field (MS)
- Coed Tennis (MS)

Youth Sports Special Events

- City-wide Girls Basketball Tournament – 13 teams
- Cheer Showcase – 14 Teams
- City-wide Co-ed Volleyball Tournament – 38 teams
- March of Champions Tournament – 72 Teams across three divisions
- Ultimate Sports Day
 - Partnership with MYSA
 - 13 sports/244 Registrations

Challenges/Opportunities

Challenges:

- Facility Space/Facility Updates
- Part-time staffing
- Growing officiating/coaching pools
- Practice space for schools
- Student transportation (games/practices)

Opportunities:

- Sports standards for all schools (min. 1 sport/season)
- Growth of high school student workers
- School allocations for equipment & uniforms
- Greater synergy between elementary/middle schools and HS athletic programs

On the Horizon

- Online student registration for youth sports
- New sports league opportunities (MS Boys Volleyball, MS Golf, MS Kickball, and Elem. Tennis)

- Development of school-based sports guidebook
- Partnerships with local youth sports organizations to host coaching and athlete developmental clinics
- Strengthen relationship between Youth Sports and High School Athletics

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 9.04 - Community Involvement in Decision Making

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

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(Item 2) Report with Possible Action on MPS Alumni Engagement

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

Background

Milwaukee Public Schools alumni have made a significant impact on our community and the world around us. The MPS Alumni Association works to connect, organize, and support our former students in their professional endeavors. The Department of Strategic Partnerships and Customer Service works to keep MPS alums informed about work being done in our schools, our community, and provide opportunities for alumni to socialize and network. Across the district, MPS high schools have formed school-based associations and foundations to foster pride, loyalty, and a lifelong commitment to their school while encouraging continued relationships among graduates.

MPS Alumni

- The MPS Alumni Association works to connect, organize, and support our former students in their professional endeavors, and help them stay connected to our schools and community, while providing opportunities to socialize and network.
- MPS high schools also have school-based associations and foundations that foster pride, loyalty, and a lifelong commitment to our schools while encouraging continued relationships among graduates.

Alumni Engagement Goals

- Strengthen alumni connections and networking
- Foster engagement to support ongoing student success
- Invite partnerships to support district efforts
- Acknowledge the personal and professional achievements of alumni
- Mobilize alums to serve as champions in the community

Alumni Communication Tools

- Alumni Hub webpage offers up to date information relevant to MPS alumni
- Hero's Among Us
- Alumni Spotlights
- Alumni Owned Business Directory
- Alumni Newsletter
- MPS Alumni Facebook Page

Alumni Associations and Events

- Association Meet and Greets
- Reunions
- Business Meetings
- Mentoring/Volunteer Opportunities
- Campus Clean-ups
- Donations-MPS Foundation
- Central Office Display Case

Plans to Grow Alumni Connections

- Increase visibility to attract more alumni
- Continue to bridge the relationship with MPS Foundation to increase alumni giving and stewardship
- Capture new high school and college graduates to better maintain life-long connections with the district
- Create an alumni center to house valuable memorabilia
- Increase mentorship and volunteerism

Strategic Plan Compatibility Statement

Alumni Engagement Goals
Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 9.11 - School Engagement Councils

Fiscal Impact Statement

None

Implementation and Assessment Plan

None

* * * * *

(Item 3) 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. Although this item was 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.

LRE Report

Least restrictive environment (LRE) is one of the most significant components in the 2004 Individuals with Disabilities Education Act (IDEA). It requires that, 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.

