

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN NOVEMBER 16, 2023

Regular meeting of the Board of School Directors called to order by President Herndon at 5:40 p.m.

Present — Directors Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Absent and Excused — Directors Carr and Gokalgandhi - 2.

Before proceeding to the items on the agenda, President Herndon asked for a moment of silence to commemorate the passing of Prince McCree, a K5 student at Hawley Environmental School.

President Herndon also noted the passing of Bishop Sedgwick Daniels, an esteemed faith leader, whose holistic ministry left a lasting impact on many members of the Milwaukee community.

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of October will be presented for approval in December.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

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

Background

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

MPS Combined Giving Campaign Supports the Community

The staff members of MPS exemplify selflessness by devoting their energy and resources to ensure that every student at MPS receives the high-quality education that they need to thrive in the future. One way that staff members exhibit their altruism is by actively participating in the MPS Combined Giving Campaign during the fall season.

Led by the United Way of Greater Milwaukee and Waukesha County, the 2023 MPS Combined Giving Campaign makes it possible for MPS employees to contribute to various nonprofits and community organizations through convenient methods such as payroll deduction or direct contribution. Last year, the campaign garnered support from donors across the district who collectively raised an impressive \$136,000.

This year, MPS strives to beat last year's contributions. The district has already collected more than \$67,000 in donations with more time to donate. The campaign will continue through Friday, November 17, providing ample time for more individuals to join this cause.

Empower Me Tour

MPS takes pride in providing students with rigorous academic programs and engaging instruction, equipping them with a wealth of academic and technical options upon high school graduation. The foundation of knowledge and skills gained at MPS opens doors to numerous opportunities for our students.

An event that highlighted these opportunities was the Empower Me Tour's College Readiness Conference held in Milwaukee, Wisconsin, on November 8 and 9. MPS high school students and their parents who attended learned about myriad postsecondary options. This event, made possible through a partnership between Milwaukee Public Schools and the United Negro College Fund (UNCF), occurs annually.

The UNCF Empower Me Tour serves as a beacon of inspiration for young people, guiding them toward academic excellence, personal responsibility, and fiscal health. The Empower Me Tour achieves this mission by offering relevant program content and fostering community engagement. Unlike previous college events, this year's Empower Me Tour took a different approach: students were chosen by certain colleges and universities to participate in on-site admissions, workshops, and a college fair with more than 35 historically Black colleges and universities, both private and public.

Moreover, students interviewed for scholarships directly with these institutions. This holistic experience not only exposed students to diverse academic pathways but also enabled them to take significant steps toward shaping their future careers and education journeys.

The UNCF Empower Me Tour plays a pivotal role in guiding our students through essential life stages and emphasizing the importance of college readiness, career success, and financial literacy. Through initiatives such as these, MPS continues to empower its students, nurturing their potential and encouraging them to achieve their dreams.

HBCU Week at MPS

MPS is dedicated to ensuring that students are well prepared for both college and career success while being aware of their postsecondary options. To achieve this goal, MPS organized a weeklong event featuring historically Black colleges and universities (HBCUs). From November 6 to 10, students took part in various activities, including decorating classroom doors with HBCU-related items, participating in voter registration drives, and attending the Empower Me Tour event. HBCU Week helped students to gain insights into HBCUs and expand their knowledge about these institutions.

Celebrating School Psychologists

We express our gratitude to MPS psychologists for their unwavering dedication. National School Psychology Week, observed this year from November 6 through 10, enabled us to acknowledge and appreciate school psychologists' vital contributions in the roles that they play within our education community as special education evaluation team members, violence prevention specialists, crisis team members, suicide prevention trainers, and anti-racism educators. School psychologists actively engage with students, helping them navigate daily challenges. Thank you, MPS school psychologists, for your support and commitment.

MPS Opens Montessori Model Classrooms

In celebration of 50 years of Montessori education in MPS, we are furthering our commitment to this innovative education approach. MPS recently introduced its new Montessori model classrooms, which were on display during an open house event on November 2 at the Grant Gordon Learning Center.

At the open house, current MPS employees, prospective staff, and community stakeholders explored the new Montessori teacher credentialing space and interacted with the Montessori teachers and staff. These model classrooms offer a unique opportunity for individuals in Milwaukee to earn their Montessori teaching credentials.

By engaging in this program, participants can earn credentials affiliated with the globally respected Association Montessori Internationale (AMI). This affiliation not only signifies the high standards of Montessori education but also opens doors to a wealth of teaching prospects and professional growth.

The scarcity of Association Montessori Internationale credentialing programs nearby highlights the exceptional nature of this offering. Outside of MPS, the closest AMI credentialing programs are located in St. Paul, Minnesota, and St. Louis, Missouri, which makes MPS's initiative truly valuable for Milwaukee-area individuals aspiring to excel in the field of Montessori education.

The credentialing classes will begin in January 2024.

Be the Spark Encourages MPS Students

ManpowerGroup, the Metropolitan Milwaukee Association of Commerce, and the Milwaukee Bucks collaborated on October 19 to launch the "Be the Spark" career readiness program at the Fiserv Forum. This initiative provided approximately 250 MPS students with helpful career insights from some of Milwaukee's most accomplished residents and professionals.

Up to fifty students from each of the schools that attended—Audubon Technology and Communication High School, Bay View High School, Bradley Technology and Trade High School, Golda Meir School, and Riverside University High School—were invited to participate. During the event, students learned from industry experts in diverse fields such as healthcare, social media, marketing, finance and accounting, human resources, facilities operations, and data analytics.

The event imparted essential advice to students and emphasized the value of internships in college not only for gaining work experience but also for exploring different career paths before making a commitment. Experts highlighted traits that employers seek in interns, including problem-solving abilities, effective communication skills, and a willingness to learn. Students were encouraged to recognize that these skills are transferable across various career fields and to remain open to new opportunities.

The Be the Spark program, now in its tenth school year, was developed by the Metropolitan Milwaukee Association of Commerce. This year, the event was co-sponsored by ManpowerGroup and the Milwaukee Bucks, illustrating the growing support and commitment from Milwaukee’s influential organizations toward nurturing the future workforce.

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

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

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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Before calling for the Reports and Communications from the Board Clerk/Chief Officer, Office of Board Governance, the President called for the Resolutions to be considered.

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

(Item 1) Action on a Request to Retire to Closed Session for Consideration of and Possible Action on Employment, Compensation, and Performance Evaluation Data Relative to the Assistant Board Clerk

Background

Consideration will be given to employment, compensation, and performance-evaluation data relative to the Assistant Board Clerk.

Pursuant to Wisconsin Statutes 19.85(1)(c), the Board may convene in executive session for the purpose of “considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility,” the Board may convene in closed session for the purpose stated above.

If the Board determines that it will take action on matters discussed in the closed session, it will do so in open session. Otherwise, the Board may return to open session to proceed with its agenda or the Board may adjourn from the closed session.

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

1.04 - Executive Sessions

This item was deferred to the end of the meeting.

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

The State is now sitting on an overall balance of \$8.87 billion as it continues to dramatically underfund its own recommendations to support English learners, students with disabilities and students challenged by poverty. An additional state fiscal update will be produced by the WI Department of Administration on November 20, 2023

Unless a deal is reached, on November 17, 2023, the U.S. government will once again be on the brink of shutting down. Additional updates will be provided as warranted.

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 3) Action on the Election of a Delegate to the Wisconsin Association of School Boards (WASB)**Background**

In October 2008, the Board revised Board Rule 1.28, Board Memberships, which now states, in part:

"(3) In regard to the Wisconsin Association of School Boards (WASB), The Milwaukee Board of School Directors, following receipt of notice of an upcoming election from the WASB, shall elect the WASB delegate for Region 14 in September, October, November, or December of the year preceding any new three-year WASB term."

At its 2023 Annual Organizational Meeting, the Board elected Director Marcela "Xela" Garcia to serve the remainder of the term vacated by outgoing Board member Sequana Taylor.

The WASB has advised the Office of Board Governance that it is necessary to hold an election to select a delegate for the next three-year term.

Fiscal Impact Statement

No fiscal impact.

Recommendation

That the Board determine how it wishes to proceed.

Director Leonard moved to designate Director Garcia to serve as the Board's delegate to the WASB. The motion passed, the vote being as follows:

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

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

The Office of Accountability and Efficiency's (OAE) Report provides the Milwaukee Board of School Directors and the public with an update on current activities in service areas headed by the Senior Director of the OAE. The attached report includes activities from late October through mid-November.

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 October 14, 2023 and November 4, 2023, Accountability and Efficiency Services fulfilled seven requests for information/research and one special project. Accountability and Efficiency Services also completed one constituent inquiry.

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 the reporting period, Contract Compliance Services (CCS) staff members focused on our Student Engagement Programming.

On October 25, 2023, CCS staff members participated in the Bradley Tech Career Fair. CCS utilized the opportunity to promote our COIN program and current internship opportunities.

Additionally, twelve students were referred out for interviews. Five were hired in the following career industries: administrative services, library management, and occupational/medical services.

CCS continues to partner with departmental and internal sponsors to create additional internships and work-based learning opportunities for our high school students.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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

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

The Board Clerk presented 16 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

October 27, 2023, @ 10:00 a.m.
 October 30, 2023, @ 9:00 a.m., 10:00 a.m., 12:00 p.m., 1:00 p.m., 2:00 p.m.
 October 31, 2023, @ 9:00 a.m., 10:00 a.m., 11:30 a.m., 12:30 p.m.
 November 2, 2023, @10:00 a.m.
 November 7, 2023, @ 9:00 a.m., 10:30 a.m.
 November 9, 2023, @ 9:00 a.m., 10:00 a.m.
 November 10, 2023, @ 9:00 a.m.

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

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

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REPORTS OF STANDING COMMITTEES

No items were set aside for separate consideration.