There are 17 performance indicators that help steer states to develop State Improvement Plans that target special education:

- Indicator #1 Graduation Rates
- Indicator #2 Drop-Out Rates
- Indicator #3 Assessments
- Indicator #4 Suspension/Expulsion
- Indicator #5 Educational Placement Ages 6-21
- Indicator #6 Educational Placements Ages 3-5
- Indicator #7 Preschool Outcomes
- Indicator #8 Parent Involvement
- Indicator #9 Inappropriate Identification in Special Education
- Indicator #10 Inappropriate Identification in Specific Disabilities Categories
- Indicator #11 Timely Evaluation
- Indicator #12 Preschool Transition Part C, Part B
- Indicator #13 Transition Goals Ages 16 and over
- Indicator #14 Post School Outcomes
- Indicator #15 Resolution Sessions
- Indicator #16 Mediation
- Indicator #17 State Systemic Improvement Plan

LRE for Higher Outcomes

As part of the LRE's focus on increasing academic and behavioral outcomes for students with disabilities, the Department of Specialized Services reports to the Administration bi-annually, students who are receiving special education services in the least restrictive environment. The Department of Specialized Service's plan is to educate students with disabilities, in accordance with their individual education program (IEP), in the regular education environment with their non-disabled peers.

LRE Data

Indicator 5 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 ages 6 through 21 with IEPs who are served inside the regular class 80% or more of the day

Indicator 5B Percent of students ages 6 through 21 with IEPs who are served inside the regular class less than 40% of the day

Indicator 5C Percent of students ages 6 through 21 with IEPs who are served in separate schools, residential facilities, or homebound/hospital placements.

The information below compares MPS's LRE data-relative services to the projection in DPI's 2016 Annual Performance Report Summary for Wisconsin school districts. The MPS percent includes all students who have an IEPs, including speech and language services. The attached reports include 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 2023	87.25%	11.46%	0.17%
MPS September 2023	87.37%	11.10%	0.16%
MPS October 2023	87.62%	11.12%	0.15%
MPS November 2023	87.73%	11.07%	0.17%
MPS December 2023	87.81%	11.06%	0.15%
MPS January 2024	87.76%	11.15%	0.15%
MPS February 2024	87.94%	11.03%	0.16%
MPS March 2024	88.09%	11.07%	0.15%
MPS April 2024	88.06%	11.06%	0.14%
MPS May 2024	88.12%	10.97%	0.14%

School Counts

Indicator 5 Totals by School School	Code A		Code B		Code C		Total
	Count	%	Count	%	Count	%	Count
ACAD OF ACCELERATED LEARNING	50	64.10%	28	35.90%	0		78
ALBA	79	100.00%	0		0		79
ALCOTT SCHOOL	55	94.83%	3	5.17%	0		58
ALLEN-FIELD SCHOOL	112	94.92%	6	5.08%	0		118
ALLIANCE SCHOOL	46	93.88%	3	6.12%	0		49
ASSATA HS	12	100.00%	0		0		12
AUDUBON HS	98	77.78%	28	22.22%	0		126
AUDUBON TECH & COMM CTR MS	79	82.29%	17	17.71%	0		96
AUER AVENUE SCHOOL	30	100.00%	0		0		30
BANNER PREP SCHOOL OF MILW	16	100.00%	0		0		16
BARBEE MONTESSORI SCHOOL	44	95.65%	2	4.35%	0		46
BARTON SCHOOL	57	100.00%	0		0		57
BAY VIEW HS	189	86.70%	29	13.30%	0		218
BAY VIEW MONTESSORI SCHOOL	50	100.00%	0		0		50
BETHUNE ACADEMY	84	87.50%	12	12.50%	0		96
BRADLEY TECHNOLOGY AND TRADE	166	93.79%	11	6.21%	0		177
BROWN STREET SCHOOL	59	100.00%	0		0		59
BROWNING SCHOOL	49	89.09%	6	10.91%	0		55
BRUCE SCHOOL	39	100.00%	0		0		39
BRYANT SCHOOL	36	70.59%	15	29.41%	0		51
BURBANK SCHOOL	86	77.48%	25	22.52%	0		111
BURDICK SCHOOL	76	95.00%	4	5.00%	0		80
CARMEN HS SOUTH CAMPUS	33	100.00%	0		0		33
CARMEN NORTHWEST CAMPUS	82	100.00%	0		0		82
CARMEN SOUTHEAST CAMPUS	75	100.00%	0		0		75
CARSON ACADEMY	60	98.36%	1	1.64%	0		61
CARVER ACADEMY	55	100.00%	0		0		55
CASS STREET SCHOOL	48	100.00%	0		0		48
CLARKE STREET SCHOOL	39	100.00%	0		0		39
CLEMENS SCHOOL	49	85.96%	8	14.04%	0		57
CLEMENT AVENUE SCHOOL	55	100.00%	0		0		55
CONGRESS SCHOOL	85	80.19%	21	19.81%	0		106
COOPER SCHOOL	56	84.85%	10	15.15%	0		66
CRAIG MONTESSORI SCHOOL	25	100.00%	0		0		25
CURTIN LEADERSHIP ACADEMY	49	100.00%	0		0		49
DOERFLER SCHOOL	93	100.00%	0		0		93
DOUGLAS MS	25	100.00%	0		0		25
EIGHTY-FIRST STREET SCHOOL	53	67.09%	26	32.91%	0		79
ELM CREATIVE ARTS SCHOOL	45	100.00%	0		0		45
EMERSON SCHOOL	39	90.70%	4	9.30%	0		43