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

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

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 Leaves of Absence, Report on Resignations and Retirements, and Affirmative Action Report

Classified Personnel Transactions

Name	Position	Date	Salary
NEW HIRES			
2 Jaedan Nation	Accounting Assistant II	10/18/2023	\$44,141.48
2 Jeff Brown	Building Service Helper I	10/16/2023	\$17.17 per hour
2 Latrice Byars	Building Service Helper I	10/23/2023	\$17.17 per hour
2 Rico Dixon	Building Service Helper I	10/02/2023	\$17.17 per hour
2 Raynell Gardner	Building Service Helper I	10/02/2023	\$17.17 per hour

Name	Position	Date	Salary
2 Shon Horton	Building Service Helper I	10/23/2023	\$18.89 per hour
2 Nazzerus Hubanks	Building Service Helper I	10/09/2023	\$17.17 per hour
2 Andreona Jones	Building Service Helper I	10/02/2023	\$17.17 per hour
2 Jalen Lemon	Building Service Helper I	10/02/2023	\$17.17 per hour
2 Shywan Mathis	Building Service Helper I	10/16/2023	\$20.03 per hour
2 Cynita Mclemore	Building Service Helper I	10/16/2023	\$17.74 per hour
2 Rosie Richardson	Building Service Helper I	10/23/2023	\$17.17 per hour
2 Samirra Robinson	Building Service Helper I	10/23/2023	\$17.17 per hour
2 Joshua Tellis	Building Service Helper I	10/09/2023	\$18.32 per hour
2 Alicia Thomas	Building Service Helper I	10/02/2023	\$17.17 per hour
2 Monasia Turner	Building Service Helper I	10/16/2023	\$17.17 per hour
2 Stacy Whiters	Building Service Helper I	10/02/2023	\$17.17 per hour
4 Lee Febo Rosario	Children's Health Assistant	10/25/2023	\$23,153.44
2 Audrey Henderson	Children's Health Assistant	10/03/2023	\$24,475.30
5 Alexia Janusz	Children's Health Assistant	10/03/2023	\$21,831.58
2 Talisha Jennings	Children's Health Assistant	10/03/2023	\$21,831.58
4 Esmeralda Juarez	Children's Health Assistant	10/03/2023	\$20,510.86
2 Crystal Larkin	Children's Health Assistant	10/18/2023	\$23,813.81
2 Kenniya Martin	Children's Health Assistant	10/03/2023	\$20,510.86
2 Christopher Byrd	Food Service Assistant	09/25/2023	\$17.17 per hour
2 Wanda Hayes	Food Service Assistant	09/25/2023	\$17.17 per hour
4 Dora Herrera	Food Service Assistant	10/16/2023	\$17.17 per hour
2 Eric Hinek	Food Service Assistant	10/09/2023	\$18.72 per hour
2 Sierra Jackson	Food Service Assistant	10/09/2023	\$17.69 per hour
2 Jill McCreary	Food Service Assistant	10/23/2023	\$17.69 per hour
2 Sharon McGill	Food Service Assistant	10/09/2023	\$18.20 per hour
4 Idalia Ortiz	Food Service Assistant	10/02/2023	\$18.20 per hour
4 Betsy Ramos	Food Service Assistant	09/25/2023	\$18.72 per hour
4 Maricela Sahagun	Food Service Assistant	10/09/2023	\$17.17 per hour
2 Rhea Wess	Food Service Assistant	10/03/2023	\$18.72 per hour
2 Monica Wright	Food Service Assistant	10/05/2023	\$18.72 per hour
2 Tiffany Beavers	Paraprofessional – Parent Involvement	10/05/2023	\$35,432.00
2 Pamela Talmadge	Paraprofessional – Parent Involvement	10/09/2023	\$23,435.00
2 Tattiana Bility	Paraprofessional	10/09/2023	\$21,339.00
7 Faythe Brennan	Paraprofessional	10/23/2023	\$21,339.00
4 Lizbeth Canales Valentin	Paraprofessional	10/09/2023	\$22,648.00
2 Yonquita Carter	Paraprofessional	10/02/2023	\$21,339.00
2 DeAmayiah Clayhiggs	Paraprofessional	10/02/2023	\$21,339.00
4 Lina Cuervo	Paraprofessional	10/02/2023	\$22,648.00
2 Khadeesha Daniels	Paraprofessional	10/02/2023	\$21,339.00
2 Carolyn Davis	Paraprofessional	10/02/2023	\$29,712.00
4 Noemi Hernandez Palacios	Paraprofessional	10/02/2023	\$22,648.00
7 Samya Hickman	Paraprofessional	10/09/2023	\$21,860.00
2 Ameer Hollowell	Paraprofessional	10/02/2023	\$21,339.00
3 Hyeran Kang	Paraprofessional	10/09/2023	\$28,788.00
3 Rabia Khurram	Paraprofessional	10/02/2023	\$21,339.00
2 Ciara Matthews	Paraprofessional	10/02/2023	\$24,211.00
2 Nathan Mayfield	Paraprofessional	10/16/2023	\$21,339.00
2 Gilbert Okitafudu	Paraprofessional	10/23/2023	\$23,435.00
5 Andrea Olds	Paraprofessional	10/02/2023	\$21,339.00
3 Courtney Orr	Paraprofessional	09/18/2023	\$23,435.00
2 Marquetta Parker	Paraprofessional	10/16/2023	\$21,339.00
2 Tukira Patterson	Paraprofessional	10/09/2023	\$21,339.00

Name	Position	Date	Salary
2 Pherzaine Pledger	Paraprofessional	10/16/2023	\$23,435.00
2 Niteavia Pulliam	Paraprofessional	10/16/2023	\$21,339.00
2 Marla Reynolds	Paraprofessional	10/23/2023	\$21,339.00
4 Janis Rios	Paraprofessional	10/23/2023	\$23,435.00
2 Latisha Robinson	Paraprofessional	10/02/2023	\$21,339.00
2 Jayme Rogers	Paraprofessional	10/16/2023	\$21,339.00
5 Hayden Sokolowski-Kiesow	Paraprofessional	10/16/2023	\$23,435.00
2 Jane Stueber	Paraprofessional	10/02/2023	\$23,435.00
2 Charletta Ward	Paraprofessional	10/09/2023	\$24,211.00
2 Shateria Wiley	Paraprofessional	10/16/2023	\$23,435.00
2 Juanita Wilkes	Paraprofessional	09/25/2023	\$24,211.00
3 Paosoua Xiong	Paraprofessional	10/16/2023	\$21,860.00
4 Peighten Thompson	Paraprofessional	10/23/2023	\$21,339.00
2 Keylon Anderson	School Safety Assistant	09/25/2023	\$26,594.00
2 Tiffany Bailey	School Safety Assistant	09/25/2023	\$29,276.00
2 Courtney Benson	School Safety Assistant	09/25/2023	\$28,258.00
2 Ramon Blakely	School Safety Assistant	10/16/2023	\$26,594.00
2 Mary Shenell Cathey	School Safety Assistant	10/16/2023	\$26,594.00
2 Kayla Clincy	School Safety Assistant	09/25/2023	\$26,594.00
2 Charles Coleman	School Safety Assistant	10/16/2023	\$26,594.00
2 Zennovia Coleman	School Safety Assistant	10/16/2023	\$26,594.00
2 Dariana Davis	School Safety Assistant	10/16/2023	\$26,594.00
2 Shana Ewan	School Safety Assistant	10/16/2023	\$26,594.00
2 Cameron Fowler	School Safety Assistant	10/16/2023	\$26,594.00
2 Dashinelle Gilchrist	School Safety Assistant	10/16/2023	\$26,594.00
5 Adam Hansen	School Safety Assistant	10/16/2023	\$28,258.00
2 DayJanae Harris	School Safety Assistant	10/16/2023	\$27,257.00
2 Tamia Hiley	School Safety Assistant	10/16/2023	\$26,594.00
2 Kenyon Hines	School Safety Assistant	10/16/2023	\$28,258.00
2 Janyliyah Hughes	School Safety Assistant	10/16/2023	\$26,594.00
2 Alexzandria Jackson	School Safety Assistant	10/16/2023	\$26,594.00
2 Triana Jackson	School Safety Assistant	10/16/2023	\$31,296.00
2 Sole Johnson	School Safety Assistant	10/16/2023	\$27,257.00
2 Laneica Lewis	School Safety Assistant	09/25/2023	\$26,594.00
2 Jordan McElrath	School Safety Assistant	10/16/2023	\$29,276.00
2 Deizmon Mcgowan	School Safety Assistant	10/16/2023	\$27,257.00
2 Anastasia Morris	School Safety Assistant	09/25/2023	\$26,594.00
2 Reionna Nash	School Safety Assistant	10/16/2023	\$26,594.00
2 Jordan Parks	School Safety Assistant	09/25/2023	\$26,594.00
2 Stephan Quantrell	School Safety Assistant	09/25/2023	\$26,594.00
2 Marchelle Rollins	School Safety Assistant	10/16/2023	\$31,296.00
2 Dionna Sherman	School Safety Assistant	09/25/2023	\$27,257.00
2 Alicia Sherrod	School Safety Assistant	09/25/2023	\$26,594.00
2 Alexis Taylor	School Safety Assistant	09/25/2023	\$26,594.00
2 David Walls	School Safety Assistant	09/25/2023	\$26,594.00
2 Josephine Washington	School Safety Assistant	10/16/2023	\$26,594.00
2 Khalon Washington-Cox	School Safety Assistant	10/16/2023	\$26,594.00
2 Christiana Webb	School Safety Assistant	10/16/2023	\$26,594.00
2 Kaveyon White	School Safety Assistant	10/16/2023	\$26,594.00
2 Mykidia Williams	School Safety Assistant	09/25/2023	\$26,594.00
2 Kentasia Willingham	School Safety Assistant	10/16/2023	\$26,594.00
2 Michaela Winston	School Safety Assistant	09/25/2023	\$28,258.00
4 Ariel Corona	School Kitchen Manager III	10/24/2023	\$36,293.00
2 Joyce Hopson	School Social Work Aide II	10/18/2023	\$20,814.00
7 Robert Anderson	Youth Apprentice	10/02/2023	\$15.00 per hour

Name	Position	Date	Salary
2 Lamar Griffin	Youth Apprentice	10/02/2023	\$15.00 per hour
2 Raphael Lee	Youth Apprentice	10/02/2023	\$15.00 per hour
2 Gekari Robinson	Youth Apprentice	10/02/2023	\$15.00 per hour
2 Cory Scott	Youth Apprentice	10/02/2023	\$15.00 per hour
2 Darius Wilks	Youth Apprentice	10/02/2023	\$15.00 per hour

PROMOTIONS

2 Raven Hendricks	Food Service Assistant	10/09/2023	\$17.69 per hour
4 Jazmine Mayo	Food Service Assistant	09/25/2023	\$18.20 per hour
4 Brenda Martinez	Paraprofessional	10/09/2023	\$22,648.00
5 Erin Phillips	Paraprofessional	10/16/2023	\$22,648.00
2 Amira Rogers	Paraprofessional	10/24/2023	\$21,860.00
2 Tametra Cloyd	School Safety Assistant	09/25/2023	\$26,594.00
4 Mayra Aviles	School Secretary I – 12 Month	10/16/2023	\$47,039.62

REHIRES

2 Deonte Anderson	Building Service Helper I	09/18/2023	\$18.89 per hour
2 Sharmeka Bell	Building Service Helper I	10/16/2023	\$17.17 per hour
2 Theresa Buck	Building Service Helper I	10/02/2023	\$17.74 per hour
2 Amaya Grubbs	Building Service Helper I	10/02/2023	\$17.17 per hour
2 Thaddeus Reynolds	Building Service Helper I	10/23/2023	\$17.17 per hour
2 Ronald Skys	Building Service Helper I	10/23/2023	\$18.32 per hour
4 Maria Solis-Soto	Building Service Helper I	10/02/2023	\$18.89 per hour
2 Christine Virgil	Children’s Health Assistant	10/24/2023	\$24,493.08
2 Lacheryl Cook	Food Service Assistant	09/25/2023	\$18.20 per hour
2 Brenda Benner	Paraprofessional	10/16/2023	\$29,712.00
2 LaShawndra Cooper	Paraprofessional	10/16/2023	\$22,648.00
2 Shontrice Cross	Paraprofessional	10/09/2023	\$22,648.00
2 Faye Madison	Paraprofessional	10/24/2023	\$24,211.00
2 Kendra Johnson	School Safety Assistant	10/26/2023	\$28,258.00
6 J’nell Lanier	School Safety Assistant	10/18/2023	\$32,314.00
2 Mariah Norman	School Safety Assistant	10/16/2023	\$26,594.00
2 Sharon Evans	Social Work Aide II	10/06/2023	\$22,532.00