Indicator 5 Totals by School	Code A		Code B		Code C		Total
	Count	%	Count	%	Count	%	
ENGLEBURG SCHOOL	54	63.53%	31	36.47%	0		85
FAIRVIEW SCHOOL	100	82.64%	21	17.36%	0		121
FERNWOOD MONTESSORI SCHOOL	76	100.00%	0		0		76
FIFTY-THIRD STREET SCHOOL	73	87.95%	10	12.05%	0		83
FOREST HOME AVENUE SCHOOL	121	76.58%	37	23.42%	0		158
FRANKLIN SCHOOL	41	60.29%	27	39.71%	0		68
FRATNEY SCHOOL	43	100.00%	0		0		43
GAENSLEN SCHOOL	205	69.73%	89	30.27%	0		294
GARLAND SCHOOL	81	100.00%	0		0		81
GOLDA MEIR SCHOOL	93	97.89%	2	2.11%	0		95
GOODRICH SCHOOL	49	76.56%	15	23.44%	0		64
GRANDVIEW HS	23	100.00%	0		0		23
GRANT GORDON LEARNING CENTER	0		0			0	0
GRANT SCHOOL	58	95.08%	3	4.92%	0		61
GRANTOSA DRIVE SCHOOL	65	70.65%	27	29.35%	0		92
GREEN TREE PREPARATORY AC.	51	98.08%	1	1.92%	0		52
GREENFIELD SCHOOL	88	93.62%	6	6.38%	0		94
GROPPY HS	31	93.94%	2	6.06%	0		33
HAMILTON HS	189	75.60%	60	24.00%	1	0.40%	250
HAMPTON SCHOOL	35	83.33%	7	16.67%	0		42
HAROLD S. VINCENT SCHOOL OF AGRICULTURAL SCIENCE	90	75.00%	30	25.00%	0		120
HARTFORD UNIVERSITY SCHOOL	62	100.00%	0		0		62
HAWLEY ENVIRONMENTAL SCHOOL	57	100.00%	0		0		57
HAWTHORNE SCHOOL	53	100.00%	0		0		53
HAYES BILINGUAL SCHOOL	102	91.89%	9	8.11%	0		111
HIGHLAND COMMUNITY SCHOOL	81	100.00%	0		0		81
HI-MOUNT SCHOOL	28	100.00%	0		0		28
HMONG AMERICAN PEACE ACAD	75	100.00%	0		0		75
HOLMES SCHOOL	56	100.00%	0		0		56
HONEY CREEK SCHOOL	46	77.97%	13	22.03%	0		59
HOPKINS LLOYD SCHOOL	26	100.00%	0		0		26
HUMBOLDT PARK SCHOOL	94	100.00%	0		0		94
I.D.E.A.L	54	100.00%	0		0		54
JACKSON SCHOOL	41	95.35%	2	4.65%	0		43
KAGEL SCHOOL	31	77.50%	9	22.50%	0		40
KEEFE AVENUE SCHOOL	26	100.00%	0		0		26
KILBOURN SCHOOL	42	100.00%	0		0		42
KING ES	46	100.00%	0		0		46
KING IB HS	118	78.67%	32	21.33%	0		150
KING IB MS	46	100.00%	0		0		46
KLUGE SCHOOL	68	87.18%	10	12.82%	0		78
LA CAUSA CHARTER SCHOOL	71	100.00%	0		0		71
LAD LAKE SYNERGY	9	100.00%	0			0	9

Indicator 5 Totals by School	Code A		Code B		Code C		Total
	Count	%	Count	%	Count	%	
LAFOLLETTE SCHOOL	38	88.37%	5	11.63%	0		43
LANCASTER SCHOOL	33	94.29%	2	5.71%	0		35
LINCOLN AVENUE SCHOOL	67	98.53%	1	1.47%	0		68
LINCOLN CENTER OF THE ARTS	68	100.00%	0		0		68
LONGFELLOW SCHOOL	116	84.67%	21	15.33%	0		137
LOWELL SCHOOL	30	100.00%	0		0		30
MACDOWELL MONTESSORI SCHOOL	120	96.00%	4	3.20%	1	0.80%	125
MADISON ACADEMIC HS	118	86.13%	19	13.87%	0		137
MANITOBA SCHOOL	70	76.09%	18	19.57%	4	4.35%	92
MAPLE TREE SCHOOL	24	96.00%	1	4.00%	0		25
MARSHALL HS	143	66.82%	70	32.71%	1	0.47%	214
MARYLAND AV MONTESSORI	72	100.00%	0		0		72
MATC EMERGING SCHOLARS PROGRAM	3	100.00%	0			0	3
METCALFE SCHOOL	52	100.00%	0		0		52
MILW ACAD OF CHINESE LANG	56	100.00%	0		0		56
MILW CO YOUTH EDUC CENTER	7	100.00%	0			0	7
MILW COLLEGE PREP - 36 ST	39	100.00%	0		0		39
MILW COLLEGE PREP - 38 ST	55	100.00%	0		0		55
MILW COLLEGE PREP - LLOYD ST	52	100.00%	0		0		52
MILW COLLEGE PREP - NORTH	57	100.00%	0		0		57
MILW ENVIRONMENTAL SCIENCES	27	100.00%	0		0		27
MILW EXCELLENCE CHARTER	34	100.00%	0		0		34
MILW FRENCH IMMERSION SCHOOL	34	97.14%	1	2.86%	0		35
MILW GERMAN IMMERSION SCHOOL	46	90.20%	5	9.80%	0		51
MILW HS - ARTS	115	71.43%	46	28.57%	0		161
MILW PARKSIDE SCHOOL	121	81.21%	28	18.79%	0		149
MILW SCHOOL OF LANGUAGES	88	61.54%	55	38.46%	0		143
MILW SIGN LANGUAGE SCHOOL	65	91.55%	6	8.45%	0		71
MILW SPANISH IMMERSION SCHOOL	61	82.43%	13	17.57%	0		74
MILWAUKEE VIRTUAL EDUCATION PROGRAM	5	100.00%	0			0	5
MITCHELL SCHOOL	110	100.00%	0		0		110
MORGANDALE SCHOOL	92	98.92%	1	1.08%	0		93
MORSE MS	59	84.29%	11	15.71%	0		70
NEESKARA SCHOOL	68	86.08%	11	13.92%	0		79
NEXT DOOR FOUNDATION	0		0			0	0
NINETY-FIFTH STREET SCHOOL	51	94.44%	3	5.56%	0		54
NORTH HS	80	83.33%	16	16.67%	0		96