Codes

1	Native American
2	African American
3	Asian//Pacific Islander
4	Hispanic
5	White

6	Other
7	Two or More Codes
r	Resident
nr	Non-resident

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS - SCHOOL SUPPORT TEACHER

2,nr	Wilson,LaTasha	01/MA	\$70,549.00	10/17/2023
	SCHOOL SUPPORT TEACHER			

ACTION ON CERTIFICATED APPOINTMENTS - TEACHER

5,r	Blunt,Patrick Leslie	01/BA	\$50,737.00	8/28/2023
	GEN ELEM & K8 - ALL GRADES			
2,r	Irewumi,Opeoluwa	01/BA	\$61,925.00	10/9/2023
	DAY TO DAY TEACHER			
2,nr	Norton,Carolyn	01/MA	\$72,588.00	10/16/2023

2,nr	SPEC ED MULTICATEG. Owoyokun,Olajumoke	01/BA	\$50,737.00	10/9/2023
5,nr	GEN ELEM & K8 - ALL GRADES Pawelski,Michael	01/MA	\$90,944.00	10/24/2023
4,r	GEN ELEM & K8 - ALL GRADES Ruiz,Jeins	01/BA	\$65,654.00	9/18/2023
5,r	SAGE INTERVENTION TCHR Zivkovic,Marko	01/MA	\$58,312.00	10/9/2023
	AMP HPE			
ACTION ON CERTIFICATED APPOINTMENTS - OCCUPATIONAL THERAPIST				
5,r	Phillips,Stephanie THERAPIST-OCCUPATIONAL	01/OTM	\$54,391.00	10/6/2023
ACTION ON CERTIFICATED APPOINTMENTS - EARLY START				
2,r	Isah,Maimuna Sulaiman SCIENCE	01/BA	\$54,467.00	9/18/2023
4,nr	Maldonado,Geraldine FOREIGN LANGUAGE	01/BA	\$54,467.00	10/9/2023
4,r	Martinez,Santiago B SOCIAL STUDIES	01/BA	\$52,601.00	10/20/2023
4,r	Ruiz Pena,Erika FOREIGN LANGUAGE	01/MA	\$80,746.00	10/9/2023
ACTION ON CERTIFICATED APPOINTMENTS - TEACHER LEADER EARLY START				
5,nr	Pupovac,Sonja 10/16/2023 TECHNICAL SERVICES	1D/MA	\$109,698.00	
ACTION ON CERTIFICATED APPOINTMENTS - PERMIT TEACHER				
2,nr	Adams,Bernard MULTICATEG. COMP. SEN	XX/4W2	\$49,836.00	9/18/2023
2,nr	Ali,Uthman A SPEC ED MULTICATEG.	XX/4W2	\$49,836.00	10/23/2023
2,r	Davis,Levita S REG (5 YR) KINDERGARTEN	XX/4W2	\$49,836.00	10/18/2023
2,nr	Emere,Odinakachukwu Obianuju KINDERGARTEN (4 YR OLDS)	XX/4W2	\$49,860.00	10/9/2023
2,r	Moha,Patrick GRANTS-MILW PARTNERSHIP FDTN	XX/4W2	\$49,836.00	9/18/2023
4,nr	Noriega,Andrea C MUSIC	XX/4W2	\$49,860.00	10/9/2023
4,nr	Noriega,Angelica MUSIC	XX/4W2	\$49,860.00	10/9/2023
2,r	Oluyide,Oluwafemi A GUIDANCE- VARIOUS	XX/4W2	\$49,860.00	10/9/2023
2,r	Omoyele,Abolanle KINDERGARTEN (4 YR OLDS)	XX/4W2	\$49,860.00	10/9/2023
4,nr	Osborne,Jocelyn O MULTICATEG. COMP. SEN	XX/4W2	\$49,836.00	10/9/2023
2,r	Wanjala,Sarah GEN ELEM & K8 - ALL GRADES	XX/4W2	\$49,836.00	9/18/2023
2,r	Womack,Alfreda GEN ELEM & K8 - ALL GRADES	XX/4W2	\$49,836.00	10/23/2023

ACTION ON CERTIFICATED APPOINTMENTS -PERMIT TEACHER EARLY START

2,r	Adegun,Abosede TITLE I SCHOOLWIDE	XX/4W2	\$49,860.00	10/9/2023
4,r	Brambila,Leslie FOREIGN LANGUAGE	XX/4W2	\$49,836.00	10/9/2023
2,nr	Essien,Alex N SCIENCE	XX/4W2	\$49,836.00	9/18/2023
2,nr	Moore,Shaprice L SPEC ED MULTICATEG.	XX/4W2	\$49,836.00	10/16/2023
2,r	Okwarajaku,Promise GEN ELEM & K8 - ALL GRADES	XX/4W2	\$49,860.00	10/9/2023
2,r	Oladosu,Adebiyi SCIENCE	XX/4W2	\$49,860.00	9/18/2023
2,r	Onokpite,Jerry GEN ELEM & K8 - ALL GRADES	XX/4W2	\$49,860.00	10/9/2023
2,r	Onyeukwu,Chinomso Chiemela COMPUTER SCIENCE	XX/4W2	\$49,860.00	10/9/2023
4,r	Rubiano Garcia,Wilmer BILINGUAL ED	XX/4W2	\$49,860.00	10/9/2023

Counts	Male	Female	Native American	African American	Asian/ Pacific Islander	Hispanic	White	Other	Two or More Ethnic Codes
			(1)	(2)	(3)	(4)	(5)	(6)	(8)
Teachers	15	19	0	22	0	8	4	0	0
SSW's	0	0	0	0	0	0	0	0	0
Psychologists	0	0	0	0	0	0	0	0	0
Other	0	1	0	0	0	0	1	0	0
TOTAL	15	20	0	22	0	8	5	0	0

B - (BA) Bachelor's Level (Teacher's)

C - (MA) Master's Level (Teacher's)

Leaves of Absence

	Present Assignment	Effective From
Illness Leave September 2023: Isabelle Von Sturm-Day	Lancaster School	September 21, 2023
Illness Leave October 2023: Cheryl Martens	Fairview School	October 23, 2023
Felicia Russell	Washington High School	October 24, 2023
Personal Leave October 2023: Kasongo Kalumbula	Bethune Academy	October 6, 2023
Nicol Peters Freeman	Wisconsin Conservatory	October 23, 2023

Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
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Personal	6.7	4	Jasmine Balderas	Teacher	Forest Home	10/20/2023
Other Dist	1.2	5	Keelin Eggleston	Teacher	ALBA	10/27/2023
Other Dist	7.8	4	Mercedes Garcia	Teacher	WCLL	10/05/2023
Personal	17.4	4	Xiomara Garcia	Teacher	MSOL	10/13/2023
Personal	11.1	2	Treneshia Gilbert	Teacher	Green Tree Prep	10/23/2023
Personal	5.0	5	Grace Jamieson	Teacher	Ronald Reagan	10/19/2023
Personal	9.2	2	Takela Jones	Teacher	Central Svcs	10/13/2023
Personal	0.1	4	Vanessa Molina Canova	Teacher	MSL	09/25/2023
Retire	15.1	5	Dena Platow	Teacher	Hamilton	11/17/2023
Personal	0.1	5	Lisa Radtke	SST	Mitchell	10/04/2023
Personal	0.1	3	Bethoven Westover	Teacher	Riverwest	10/05/2023

Classified Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	0.6	4	Randy Avila	Para	Hayes	10/13/2023
Retire	8.9	5	Terese Bonan	Technician	Central Svcs	01/12/2024
Other Work	0.1	2	Jennifer Bonner	SWA II	Central Svcs	11/02/2023
Other Work	2.2	2	Andrea Branch	Para	Maple Tree	11/10/2023
Retire	20.5	5	Linda Bromberek	Secretary I	Cooper	10/27/2023
Personal	0.7	2	Kai Burns	Associate I	Central Svcs	10/25/2023
Retire	16.0	2	Charletta Daughtry	CHA	Gaenslen	10/19/2023
Personal	0.9	4	Elaine Diaz	Secretary II	Central Svcs	10/21/2023
Personal	0.1	1	Sonia Espinosa	Para	Fernwood	10/16/2023
Retire	23.2	5	Christopher Fons	Teacher	Hamilton	11/17/2023
Retire	7.0	5	Susan Kipp	Adm Asst	Central Svcs	11/30/2023
Retire	17.6	5	Pamela Krenz	Para	AAL	01/02/2024
Retire	20.6	4	Monica Lopez	Assoc I	Central Svcs	01/05/2024
Personal	1.0	2	Imecia McCurtis	CHA	Elm	10/10/2023
Retire	32.4	5	Sherri Palacios	Secretary I	Trowbridge	11/30/2023
Personal	0.6	2	Penny Payne	Secretary I	Central Svcs	10/11/2023
Personal	5.0	4	Patricia Peralta Cuenca	FSA	Bradley Tech	10/26/2023
Personal	5.0	2	Ashlynn Powell	Para	Bruce	10/09/2023
Retire	30.0	5	Cynthia Roesler	Para	AAL	01/02/2024
Other Work	0.1	2	Ariya Roth	Secretary I	Brown Street	10/13/2023
Personal	0.1	4	Maricela Sahagun	FSA	Ronald Reagan	10/20/2023
Personal	1.1	2	Christine Stevenson	Para	Manitoba	10/27/2023
Retire	2.9	2	Ellary Thrasher	BSH I	Pratt	09/27/2023
Personal	0.1	2	Sabrina Washington	Secretary I	Rufus King HS	10/11/2023
Personal	0.1	2	Renee Watson	FSA	Engleburg	10/25/2023
Other District – 2 (Classified – 0 Certificated – 2)						
Other Work – 3 (Classified – 3 Certificated – 0)						
Personal – 20 (Classified – 12 Certificated – 8)						
Retirement – 11 (Classified – 10 Certificated – 1)						

Affirmative Action Monthly Personnel Transaction Report

The Affirmative Action report for October 2023 is attached to the minutes of your Committee's meeting. This is an informational report.

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 Administrative Appointments

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

(3)(r)	Seemi Daniel	Manager I, Financial Planning Office of the Chief of Finance	Schedule 03, Range 11A \$113,000
(2)(r)	Carmon Smith	Payroll Supervisor II Office of the Chief of Finance	Schedule 03, Range 10A \$96,729
(4)(nr)	Sabrina G Gomez	Accountant II Office of the Chief of Finance	Schedule 03, Range 04A \$79,011
(2)(r)	Mary Grant	Planning Assistant II, Extended Learning Office of the Chief of Academics	Schedule 03, Range 02A \$74,762

Recommended Appointments of the Office of Accountability and Efficiency

The Office of Accountability & Efficiency recommends that the following individual be appointed to the classifications indicated, to be effective upon approval by the Board.

(6)(nr)	Leila Sadoughian	Financial Planner & Budget Analyst III Office of Accountability & Efficiency	Schedule 03, Range 07A \$88,860
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Recommended Salary Increase

The Office of the Superintendent recommends that the following individual(s) be increased to the salary indicated, to be effective upon approval by the Board.