Indicator 5 Totals by School	Code A		Code B		Code C		Total
	Count	%	Count	%	Count	%	
NOVA HS	21	100.00%	0		0		21
OBAMA SCTE	167	87.89%	22	11.58%	1	0.53%	190
PARKVIEW SCHOOL	48	97.96%	1	2.04%	0		49
PRATT SCHOOL	50	98.04%	1	1.96%	0		51
PROJECT STAY HS	22	100.00%	0		0		22
PULASKI HS	184	87.20%	27	12.80%	0		211
REAGAN HS	126	92.65%	9	6.62%	1	0.74%	136
RILEY DUAL LANGUAGE MONTESSORI SCHOOL	30	100.00%	0		0		30
RIVER TRAIL SCHOOL OF AGRICULTURAL SCIENCE	75	90.36%	8	9.64%	0		83
RIVERSIDE UNIVERSITY HS	150	66.37%	76	33.63%	0		226
RIVERWEST SCHOOL	58	98.31%	1	1.69%	0		59
ROGERS STREET ACADEMY	76	96.20%	3	3.80%	0		79
ROOSEVELT MS	54	100.00%	0		0		54
SHALOM HS	17	100.00%	0		0		17
SHERMAN SCHOOL	42	95.45%	1	2.27%	1	2.27%	44
SIEFERT SCHOOL	27	100.00%	0		0		27
SOUTH ACCELERATED ACADEMY	10	100.00%	0		0		10
SOUTH DIVISION HS	124	72.09%	48	27.91%	0		172
SOUTHEASTERN EDUCATION CENTER	5	100.00%	0		0		5
SPED - SERVICES	7	53.85%	0		6	46.15%	13
STARMS DISCOVERY SCHOOL	52	100.00%	0		0		52
STARMS EARLY CHILDHOOD	20	100.00%	0		0		20
STORY SCHOOL	38	100.00%	0		0		38
STUART SCHOOL	45	100.00%	0		0		45
THOREAU SCHOOL	59	93.65%	4	6.35%	0		63
THURSTON WOODS SCHOOL	45	91.84%	4	8.16%	0		49
TOWNSEND STREET SCHOOL	40	100.00%	0		0		40
TRANSITION HS	30	100.00%	0		0		30
TROWBRIDGE SCHOOL	37	86.05%	6	13.95%	0		43
VICTORY SCHOOL	43	100.00%	0		0		43
VIEAU SCHOOL	134	100.00%	0		0		134
VINCENT ACCELERATED ACADEMY	13	100.00%	0		0		13
WASHINGTON - DTC	0		9	100.00%	0		9
WEDGEWOOD PARK SCHOOL	84	88.42%	11	11.58%	0		95
WESTSIDE ACADEMY	33	100.00%	0		0		33
WHITMAN SCHOOL	61	78.21%	17	21.79%	0		78
WHITTIER SCHOOL	20	100.00%	0		0		20
WHS OF INFORMATION TECHNOLOGY	78	86.67%	12	13.33%	0		90
WIS CONSERVATORY LIFELONG LRNG	60	89.55%	7	10.45%	0		67
ZABLOCKI SCHOOL	65	100.00%	0		0		65
Grand Total:	9802	88.12%	1306	11.74%	16	0.14%	11124

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 8.01 - Student Nondiscrimination, Complaints and Appeals

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report with Possible Action on the Deaf and Hard of Hearing (D/HH) Task Force

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

Background

At the April 20, 2023 Board Meeting, Resolution 2223R-018 by Directors Peterson and Herndon on the creation of a D/HH Task Force for major review of MPS's D/HH program was approved. It was further recommended that the Administration provide regular reports to the board during meetings of the Committee on Student Achievement and School Innovation (SASI), beginning on June 8, 2023. It was further recommended that the Administration provide regular reports to the board. The June 13, 2024 report to SASI includes an overview of the task force's meeting schedule, subcommittee breakdown, and progress thus far.