(5)(r)	Natalie Phillippe	Coordinator II, Head Start Program Office of the Chief of Academics	Schedule 03, Range 07A \$92,801
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Recommended Reassignment

The Office of the Superintendent recommends that the following individual(s) be reassigned to the positions indicated, to be effective upon approval by the Board.

(2)(r)	Tecy Yarn	Assistant Principal I, Sherman Office of the Chief of School Administration	Schedule 03, Range 10C \$103,908
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Recommended LTE Contracts (To be effective upon the Boards approval)

(2)(r)	Anayo Agwoeme	Induction Specialist International Teacher Support Office of the Chief of Academics	\$30.00 08/01/23 to 12/31/23
(2)(r)	Sallyanne Kruegar	Part-Time Reading Interventionist Office of the Chief of School Administration	\$30.00 10/02/23 to 03/21/24
(2)(r)	Anita Carter	Reading Interventionalist Office of the Chief of School Administration	\$30.00 10/16/23 to 04/16/24
(5)(r)	Nancy McGrew	Pupil Support Grades 1st thru 5th Office of the Chief of School Administration	\$20.00 01/01/24 to 06/30/24
(2)(r)	Annette Fayne	Administrative Assistant III/Board Proceedings/Verbatim Office of the Board of Governance	\$27.86 10/15/23 to 04/15/24

Codes

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 recommends that the Board approve the promotions, appointments, leaves, and Limited-Term Employment contracts 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.

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(Item 3) Action on a Request to Approve Prevailing Wages

Background

Building trades workers employed at the Department of Facilities and Maintenance Services have historically been paid the prevailing wages, pursuant to the action of the Board on May 3, 1931 (Proc. pp. 555-556). This policy was incorporated in Section 2.32 of the Board's Rules (currently Administrative Policy 6.21) and was further affirmed by the Board in December 1962 (Proc. 12-11-62, pp. 301-302; 12-19-62, pp. 303-304). Building trades workers employed at the Department of Facilities and Maintenance Services last received the prevailing wage rates effective July 2022.

Based on the need to remain competitive in the current market for building trades, the Administration recommends that the Board move forward with an updated prevailing wage structure for this unit.

The Administration recommends that the Board approve the attached prevailing wage rates effective as of July 1, 2023.

FY24 Prevailing Wage Rates

<u>Job Classification</u>	<u>Current Rate</u>	<u>FY23 MBCTC</u>
Bricklayer	\$ 44.08	\$ 44.96
Bricklayer Chargeman	\$ 47.56	\$ 48.45
Building Laborer	\$ 35.42	\$ 36.37
Laborer Chargeman	\$ 37.62	\$ 39.57
Carpenter	\$ 40.75	\$ 41.91
Carpenter Chargeman	\$ 42.79	\$ 44.01
Electrician	\$ 46.38	\$ 47.75
Electrician Chargeman	\$ 49.86	\$ 50.55
Elev Constructor (BLDG)	\$ 54.60	\$ 56.97
Glazier	\$ 40.00	\$ 43.44
Locksmith	\$ 40.75	\$ 41.91
Locksmith Chargeman	\$ 42.79	\$ 44.01
Mach Maint Repairman	\$ 44.19	\$ 46.09
Mach Maint Chargeman	\$ 45.69	\$ 47.84
Painter	\$ 37.40	\$ 39.09
Painter Chargeman	\$ 37.78	\$ 39.47
Pipe Insulator	\$ 40.68	\$ 42.48
Insulator Chargeman	\$ 42.72	\$ 44.61
Plasterer	\$ 39.46	\$ 39.98
Plumber-Rest Jour. I	\$ 46.52	\$ 49.87
Plumber	\$ 50.75	\$ 54.10
Plumbing Chargeman	\$ 53.80	\$ 57.35
Roofer	\$ 38.00	\$ 39.50
Roofer Chargeman	\$ 39.50	\$ 41.00
Sheet Metal Worker	\$ 49.60	\$ 53.03
Sheet Metal Chargeman	\$ 53.32	\$ 57.01
Steamfitter	\$ 50.00	\$ 53.22
Steamfitter Chargeman	\$ 52.50	\$ 55.88

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.21 - Salary Schedules: Staff

Fiscal Impact Statement

The district will incur costs by paying covered employees the wages as proposed in this item. These positions and salaries were allocated for in the Department of Facilities and Maintenance Services budget as approved by the Board for FY24.

Implementation and Assessment Plan

Upon Board approval, the attached new wage rates shall be implemented as required.

Committee's Recommendation

Your Committee recommends approval of the item.

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

* * * * *

(Item 4) Action on Approval of a Substitute Teacher Incentive Program

Background

Substitute teacher shortages, much like the broader teacher shortages, are being experienced by school districts nationwide. While Milwaukee Public Schools has experienced a substitute teacher shortage for a number of years, the COVID-19 pandemic amplified the shortage with the number of substitute teachers accepting assignments sharply decreasing.

In an effort to increase the number of substitute teachers accepting assignments, the Administration recommends the implementation of an incentive program that would provide substitute teachers (excluding benefit eligible substitute teachers) a \$500 taxable payment each month they fulfill assignments on 90% of the student attendance days.

The increase in the number of substitute teacher accepting assignments will not only benefit the students who will be receiving instruction, it will benefit school staff as it will relieve the strain placed on them when covering absences that were not picked up by a substitute teacher.

Milwaukee Public Schools is committed to recruiting and retaining the best support staff to educate and engage our students, families and communities. When our regular teachers are unavailable, the Office of Human Resources has a goal to ensure that every classroom is fully-staffed.

MPS is seeking to increase the daily substitute teacher fill-rate from 37% to 80%. The Office of Human Resources is looking to implement an incentive program to meet our goal to better support teaching and learning in all schools for the remainder of the 2023-2024 school year.

MPS Substitute Teacher Incentive Program

Milwaukee Public Schools (MPS) will be offering a substitute teacher incentive program to all eligible day-to-day substitute teachers in the district. Substitute teachers that accept assignments on 90% of student attendance days in a month will receive an additional taxable payment of \$500.00/month. Substitute teachers must be in the assignment for a full-day (6.5 hours/day or more).

Common Questions

How many full days do I need to substitute teaching to receive the incentive monthly?

Every month beginning in January, 2024, substitute teachers that work 90% of the student attendance days within that month will receive a \$500.00 additional taxable payment.

Who is eligible for the referral bonus?

All MPS substitute teachers, except benefit-eligible substitute teachers, are eligible when subbing in full-day assignments of 6.5 hours or more per day.

Do I have to substitute teach at one school or can I substitute at multiple schools?

As long as you serve as a substitute teacher for 90% of the student attendance days in the month, you will be eligible for the additional taxable payment.

If I meet the requirement for the substitute teacher long term pay, am I eligible for the monthly incentive?

Yes.

How much will I get paid and how will it appear on my paycheck?

Substitute teachers will receive an additional taxable payment of \$500.00/month. Substitute teachers can expect to see the additional taxable pay as a separate line on a subsequent paycheck.

Questions may be directed to the Office of Human Resources

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.01 - General Personnel Policies

Fiscal Impact Statement

If all substitute teacher assignments are filled by subs that qualify for the incentive, the cost of the incentive program is estimated to be \$1,000,000.00. In the Fall budget adjustments funding was set aside to cover the incentives.

Implementation and Assessment Plan

Upon approval, the Administration will pay the noted incentive to eligible substitute teachers.

Committee's Recommendation

The Administration recommends that the Board approve the substitute teacher incentive program as noted in this item.

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

* * * * *

(Item 5) Action on a Request to Approve an Increase to the Annual Salary Increment Provided to Employees under the Administrators & Supervisors Council (ASC) Salary Schedule**Background**

All employee groups except for the ASC employee group, have approved salary schedules that incorporate an annual step increase to go along with any Consumer Price Index (CPI) increase provided by the Board. While the ASC salary schedule does not identify step increases, the Administration has paid individuals in the ASC employee group an annual increment of \$1300 in place of a step increase. Like the step increase provided to other employees groups, the annual increment allows employees to move through their pay range.

After comparing the various annual step increases to the annual ASC increment, the Administration recommends increasing the annual ASC increment to \$2000. This increase will allow employees under the ASC salary schedule to progress through their pay range at similar pace as employees under salary schedules with step increases.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.21 - Salary Schedules: Staff

Fiscal Impact Statement

The FY24 budget, as approved in the Spring, incorporated the \$1300 annual ASC increment. During the Fall budget adjustment, funding was set aside to cover the \$700 increase to the increment. The total cost of increasing the increment to \$2000 is approximately \$435,631.

Implementation and Assessment Plan

Upon Board approval, the Administration will implement the \$700 increase to the annual ASC increment and adjust salaries accordingly.

Committee's Recommendation

Your Committee recommends that the Board approve increasing the annual ASC increment from \$1300 to \$2000.

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

* * * * *

(Item 6) Action on a Request for Approval of Job Descriptions for Associate I - Family Support, Associate I - License Compliance, and Specialist I - District Accounting

Background

Pursuant to Administrative Policy 6.19, the Superintendent is bringing forth approval of the job descriptions for the Associate I - Family Support, Associate I - License Compliance, and Specialist I - District Accounting positions.

Associate I – Family Support

Housed in the Office of Communications and School Performance, the position reports to the Director, Business and Community Partnerships. This full-time position is non-exempt and is compensated at a pay grade of 03A in the range of \$55,993 – 80,376.

The Associate I – Family Support assists ethnic minority families and caregivers in Milwaukee to provide information, referrals and access to educational and other services. They serve as the primary contact for families who have an Individual with Disabilities Act (IDEA) concern and support and bridge the Individual Education Plan (IEP) team with these families' and students' needs through Milwaukee Public Schools (MPS) Special Education Liaison for Families (SELFs) and Parent Coordinators (PCs). They provide resolutions and prevent state level IDEA complaints.

Associate I – License Compliance

Housed in the Office of Human Resources, the position reports to the Senior Director, Talent Management. This full-time position is non-exempt and is compensated at a pay grade of 03A in the range of \$55,993 – 80,376.

The Associate I – License Compliance ensures compliance with state licensure requirements for all licensed positions, and regularly communicates with the Wisconsin Department of Public Instruction (DPI).

Specialist I, District Accounting

Housed in the Office of Finance, the position reports to the Comptroller. This full-time position is non-exempt and is compensated at a pay range of \$79,679 – 114,859.

The Specialist I, District Accounting assists the Comptroller in ensuring the financial functions of the district are aligned with best practices, and clearly communicated to stakeholders.

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

N/A

Implementation and Assessment Plan

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

Committee’s Recommendation

Your Committee recommends that the Board approve the attached job descriptions for the Associate I - Family Support, Associate I - License Compliance, and Specialist I - District Accounting positions.

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

* * * * *

(Item 7) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess of \$25,000; Acceptance of the 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

Cooperative Authorization to Purchase from CDW Government LLC for Advanced Anti-Virus Software

The Administration is requesting authorization to make a purchase from CDW Government LLC, for the purchase of 18,100 licenses of SentinelOne Complete Protection Platform for all district workstations as well as 340 licenses for district servers. This advanced anti-virus product will help protect district infrastructure and resources from cyber threats including attacks from malicious code, malware, and ransomware. This product is a leader in industry and will help the district meet growing needs for cyber insurance coverage and audit findings.

This purchase is made under the Sourcewell Cooperative Purchasing Agreement #081419-CDW.

The total cost of goods purchased from CDW Government LLC will not exceed \$538,759.50.

Budget Code: TSA-D-0-3H4-DW-ETRS (Software as a Service) \$ 538,759.50

CDW Government LLC

HUB PARTICIPATION

Required 0%

Proposed 0%

\$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

State Contract Authorization to Purchase from Ewald’s Hartford Ford, LLC for Twelve Vehicles

The Administration is requesting authorization to utilize a state contract to purchase, from Ewald’s Hartford Ford, LLC, twelve vehicles for use by the Department of Facilities and Maintenance and the Department of Recreation and Community Services. This purchase will be made under the State of Wisconsin’s Contract #505ENT-M21-VEHICLES-03.

The twelve vehicles to be purchased are: Three 2024 Ford Transit 250 low roof cargo van 130" WB, RWD, ECOBOOST (state contract bid item number F104) at \$52,000 for a subtotal of \$156,000, four 2024 Ford Ranger XL, 4 WD Supercab 6 foot long box (state contract bid item number R1F) at \$38,000 each for a subtotal of \$152,000, one Ford F-450 with cab and chassis (state contract item number F91A) at \$65,000, for a subtotal of 65,000, one 2024 Ford F-350, 4 WD Supercab (state contract number F63) at \$53,000, for a subtotal of \$53,000 and three 2024 Chevrolet Colorado 4WD Crew Cab (state contract number 14C43) at \$38,000 each for a subtotal of \$114,000.

This will be a one-time purchase and funds expended will not exceed \$540,000.00

Budget Codes:

MTN-0-0-VRP-11-ERVH.... (Vehicle Replacement – Construction Fund)..... \$426,000

STS-0-0-FGR-RC-ERVH.... (Vehicle Replacement – Extension Fund) \$114,000

Ewald’s Hartford Ford, LLC

HUB PARTICIPATION

Required 0%

Proposed 0%

\$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Cooperative Authorization to Purchase from PowerSchool Group LLC for Financial System Cloud Migration and Hosting

The Administration is requesting authorization to make a purchase from PowerSchool Group LLC, for the purchase of licensing and services to host the district financial system, BusinessPlus, in the cloud moving forward. Cloud-hosting of this application is best practice for mission critical applications as it reduces risk to the district if a cyber event were to occur and increases availability of the application to users.

This purchase is made under The Interlocal Purchasing System (TIPS) Cooperative Purchasing Agreement #210101.

The total cost of goods and services purchased from PowerSchool Group LLC will not exceed \$142,072.53.

Budget Code: FSC-0-0-TLN-DW-EMT (Purchased Services) \$ 142,072.53

CDW Government LLC

HUB PARTICIPATION

Required 0%

Proposed 0%

\$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

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 C030754

Viterbo University

On July 28, 2022, the Milwaukee Board of School Directors and Viterbo University entered into Professional Services Contract number C030754 (“Contract”), with a term of August 1, 2022, through February 28, 2025, to provide discounted tuition for employees of Milwaukee Public Schools including currently enrolled employees of MPS, specifically targeting paraprofessionals to earn a bachelor’s degree with initial teacher licensure in the State of Wisconsin. Viterbo will also provide bachelor degreed employees discounted tuition to become licensed teachers in the State of Wisconsin as well as leadership courses to allow licensed educators to pursue leadership certification. On October 2, 2023, a Request to Change Contract (RCC) was approved to add funds to cover an increase in services.

Original Contract:.....\$ 200,000.00

RCC 10/2/23.....\$ 300,000.00

Ending contract:\$ 500,000.00

Contract: C031591

ESA Management LLC

On July 19, 2023, the Milwaukee Board of School Directors and ESA Management LLC entered into Professional Services Contract number C031591 (“Contract”), with a term of July 19, 2023, through August 28, 2023, for temporary lodging for international teachers. On August 9, 2023, a Request to Change Contract (RCC) was approved to extend the contract through December 31, 2023, and to add additional funds of \$49,999.99 to accommodate temporary lodging for international teachers due to travel delays. On October 11, 2023, an RCC was approved to add funds of \$49,999.99 to ensure housing is available for international recruits that still need to arrive.

Original Contract Amount:.....\$ 49,999.99

RCC 8/9/2023.....49,999.99

RCC 10/11/2023.....49,999.99

Ending amount:\$149,999.97

Contract: C030315

Alverno College

On December 18, 2021, the Milwaukee Board of School Directors and Alverno College entered into Professional Services Contract number C030315 (“Contract”), with a term of January 1, 2022, through December 31, 2025, for a Bachelor of Science in Education K-9, ESL with supplemental bilingual endorsement program for MPS employees at a discounted rate. On October 2, 2023, a Request to Change Contract (RCC) was approved to add additional funds to continue to ensure there is no interruption of enrollment for employees enrolled in teacher preparation programs.

Original Contract Amount:.....\$ 141,750.00

RCC 10/2/2023.....400,000.00

Ending amount:\$ 541,750.00

Contract: C030316

Alverno College

On December 18, 2021, the Milwaukee Board of School Directors and Alverno College entered into Professional Services Contract number C030316 (“Contract”), with a term of January 1, 2022, through December 31, 2025, for coursework services for MPS employees specifically targeting paraprofessionals to become licensed teachers in the State of Wisconsin. On August 20, 2023, a Request to Change Contract (RCC) was approved to add additional funds to continue to expand this teacher licensure program. On October 4, 2023, an RCC was approved to add additional funds to the contract to continue to support employees enrolled in teacher preparation programs.

Original Contract Amount:.....\$ 141,750.00

RCC 8/20/2023.....200,000.00

RCC 10/4/2023.....500,000.00

Ending amount:\$ 841,750.00

Contract: C031940

Integrated Fitness LLC

On August 28, 2023, the Milwaukee Board of School Directors and Integrated Fitness entered into Professional Services Contract number C031940 (“Contract”), with a term of August 28, 2023, through November 30, 2023, for onsite school instruction in physical fitness and health for students at Carver Academy. On October 4, 2023, a Request to Change Contract

(RCC) was approved to extend the contract through June 30, 2024, and to add additional funds of \$73,200.

Original Contract Amount:.....\$ 36,000.00

RCC 10/4/2023.....73,200.00
 Ending amount:\$ 109,200.00

Contract: C030118

Arts at Large Inc

On September 1, 2021, the Milwaukee Board of School Directors and Arts at Large Inc entered into Professional Services Contract number C030118 (“Contract”), with a term of September 1, 2021, through August 31, 2022, for short and long-term residencies, to provide art classes to students in place of a licensed art teacher due to vacant positions as per RFP 1052. On August 25, 2022, the Board approved the contract to be extended through August 31, 2024, and not to exceed \$800,000. On September 21, 2023, a Request to Change Contract (RCC) was approved to add funds for increased need.

Original Contract Amount:.....\$400,000.00
 Extension (Yrs. 2 & 3) 800,000.00
 RCC 9/21/2023.....200,000.00
 Ending amount:\$1,400,000.00

Contract: C029938

Parallel Employment Group, Inc.

On April 21, 2021, the Milwaukee Board of School Directors and Parallel Employment Group, Inc. entered into Professional Services Contract number C029938 (“Contract”), with a term of May 1, 2021, through April 30, 2022, to provide staffing services for teachers across the District. On October 29, 2021, a Request to Change Contract (RCC) was submitted for additional funds of \$60,000 to be added to the contract to cover additional substitute teachers. On December 20, 2021, an RCC was submitted for additional funds of \$100,000 were added to cover additional needs for teachers and to add paraprofessionals to the contract and the contract extended through December 31, 2022. On May 27, 2022, additional funds of \$100,000 were added to the contract as paraprofessionals were added to support para vacancies as well as substitute teacher shortages across the District. On August 2, 2022, additional funds of \$200,000 were added as additional external support was needed to cover classrooms in our schools. On October 24, 2022, an RCC was submitted to extend the contract through December 31, 2023, with funds of \$600,000. On November 14, 2022, an RCC was submitted to add compensation to ensure we have the support staff to cover student supervision and classroom coverage. On June 28, 2023, an RCC was submitted for additional funds of \$390,000 for paraprofessional substitute teacher coverage. On August 14, 2023, an RCC was approved to add \$546,885 to support staffing schools with substitute teachers and paraprofessionals. On October 13, 2023, an RCC was approved to add \$600,000 to ensure services are not disrupted.

Original Contract Amount: \$ 49,999.00	RCC 11/14/2022 800,000.00
RCC 10/29/21 60,000.00	RCC 6/28/2023 390,000.00
RCC 12/20/21 100,000.00	RCC 8/14/2023 546,885.00
RCC 5/27/2022 100,000.00	RCC 10/13/2023 600,000.00
RCC 8/2/2022 200,000.00	Ending amount: \$3,446,884.00
RCC 10/24/2022 600,000.00	

Contract: B0001518

Girls on the Run Southeastern Wisconsin

On October 18, 2022, the Milwaukee Board of School Directors and Girls on the Run Southeastern Wisconsin entered into Professional Services Contract B0001518 (“Contract”), with a term of October 18, 2022 through May 30,2023, to provide afterschool services to schools across the District. On October 19, 2023, a Request to Change Contract (RCC) was approved to extend the contract through May 30, 2024, and to add additional funds of \$49,999.00 for services to continue.