Two Goals/Phases

Goal/Phase 1

- To survey key stakeholders (parents, students, staff, Deaf community)
- To conduct a thorough review of
 - o Current state of the MPS D/HH program and of other programs around Wisconsin and the country
 - o Current Deaf education research

Goal/Phase 2

- To develop recommendations for future programming

Obstacles

- Survey creation and distribution to all stakeholders outlined in the resolution has been challenging
 - o Question selection
 - o Formatting
 - o Considerations for messaging
- Participation has slowed over the past couple of months in particular

Early Outcomes

- Phase 1 is nearly complete . . .

- Surveys
 - o Distributed on 5/28/24
 - Parents of current and former D/HH students (going back four years)
 - MPS teachers and interpreters
 - University staff
 - Speech and language pathologists
 - Paraprofessionals
 - Audiologists
 - Psychologists and social workers

Plan for Fall

- Resuming full task force meetings in September
- Analysis of gathered research, program information, and survey results
- Shifting to Phase 2 and recommendations.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

The fiscal impact will be estimated in the full plan and reported back to the Board after completion of the review.

Implementation and Assessment Plan

N/A

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(Item 2) Report with Possible Action on Equity End-of-Year Report June 2024

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

Background

The MPS framework to equity is aligned to Administrative Policy 1.06, Equity in MPS; Administrative Procedure 1.06, Efforts to Achieve Equity; and the MPS Five Priorities for Success. This framework is flexible and adaptable to meet all students', staff members', and families' diverse equity, access, and inclusion needs.

The Equity End-of-Year Report reflects highlights of the student-centered work that has been engaged in collaboratively by the departments and/or areas within the departments of Black and Latino Males Achievement (BLMA), Positive Behavioral Interventions and Supports (PBIS), Restorative Practices (RP), Gender and Identity Inclusion (GII), and Equity, Access, and Inclusion. In addition, examples of student-centered equity efforts in the Office of Academics, Office of School Administration, Office of Finance, and Office of Human Resources are highlighted to reflect the continuous growth and development of cross-departmental collaborations to increase student, family, and staff engagement, value student voice, provide leadership building experiences, promote academic achievement, expand, deepen, and diversify learning and enrichment opportunities, and support students' and families' diverse cultural and linguistic needs and interests.

Definitions

Equity is defined as an allocation of district resources, supports, and opportunities that is based on the needs of students and staff.

Equity lens is defined as a point of view used to acknowledge the disparities that impact historically marginalized groups and to identify priorities based on the areas of greatest needs. These needs will drive district priorities for the most equitable distribution of resources, supports, and opportunities.

Culturally responsive practices are defined as beliefs, methods, and practices that support and empower all students socially, emotionally, intellectually, and civically by leveraging students' lived experiences and learning styles to ensure student achievement.

Academic Highlights

Student-Centered Literacy and Numeracy Activities

- Poetry Showcase
- Seal of Biliteracy
- Music
- Central Reads
- In-class numeracy Counting Collections modeling
- Virtual learning opportunities

Supporting Data

- Over 150 students across all grade levels submitted original poems for the second Poetry Showcase. Selected poems were presented in person or virtually in English and Spanish.
- Over 200 seniors from 12 high schools representing 15 languages pursued the Seal of Biliteracy. The languages are American Sign Language, Burmese, Chin, French, German, Hmong, Igbo, Karen, Lao, Maay Maay, Rohingya, Somali, Spanish, Swahili, and Twi.
- Ninety-two percent of students had music classes, and 90 schools had new musical instruments. Currently, 122 music staff members serve schools. Over 400 students performed at the Wisconsin State Music Association Solo and Ensemble event, with more than 100 students advancing to perform at the state competition. At the 50th Biennial Music Festival, over 5,000 students performed as part of a vocal or instrumental group.
- A total of 3,360 K5–grade 5 students who were enrolled in 17 schools received enriched and enhanced literacy instruction from their classroom teachers who participated in Central Reads professional development opportunities.
- Over 4,600 pre-K–grade 2 students in 64 schools benefited from in-classroom modeling of the Counting Collections curriculum by the mathematics team.
- This year, 98 K4–grade 5 students, 159 grades 6–8 students, and 616 grades 9–12 students were enrolled in the district's MPS Virtual Program (MVP). Also this year, 75 participating seniors graduated from the MPS Virtual Program.
- Over 100 students in grades 5–12 were enrolled in the Milwaukee Virtual Education Program (MVEP). Middle and high school dual-enrollment courses were available.