Original Contract Amount:.....\$49,590.00

RCC 10/19/2023.....49,999.00
 Ending amount:\$99,589.00

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

Monetary Donations

Location	Donor	Amount	Gift or Purpose
Bay View Montessori School	Katherine Panciera	10.00	Classroom Donation
Bay View Montessori School	David & Rebecca Marten	20.00	Classroom Donation
Bay View Montessori School	Nichole Lutz	20.00	Classroom Donation
Bay View Montessori School	Holly Doar	20.00	Classroom Donation
Bay View Montessori School	Erin Wood	30.00	Classroom Donation
Bay View Montessori School	Erin Wood	30.00	Classroom Donation
Bay View Montessori School	Terri Williams	30.00	Classroom Donation
Bay View Montessori School	Jade & Michael Kazmierski	80.00	Classroom Donation
Bay View Montessori School	Jade & Michael Kazmierski	80.00	Classroom Donation
Bay View Montessori School	Valerie Scofield	80.00	Classroom Donation
Bay View Montessori School	Badger Meter Inc. Milwaukee	500.00	Lego League
Burdick School	United Way	2.82	General School Supplies
Cass Street School	John V. Logue	60.00	Athletics Program
Cass Street School	Anna Beth Gibson	100.00	Athletics Program
Cass Street School	John J. Germanotta	100.00	Athletics Program
Cass Street School	Wurstbar Mke LLC	150.00	Athletics Program
Cass Street School	Business Improvement District 11	500.00	PBIS Donation
Cass Street School	JC Capital Dorsia LLC	1,000.00	Athletics Program
Cass Street School	MP on Brady Inc	1,620.00	Athletics Program
Cass Street School	Jacks American Pub LLC	150.00	Athletics Program
Doerfler School	Tanya Johnson	50.00	Parent Family Involvement Needs
Eighty-First Street School	Francesca Ferraro	2,850.00	2nd Grade Field Trips
Forest Home Avenue School	Whole Kids Foundation	3,000.00	Green Space
Gaenslen School	Anonymous	2,201.65	Playground Remodel
German Immersion School	Derek Donaldson, BV Tap LLC	250.00	Scholastic Magazine
German Immersion School	Aldo Leopold Nature Center	600.00	Field trip
Kilbourn School	The McArthur-Kuhns Foundation, Inc	500.00	General School Supplies
Longfellow Elementary	QPS Employment Group	200.00	General School Supplies

Location	Donor	Amount	Gift or Purpose
Manitoba School	Gursen Singh	80.00	General School Supplies
Maple Tree School	Kelley Williamson	500.00	General School Supplies
Maple Tree School	West Granville Presbyterian Church	2,500.00	General School Supplies
Meir School	New Berlin Lions Club	144.00	Lions Club Corn Roast Booth
Meir School	Harley-Davison	2,500.00	Harley-Davidson Robotics
Parkside School	Gerald Holland	100.00	Teachers
South Division High School	Lynden	300.00	Multicultural Club
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Martha Johnson	25.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Mr. Larry and Ms., Phyllis Woodard	100.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Magnetek Inc/CMCO	100.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Deep River Partners-AIA	500.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Michael and Kathleen Torine	195.00	MPS School Supply Drive
Trowbridge School	Sharon Cook	143.00	Donation to STEAM
<i>Total Monetary Donations</i>		<i>21,421.47</i>	

Non-Monetary Donations

Bay View High School	DonorsChoose	334.53	Food, Clothing & Hygiene
Bay View High School	DonorsChoose	335.64	Books
Burbank School	Lynn Mandle	252.61	Girls Feminine Products
Burbank School	The Peterson's Family	278.31	Books and Representative Literature for Girls
Burbank School	DonorsChoose	252.61	Girls Packets! (Period.)
Burbank School	DonorsChoose	278.31	Black Girl Magic!
Burbank School	DonorsChoose	486.80	General School Supplies
Cass Street School	DonorsChoose	540.26	Sensory Seating
Doerfler School	DonorsChoose	205.49	General School Supplies
Doerfler School	DonorsChoose	358.60	Reading Nooks, Desks & Storage
Dr. B Carson Academy of Science	DonorsChoose	154.78	Art Supplies
Dr. B Carson Academy of Science	DonorsChoose	184.53	Educational Kits & Games

Dr. B Carson Academy of Science	DonorsChoose	231.97	Future Readers of Milwaukee!
Dr. B Carson Academy of Science	DonorsChoose	268.29	Birds in Our Community
Dr. B Carson Academy of Science	DonorsChoose	297.94	Outdoor Classroom
Dr. B Carson Academy of Science	DonorsChoose	520.83	Creating Scientific Notebooks!
Fernwood School	DonorsChoose	200.31	Educational Kits & Games
Forest Home Avenue School	DonorsChoose	163.43	Social Emotional Learning
Forest Home Avenue School	DonorsChoose	492.92	Educational Kits & Games
Fratney Street School	DonorsChoose	397.32	Sports & Exercise Equipment
Gaenslen School	DonorsChoose	373.44	Practice Makes Perfect!
Gaenslen School	DonorsChoose	423.86	Art Supplies
Office of Academics - Gender & Identity Inclusion	Open Books	1,500.00	LGBTQA+ Books for Elementary Schools
Gilbert Stuart School	DonorsChoose	505.53	General School Supplies
Goodrich School	DonorsChoose	247.35	Keep Us Healthy
Goodrich School	DonorsChoose	718.17	T is for Tables - Part 2
Grantosa Drive School	DonorsChoose	183.24	General School Supplies
Grantosa Drive School	DonorsChoose	249.29	Just the Basics
Hartford University School	DonorsChoose	574.63	Brain Fuel for Fourth Graders
Hayes Bilingual School	DonorsChoose	234.51	Organize, Plan and Prep!
Hayes Bilingual School	DonorsChoose	315.01	5th Grade Folders
Hayes Bilingual School	DonorsChoose	418.60	Supporting Bilingual Readers!
Hayes Bilingual School	DonorsChoose	469.87	Welcome to 5th Grade!
James Fenimore Cooper School	DonorsChoose	150.55	Food, Clothing & Hygiene
King High School	DonorsChoose	262.70	Fun Games, Fun Prizes
King High School	DonorsChoose	501.57	Lab Equipment
King High School	DonorsChoose	824.93	Books
King Middle Years	DonorsChoose	344.10	Middle School Social Studies
King Middle Years	DonorsChoose	564.39	Beautify My English classroom
Longfellow Elementary	DonorsChoose	253.10	Instructional Technology
MacDowell Montessori	DonorsChoose	168.02	Musical Instruments
Meir School	DonorsChoose	253.17	General School Supplies
Milwaukee High School of the Arts	DonorsChoose	462.39	Learning On The Go

Milwaukee School of Languages	DonorsChoose	156.85	Classroom Comforts
Milwaukee Sign Language School	DonorsChoose	272.32	Flexible Seating
Ninety-Fifth Street School	DonorsChoose	371.76	Collaboration and Cooperation
Obama School of Career and Technical Education	DonorsChoose	141.01	Can You Smell the Fresh Air?
Obama School of Career and Technical Education	DonorsChoose	489.94	Instructional Technology
Pulaski High School	DonorsChoose	307.58	Art Supplies
Pulaski High School	DonorsChoose	358.54	Food, Clothing & Hygiene
Pulaski High School	DonorsChoose	381.09	Filling Student Book Requests!
Pulaski High School	DonorsChoose	454.30	Mosaic Tiles!
Office of Finance - Milwaukee Recreation	Sweetwater Sound	28.95	Harmonicas for Halloween Glen
Rogers Street Academy	DonorsChoose	321.50	Providing Necessary Tools
Spanish Immersion School	DonorsChoose	421.65	ABC Little Learning Centers
Spanish Immersion School	DonorsChoose	606.73	Let's Be Organized!
Office of Academics - Specialized Services	* MARTA c/o Debra Jupka	226.49	Health & Hygiene Products
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Milwaukee Mennonite Church	150.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Samantha Henneberry	185.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Regal Rexnord	200.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Carlisle IT	200.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Zoological Society of Milwaukee	300.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Annunciation Greek Orthodox and Refuge Fellowship Church Ministries	300.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Colectivo Coffee Roasters	351.75	Food Donation for Parent Coordinator Professional Development Training
Office of Communications and School Performance - Strategic Partnerships and Customer Service	HGA/AIA Milwaukee	400.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	St. Anthony Syro Malabar Church	450.00	MPS School Supply Drive

Office of Communications and School Performance - Strategic Partnerships and Customer Service	Jackson Park Lutheran Church	450.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Hoffman York	500.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Deep River Partners-AIA	500.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Quorum Architects-AIA WI	1,000.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Kohls Corporate	1,600.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Bell Ambulance	3,000.00	MPS School Supply Drive
Trowbridge School	DonorsChoose	135.60	Clipboards to the Rescue!
Trowbridge School	DonorsChoose	339.50	Anti-Racism Journals
Victory School	DonorsChoose	482.57	Fun With Reading
Vieau School	DonorsChoose	134.01	Ms. Alonso Project
Vieau School	DonorsChoose	163.02	Budgeting and Incentives
Vieau School	DonorsChoose	194.93	Instructional Technology
Vieau School	DonorsChoose	226.90	Seats for Many
Vieau School	DonorsChoose	250.34	So Fresh And So Clean
Vieau School	DonorsChoose	293.37	Loving Literacy!
Walt Whitman School	Milkman ROC Foundation	30.00	2 Tickets to a Milkman Game
Walt Whitman School	Green Bay Packers Community Outreach	100.00	Bags, Coffee Cups, Coasters, Hat, Shirts
<i>Total Non-Monetary Donations</i>		<i>32,709.60</i>	
<i>Total Value of Donations</i>		<i>54,131.07</i>	
<i>* Donations from MPS Alumni</i>		<i>226.49</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

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 and 3) acceptance of the attached reports.

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

* * * * *

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

Background

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

Exception Authorization to Purchase with Rooted MKE, LLC DBA Rooted MKE for Children’s Books

The Administration is requesting authorization to issue a purchase order to Rooted MKE, LLC DBA Rooted MKE to purchase 500 copies of nine selected children’s books.

The books will be used by MPS early childhood teachers to support the development of young children’s identity as capable and confident mathematical thinkers while learning about accomplished mathematicians and scientists that are reflective of our diverse student population.

Lesson plans will be developed for each title by MPS early childhood teachers that have advanced learning in providing equitable access to high quality teaching and learning experience in mathematics for young children. Teachers will be invited to professional learning opportunities where they will receive a copy of each book with the accompanying lesson plans.

A potential 12,500 early childhood students will be impacted by this purchase.

Rooted MKE was instrumental in working with the Math Department to review and suggest a wide variety of culturally responsive children’s literature for use with our Strong Start Math Early Math Leadership Project. Rooted MKE has a unique understanding of the students in our early childhood classrooms due to their local community insights.

The exception from the requirement of a competitive procurement process has been granted based on continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The total cost of goods purchased will not exceed \$59,771.25.

Budget Code: MTH-0-1-9B4-CI-ETXB (Curriculum and Instruction-Purchases)\$59,771.25

Rooted MKE

HUB PARTICIPATION

Required 0%

Proposed..... 0%

\$ 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 a Purchase Order to Scholastic Book Fairs for Books for the Library Literacy Initiative

The Administration is requesting authorization to issue a purchase order to Scholastic Book Fairs for the purchase of books for the ESSER III funded Library Literacy Initiative.

Scholastic Book Fairs will deliver materials for book fairs that will take place at multiple middle schools. The books will be distributed in the libraries of Douglas, Lincoln School of the Arts, Roosevelt School of the Arts, Rufus King IB Middle, Morse, and Wedgewood. The Library Literacy Initiative will benefit 1,597 students. The books will allow Milwaukee Public School students to select culturally relevant books and create or build upon their home libraries. The Library Literacy Initiative encourages independent reading and student literacy.

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

The total cost will not exceed \$57,533.39.

Budget Code: HPE-0-I-LAM-DW-ENCQ (Curriculum & Instruction - Purchases) ... \$57,533.39

Scholastic Book Fairs

HUB PARTICIPATION

Required 0%

Proposed..... 0%

\$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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 9) Action on Monthly Facilities Matters: FMS Award of Material Purchase Recommendation

Material Purchase

DISCONNECTS AND SWITCHGEAR

Administration Building

Prime Contractor

Graybar Electric Company

650 South 108 Street
Milwaukee, WI 53214

Authorization to approve the purchase of the Disconnects and Switchgear and all of its supporting components, per Quotes Q-4466258 and 0244660733, for installation at the Administration Building. Purchase is made under the Omnia Public Sector Cooperative Contract EV2370 and shall be in accordance with the component pricing on the quote dated October 26, 2023

One-Time Purchase Amount: \$90,319.12

Budget Code: BLI 0A 9J4 FM EMMB

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 an expenditure for:

Material Purchase:

Total Material Purchase Requested = \$90,319.12

Implementation and Assessment Plan

Upon Board approval, the attached material purchase shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached material purchase.

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

* * * * *

(Item 10) Action on a Recommendation to amend the 2023-2024 Inter-District Transfer Agreements

Background

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

The Administration is requesting authorization to enter into contracts with 11 suburban districts, specified in the attachments, to provide funding for transportation services for students participating in the Inter-District Transfer Program (Chapter 220).

For the 2023-2024 school year, four (4) of the 11 remaining participating school districts will arrange their own transportation: Fox-Point-Bayside, Germantown, Mequon-Thiensville, and Nicolet. Reimbursement for transportation services will be funded by Milwaukee Public Schools.

For the 2023-2024 school year, Milwaukee Public Schools will arrange transportation services for 7 of the Hamilton/Sussex, Oak Creek/Franklin, Shorewood, Wauwatosa, Whitefish Bay, and Whitnall.

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

In May 2023, the Administration mailed to each suburban district the appropriate version (I or II) of the 2023-2024 Inter-District Transfer Agreement with a request that the agreement be signed by the respective board president.

As of October 2023, 11 of the 11 participating suburban districts have returned the 2023-2024 Inter-District Transfer Agreement.

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

Version I School District	Version II School District
Greendale	Fox Point-Bayside
Hamilton/Sussex	Germantown
Oak Creek-Franklin	Mequon-Thiensville
Shorewood	Nicolet
Wauwatosa	
Whitefish Bay	
Whitnall	

The chart below highlights the number of actual enrollment for the 2021-2022 and 2022-2023 school year, as well as the number of contracted seats for the 2023-2024 school year for all 21 suburban school districts.

Chapter 220 District	2023-2024 Contracted Seats	2022-2023 Actual Seats	2021-2022 Actual Seats
Cudahy	0	0	0
Elmbrook	0	6	12
Fox Point/Bayside	14	24	32
Franklin	0	0	3
Germantown	4	8	13
Greendale	10	13	15
Greenfield	0	1	3
Hamilton/Sussex	5	13	22
Maple Dale/Indian Hill	0	0	1
Menomonee Falls	0	2	8
Mequon/Thiensville	26	30	39
New Berlin	0	0	1
Nicolet	35	37	42
Oak Creek/Franklin	1	1	4
St. Francis	0	0	0
Shorewood	10	11	19
South Milwaukee	0	0	0
Wauwatosa	1	5	10
West Allis/West Milwaukee	0	0	0
Whitefish Bay	52	64	80
Whitnall	7	11	16
TOTAL	165	226	320

The chart below details the projected contract amount for each of the districts that will be reimbursed for transportation for the 2023-2024 school year. Milwaukee Public Schools initially pays the district a per pupil amount equivalent to the average per pupil cost for that district if Milwaukee Public Schools scheduled the service. In subsequent years, Milwaukee Public Schools pays the average per pupil cost, plus inflation as measured by the Consumer Price Index (CPI). Actual costs are based on third Friday in September enrollments. Annually, the Administration reviews the contracts to ensure that these suburban contracts cost the district less than if Milwaukee Public Schools scheduled the transportation services. The Administration is requesting authorization to enter into contracts with the following suburban districts to provide transportation services for students participating in the Inter-district Transfer Program (Chapter 220).

Chapter 220 District	2023-2024 Contracted Seats	2023-2024 Per Pupil Actual Cost	Contract Amount
Fox Point-Bayside	14	\$6405.1714	\$89,672.40

Germantown	4	\$3,870.00	\$15,480.00
Mequon-Thiensville	26	\$2486.2153	\$64,641.60
Nicolet	35	\$1846.9028	\$64,641.60
TOTAL	79		\$234,435.60

The Administration is requesting authorization to enter into contracts with the following suburban districts to provide transportation services for students participating in the Inter-District Transfer Program (Chapter 220). Contracts will be for the 2023-2024 school year.

<u>Chapter 220 District Contract Amount</u>	<u>2023-2024</u>
Fox Point/Bayside	\$89,672.40
Germantown	\$15,480.00
Mequon-Thiensville	\$64,641.60
Nicolet	\$64,641.60
TOTAL	\$234,435.60

The recommendation is that the Board approve the 2023-2024 Inter-district Transfer Agreements; authorize the Board President to execute the 2023-2024 Inter-district Transfer Agreements for the following school districts;

Fox Point-Bayside
 Germantown
 Greendale
 Hamilton Sussex
 Mequon-Theinsville
 Nicolet
 Oak
 Creek-Franklin
 Shorewood
 Wauwatosa
 Whitefish
 Bay
 Whitnall

The recommendation is also that the Board authorize the Administration to enter into contracts to provide transportation services with the following school districts for the 2023-2024 school year.

Chapter 220 District	
<u>Contract Amount</u>	<u>2023-2024</u>
Fox Point/Bayside	\$89,672.40
Germantown	\$15,480.00
Mequon-Thiensville	\$64,641.60
Nicolet	\$64,641.60
TOTAL	\$234,435.60

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

This item authorizes expenditures pursuant to federal law. Districts are reimbursed based on the number of eligible Milwaukee resident students who receive Title I for reimbursement of the expenditures is SM1-0-0-TRS-DW-EPPT for the amount of \$234,435.60. This item does not authorize expenditure of funds for other suburban districts.

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

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board:

1. approve the 2023-2024 Inter-District Transfer Agreements for the school districts as indicated in the attachment to this item; and
2. authorize the Administration to enter into contracts to provide transportation services with the school districts indicated in Attachment #1 for the 2023-2024 school year.

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

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

Your Committee reports having received the following report from the Administration. Although this item 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.

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 quarterly, 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.

	5 A:	5B:	5 C:
State of Wisconsin Target	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%

LRE Detail by School

Indicator 5 Totals by School School	Code A		Code B		Code C		Total Count
	Count	%	Count	%	Count	%	
ACAD OF ACCELERATED LEARNING	54	65.85%	28	34.15%	0		82
ALBA	86	100.00%	0		0		86
ALCOTT SCHOOL	50	94.34%	3	5.66%	0		53
ALLEN-FIELD SCHOOL	101	93.52%	7	6.48%	0		108
ALLIANCE SCHOOL	51	94.44%	3	5.56%	0		54
ASSATA HS	21	100.00%	0		0		21
AUDUBON HS	102	77.86%	29	22.14%	0		131
AUDUBON TECH & COMM CTR MS	73	82.02%	16	17.98%	0		89
AUER AVENUE SCHOOL	31	100.00%	0		0		31
BANNER PREP SCHOOL OF MILW	10	90.91%	1	9.09%	0		11
BARBEE MONTESSORI SCHOOL	39	97.50%	1	2.50%	0		40
BARTON SCHOOL	42	97.67%	1	2.33%	0		43
BAY VIEW HS	198	88.00%	27	12.00%	0		225
BAY VIEW MONTESSORI SCHOOL	47	100.00%	0		0		47
BETHUNE ACADEMY	69	85.19%	12	14.81%	0		81
BRADLEY TECHNOLOGY AND TRADE	157	90.23%	17	9.77%	0		174
BROWN STREET SCHOOL	50	100.00%	0		0		50
BROWNING SCHOOL	39	84.78%	7	15.22%	0		46
BRUCE SCHOOL	33	100.00%	0		0		33
BRYANT SCHOOL	33	75.00%	11	25.00%	0		44
BURBANK SCHOOL	78	75.00%	26	25.00%	0		104

Indicator 5 Totals by School School	Code A		Code B		Code C		Total Count
	Count	%	Count	%	Count	%	
BURDICK SCHOOL	79	98.75%	1	1.25%	0		80
CARMEN HS SOUTH CAMPUS	35	100.00%	0		0		35
CARMEN NORTHWEST CAMPUS	86	98.85%	1	1.15%	0		87
CARMEN SOUTHEAST CAMPUS	79	100.00%	0		0		79
CARSON ACADEMY	48	96.00%	2	4.00%	0		50
CARVER ACADEMY	50	100.00%	0		0		50
CASS STREET SCHOOL	45	100.00%	0		0		45
CHALLENGE ACADEMY	1	100.00%	0		0		1
CLARKE STREET SCHOOL	31	100.00%	0		0		31
CLEMENS SCHOOL	41	85.42%	7	14.58%	0		48
CLEMENT AVENUE SCHOOL	46	100.00%	0		0		46
CONGRESS SCHOOL	69	75.82%	22	24.18%	0		91
COOPER SCHOOL	55	83.33%	11	16.67%	0		66
CRAIG MONTESSORI SCHOOL	26	100.00%	0		0		26
CURTIN LEADERSHIP ACADEMY	40	100.00%	0		0		40
DOERFLER SCHOOL	96	98.97%	1	1.03%	0		97
DOUGLAS MS	31	93.94%	2	6.06%	0		33
EIGHTY-FIRST STREET SCHOOL	47	63.51%	27	36.49%	0		74
ELM CREATIVE ARTS SCHOOL	37	100.00%	0		0		37
EMERSON SCHOOL	35	94.59%	2	5.41%	0		37
ENGLEBURG SCHOOL	41	54.67%	34	45.33%	0		75
FAIRVIEW SCHOOL	108	83.08%	22	16.92%	0		130
FERNWOOD MONTESSORI SCHOOL	67	100.00%	0		0		67
FIFTY-THIRD STREET SCHOOL	69	89.61%	8	10.39%	0		77
FOREST HOME AVENUE SCHOOL	117	78.52%	32	21.48%	0		149
FRANKLIN SCHOOL	41	67.21%	20	32.79%	0		61
FRATNEY SCHOOL	43	100.00%	0		0		43
GAENSLER SCHOOL	203	69.05%	91	30.95%	0		294
GARLAND SCHOOL	72	98.63%	1	1.37%	0		73
GOLDA MEIR SCHOOL	101	98.06%	2	1.94%	0		103
GOODRICH SCHOOL	43	78.18%	12	21.82%	0		55
GRANDVIEW HS	25	96.15%	1	3.85%	0		26
GRANT GORDON LEARNING CENTER	0		0			0	0
GRANT SCHOOL	58	96.67%	2	3.33%	0		60
GRANTOSA DRIVE SCHOOL	67	76.14%	21	23.86%	0		88
GREEN TREE PREPARATORY ACADEMY	66	97.06%	2	2.94%	0		68
GREENFIELD SCHOOL	82	96.47%	3	3.53%	0		85
GROPPI HS	24	88.89%	3	11.11%	0		27
HAMILTON HS	209	76.00%	65	23.64%	1	0.36%	275
HAMPTON SCHOOL	22	78.57%	6	21.43%	0		28
HAROLD S. VINCENT SCHOOL OF AGRICULTURAL SCIENCE	86	71.67%	33	27.50%	1	0.83%	120
HARTFORD UNIVERSITY SCHOOL	64	98.46%	1	1.54%	0		65
HAWLEY ENVIRONMENTAL SCHOOL	55	100.00%	0		0		55
HAWTHORNE SCHOOL	47	100.00%	0		0		47
HAYES BILINGUAL SCHOOL	95	92.23%	8	7.77%	0		103
HIGHLAND COMMUNITY SCHOOL	71	98.61%	1	1.39%	0		72
HI-MOUNT SCHOOL	21	100.00%	0		0		21
HMONG AMERICAN PEACE ACAD	72	100.00%	0		0		72
HOLMES SCHOOL	48	100.00%	0		0		48
HONEY CREEK SCHOOL	41	78.85%	11	21.15%	0		52
HOPKINS LLOYD SCHOOL	17	89.47%	2	10.53%	0		19