College and Career Readiness Highlights

Student-Centered Opportunities

- Grade 8 high school selection fair
- STEM
- College and community connections
- Financial Literacy
- College tours
- Summer Academy

Supporting Data

- All grade 8 students in the district attended the high school selection fair.
- All students had opportunities to participate in the Career and Technical Education STEM Partners Showcase and/or MPS STEM Fair. In total, 114 students in K–grade 12 representing 38 schools participated in the CTE STEM Partners Showcase, and 592 students in K–grade 12 representing 49 schools participated in the STEM Fair.
- High school students had opportunities to participate in credit-bearing college courses, internships, apprenticeships, work-study, ROTC, school-to-work, and other pre-graduation opportunities.

- All high schools offered personal finance courses. Currently, 121 sections of personal finance are offered to students. Extended learning opportunities include Reality Check Day, Stock Market Game, Finance and Investment Bowl, Family Financial Literacy Night, and Financial Literacy Month.

- College tours were planned to meet the diverse needs of students, especially those who are students of color and/or first-generation college attendees. Over 4,000 students have participated in a variety of in-state and out-of-state college tours.

- Summer Academy provides academic and enrichment opportunities to elementary, middle, and high school students. In 2023, over 2,700 students completed courses, 36 students earned college credit, 145 students graduated, students completed 171 courses in Virtual Night School, and students participated in a variety of extended learning adventures that included topics such as archaeology, paleontology, farm life, arts-integrated activities, gardening, and culinary arts.

Social and Emotional Learning Highlights

Multi-Tiered System of Support

- Black and Latino Male Achievement
- Success Center
- Positive Behavioral Interventions and Supports
- Mental health and Wellness

Supporting Data

- Through its mentoring support, Black and Latino Male Achievement served 13 schools and 220 students. Thirteen schools and 40 students participated in ambassador opportunities, 16 schools and 320 students benefited from being a part of the buddies initiative, and 240 students at 6 schools participated in the Manhood Development Academy.

- Individualized academic and social-emotional support was offered at the Success Center to over 120 students in grades 3–12, representing over 60 schools.

- Positive Behavioral Interventions and Supports is implemented schoolwide in all 156 schools in differentiated ways to build and sustain relationships and culture and climate. Staff members engaged 1,357 students in Brain Breaks, 1,446 students in engagement opportunities, and 450 students in the 5:1 strategy. Over 4,670 students received Tier 2 support, and over 470 students received Tier 3 support.

- A variety of programs support social-emotional learning and mental health and wellness. These programs include Second Step taught at all schools with K4–grade 8 students. The School Community Partnership for Mental Health (SCPMH) provides a range of services from licensed clinicians. As of April this year, 539 students attending 38 schools received individual therapy. For six schools participating in MPS RISE efforts, students have become mindful mentors and/or learned how to implement the Zones of Regulation curriculum.

Strategies and Supports for Students Highlights

Enrichment/Student Voice Activities

- Gender and Identity Inclusion: LGBTQ+ and Girls of Color
- Community Learning Centers
- Passport to Summer Reading
- Student Leadership Summit
- Advanced learning camps

Supporting Data

- Gender/Sexuality Alliances are active in over 40 schools, and through the Open Books Donation Initiative, 135 schools received LGBTQ-inclusive books. • Fifteen schools launched the Girls of Color Pilot Partnership Program, over 300 students participated in Denim Day, 20 schools engaged in the Girls on the Run program, and over 200 students attended the movie The Color Purple and the play Khloe's Beautiful Blues.

- Community Learning Centers served 4,887 students in K4–grade 12 at 41 schools throughout the 2022–23 school year and 3,094 students at 39 sites in summer 2023. Educational, recreational, and social

activities included academic enrichment, youth development, college and career readiness, social and emotional learning, technology, performing and visual arts, recreation, and family engagement.

- Passport to Summer Reading was piloted in summer 2023. Over 100 books were distributed to families. This summer, from June to August, the first 25 families to attend may pick up a free picture book from designated locations such as Juneteenth Celebration on King Drive, Summerfest, and Gee’s Clippers. Each book includes a QR code that links to a video of the book being read aloud.

- Over 380 students in grades 6–12, representing over 20 schools, participated in the annual fall and/or spring Student Leadership Summit. Students identified a problem of practice and made recommendations based on input from their peers.

- In the fall and spring, over 100 students in K–grade 5 representing 20 schools participated in advanced learning camps. A two-week advanced learning summer camp is held for 60 students in grades 1–5.

Equity, Access, and Inclusion Additional Highlights

Restorative Practices

Over 4,750 contacts were made with students in 5 schools that receive direct coaching from restorative practices practitioners four days per week. In addition, over 330 students in 19 additional schools engaged in restorative practices.

ACCESS for English Language Learners

Seventy-five schools had 95% or higher student test participation. MPS 2024 Districtwide Spelling Bee Finals Students in grades 3–10 submitted 92 designs for the T-shirt design contest.

Thirty-eight schools, grades 3–10, engaged in the spelling bee; participants included 280 first-place finalists and second-place alternates. Over 1,000 attended in person, and over 180,000 viewed TMJ4 or MPS livestreams.

Student-Created Equity Evaluation Tool/Research 101 Pilot

Students and supporting staff attended two virtual and one in-person meeting to learn research methods and practices and to develop their research question to evaluate equity at their school. Students engaged in a literature review to build their background knowledge and compare insights. Findings and recommendations were shared at their school and the Equity Summit.

Eighteen students from 4 high schools led this work, and over 130 students completed surveys to contribute to the research and evaluation process. Three Marquette University graduate students enrolled in the Capstone course visited school teams and served as the pilot-year external evaluators.

Cantos de las Américas

Montessori 50th Anniversary Celebration

Dr. Martin L. King Jr. Speech, Writing, and Art Contests

Superintendent’s Student Advisory Council

Food Justice Task Force

First Nations Studies

Milwaukee Direct Admit for high school juniors

DPI Five-Year Equity Evaluation community meetings

Five-Year Strategic Plan survey and community meetings

UNSIL World Fair

Refugee and Immigrant Family Community Resource Fair

Heritage Month recognitions and celebrations

LEGO® League Competition

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 1.06 - Equity in MPS

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

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 CESA #1, WASB, and the Head Start Policy Council.

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

Effective and Efficient Operations

- Accountability, Finance and Personnel Meeting
- CAP Team Meetings (23)
- Meeting with Mayor Johnson
- Board Clerk Interviews
- Special Board Meetings (5)
- LRP Meeting
- Regular Board Meeting
- Council of Great City Schools Meeting

Student, Parent, and Community Engagement

- Carmen Playfield Ribbon Cutting

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ITEMS DEFERRED

The Board resumed its consideration of Item 3 of the Reports and Communications from the Board Clerk, Action on a Request to Retire to Closed Session to Confer with Legal Counsel Relative to Litigation in Which the Board is or is Likely to Become Involved.

Director O'Halloran, moved to retire to closed session pursuant to Wisconsin Statute 19.85(1)(g) to confer with legal counsel. The motion passed, the vote being as follows:

Ayes — Directors Garcia, O'Halloran, Siemsen, Zombor, and President Herndon — 5.
Noes — None — 0.

The Board retired to closed session at 6:26 p.m.

The Board adjourned from the closed session at 7:41 p.m., taking no action.

JILL M. KAWALA
Interim Board Clerk

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