Indicator 5 Totals by School School	Code A		Code B		Code C		Total Count
	Count	%	Count	%	Count	%	
HUMBOLDT PARK SCHOOL	82	100.00%	0		0		82
I.D.E.A.L	51	100.00%	0		0		51
JACKSON SCHOOL	39	97.50%	1	2.50%	0		40
KAGEL SCHOOL	35	74.47%	12	25.53%	0		47
KEEFE AVENUE SCHOOL	19	100.00%	0		0		19
KILBOURN SCHOOL	32	100.00%	0		0		32
KING ES	44	100.00%	0		0		44
KING IB HS	138	82.14%	30	17.86%	0		168
KING IB MS	35	100.00%	0		0		35
KLUGE SCHOOL	50	80.65%	12	19.35%	0		62
LA CAUSA CHARTER SCHOOL	69	100.00%	0		0		69
LAD LAKE SYNERGY	7	100.00%	0			0	7
LAFOLLETTE SCHOOL	37	86.05%	6	13.95%	0		43
LANCASTER SCHOOL	33	94.29%	2	5.71%	0		35
LINCOLN AVENUE SCHOOL	67	95.71%	3	4.29%	0		70
LINCOLN CENTER OF THE ARTS	69	100.00%	0		0		69
LONGFELLOW SCHOOL	127	86.39%	20	13.61%	0		147
LOWELL SCHOOL	29	100.00%	0		0		29
MACDOWELL MONTESSORI SCHOOL	122	94.57%	6	4.65%	1	0.78%	129
MADISON ACADEMIC HS	116	83.45%	22	15.83%	1	0.72%	139
MANITOBA SCHOOL	65	75.58%	21	24.42%	0		86
MAPLE TREE SCHOOL	23	95.83%	1	4.17%	0		24
MARSHALL HS	134	64.11%	74	35.41%	1	0.48%	209
MARYLAND AV MONTESSORI	68	100.00%	0		0		68
MATC EMERGING SCHOLARS PROGRAM	1	100.00%	0			0	1
METCALFE SCHOOL	51	100.00%	0		0		51
MILW ACAD OF CHINESE LANG	50	100.00%	0		0		50
MILW CO YOUTH EDUC CENTER	9	100.00%	0			0	9
MILW COLLEGE PREP - 36 ST	40	100.00%	0		0		40
MILW COLLEGE PREP - 38 ST	54	100.00%	0		0		54
MILW COLLEGE PREP - LLOYD ST	53	100.00%	0		0		53
MILW COLLEGE PREP - NORTH	53	100.00%	0		0		53
MILW ENVIRONMENTAL SCIENCES	29	100.00%	0		0		29
MILW EXCELLENCE CHARTER	40	100.00%	0		0		40
MILW FRENCH IMMERSION SCHOOL	26	96.30%	1	3.70%	0		27
MILW GERMAN IMMERSION SCHOOL	36	92.31%	3	7.69%	0		39
MILW HS - ARTS	124	72.09%	48	27.91%	0		172
MILW PARKSIDE SCHOOL	125	81.70%	28	18.30%	0		153
MILW SCHOOL OF LANGUAGES	89	62.24%	54	37.76%	0		143
MILW SIGN LANGUAGE SCHOOL	57	91.94%	5	8.06%	0		62
MILW SPANISH IMMERSION SCHOOL	46	77.97%	13	22.03%	0		59
MILWAUKEE VIRTUAL EDUCATION PROGRAM	12	92.31%	1	7.69%	0		13
MITCHELL SCHOOL	116	99.15%	1	0.85%	0		117
MORGANDALE SCHOOL	94	97.92%	2	2.08%	0		96
MORSE MS	55	85.94%	9	14.06%	0		64
NEESKARA SCHOOL	63	85.14%	11	14.86%	0		74
NEXT DOOR FOUNDATION	1	100.00%	0			0	1
NINETY-FIFTH STREET SCHOOL	52	96.30%	2	3.70%	0		54
NORTH HS	92	85.98%	15	14.02%	0		107
NOVA HS	28	100.00%	0		0		28
OBAMA SCTE	139	83.23%	27	16.17%	1	0.60%	167

Indicator 5 Totals by School School	Code A		Code B		Code C		Total Count
	Count	%	Count	%	Count	%	
PARKVIEW SCHOOL	48	100.00%	0		0		48
PRATT SCHOOL	44	97.78%	1	2.22%	0		45
PROJECT STAY HS	21	100.00%	0		0		21
PULASKI HS	185	86.85%	28	13.15%	0		213
REAGAN HS	134	93.71%	9	6.29%	0		143
RILEY DUAL LANGUAGE MONTESSORI SCHOOL	30	100.00%	0		0		30
RIVER TRAIL SCHOOL OF AGRICULTURAL SCIENCE	67	90.54%	7	9.46%	0		74
RIVERSIDE UNIVERSITY HS	162	67.78%	77	32.22%	0		239
RIVERWEST SCHOOL	53	98.15%	1	1.85%	0		54
ROGERS STREET ACADEMY	81	98.78%	1	1.22%	0		82
ROOSEVELT MS	40	100.00%	0		0		40
SHALOM HS	20	100.00%	0		0		20
SHERMAN SCHOOL	40	100.00%	0		0		40
SIEFERT SCHOOL	24	100.00%	0		0		24
SOUTH ACCELERATED ACADEMY	10	100.00%	0		0		10
SOUTH DIVISION HS	128	73.14%	47	26.86%	0		175
SOUTHEASTERN EDUCATION CENTER	3	100.00%	0			0	3
SPED - SERVICES	9	50.00%	0		9	50.00%	18
STARMS DISCOVERY SCHOOL	55	100.00%	0		0		55
STARMS EARLY CHILDHOOD	19	100.00%	0		0		19
STORY SCHOOL	33	100.00%	0		0		33
STUART SCHOOL	40	100.00%	0		0		40
THOREAU SCHOOL	43	95.56%	2	4.44%	0		45
THURSTON WOODS SCHOOL	33	84.62%	6	15.38%	0		39
TOWNSEND STREET SCHOOL	38	100.00%	0		0		38
TRANSITION HS	27	96.43%	1	3.57%	0		28
TROWBRIDGE SCHOOL	35	85.37%	6	14.63%	0		41
VICTORY SCHOOL	41	100.00%	0		0		41
VIEAU SCHOOL	123	100.00%	0		0		123
VINCENT ACCELERATED ACADEMY	13	92.86%	1	7.14%	0		14
WASHINGTON - DTC	0		7	100.00%		0	7
WEDGEWOOD PARK SCHOOL	87	91.58%	8	8.42%	0		95
WESTSIDE ACADEMY	31	100.00%	0		0		31
WHITMAN SCHOOL	56	76.71%	17	23.29%	0		73
WHITTIER SCHOOL	18	94.74%	1	5.26%	0		19
WHS OF INFORMATION TECHNOLOGY	69	83.13%	13	15.66%	1	1.20%	83
WIS CONSERVATORY LIFELONG LRNG	74	90.24%	8	9.76%	0		82
ZABLOCKI SCHOOL	56	100.00%	0		0		56
<i>Grand Total:</i>	<i>9432</i>	<i>87.62%</i>	<i>1317</i>	<i>12.23%</i>	<i>16</i>	<i>0.15%</i>	<i>10765</i>

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 8.01 - Student Nondiscrimination, Complaints and Appeals

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(Item 2) Report on Family and Community Engagement

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

Background

Literacy Services of Wisconsin partners with motivated MPS Families to provide access to quality basic education and skills training so they can improve their lives, enrich their families, and strengthen our community. Adults face obstacles when they lack basic knowledge, education credentials, and English language skills. Access to education and training breaks down barriers and opens opportunities to provide for themselves and their families. This service allows MPS to support the needs of our students but also provide quality educational services to the entire family.

Literacy Services

- Literacy Services creates pathways to support students as they progress through their academic journeys toward reaching their goals.
- Onsite services located at North and South Division High Schools to help MPS families achieve the highest possible success.
- Holly McCoy, Executive Director of Literacy Services of Wisconsin

Literacy Services of Wisconsin (LSW)

LSW is the largest adult literacy organization in Wisconsin. They offer comprehensive services including

- Adult basic education (ABE)
- Adult secondary education (ASE)
- Services for English language learners (ELL)
- Workforce readiness
- Digital literacy

LSW serves 1,053 students in 2022-23. 167 students were GED or HSED Graduates. There were 181 volunteers who helped provide these services.

Adult Education

- Foundational Adult Education helps students improve reading, spelling and basic grammar skills. Students of all abilities are welcome, including those with very limited skills or learning difficulties.
- Comprehensive Adult Education builds reading comprehension, vocabulary, writing skills, and mathematics in preparation for the transition to GED®/High School Equivalency Diploma work.
- Basic Math includes simple arithmetic with whole numbers, decimals, fractions, and beginning algebra.

Adult Secondary Education (ASE)

- GED Prep Instruction is tailored to help students reach advanced levels in language arts, social studies, math, science, and civics – one or more subjects at a time – as they work to pass each GED® exam.
- Online 5.09 High School Equivalency Diploma allows students to attend scheduled online classes to develop secondary level skills. Through contextualized instruction and project based assignments, students create a portfolio of work to demonstrate required competencies.
- College/Accuplacer Prep instruction is designed to help students prepare for college entrance exams and aid them in enrolling in post-secondary education. Additionally, students have access to career pathway advisors.

English Language Learning (ELL)

Literacy Services of Wisconsin's English Language Learning program helps adult learners from around the world improve their English communication skills in reading, writing, listening, and speaking.

- High School Equivalency Diploma-English Language
- Citizenship support and preparation
- Conversation groups
- 2023-24 pilot program for families at Vieau, Greenfield Bilingual, Stuart Elementary

Learning Methods

Literacy Services offers a variety of learning methods to meet each student's unique educational goals. Class formats may include:

- One-on-One Tutoring
- Small Group or Classroom Instruction
- Learning Labs
- Drop-In Tutoring

Training Ready Program

In partnership with Wisconsin Regional Training Partnership-WRTP/BIG STEP, this program helps students gain entrance into training programs for the manufacturing and construction trades by helping them build reading and math skills.

- Manufacturing Skills Standards Council (MSSC) High School Equivalency Diploma
- Multi-Craft Core Curriculum (MC3) High School Equivalency Diploma

Our Adult Students 2022-23

224-Students Enrolled (Goal: 100)
 99- Measurable Skill Gains
 103 -GED/High School Equivalency Diploma Graduates
 111+ MPS School Connections

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 9.11 - School Engagement Councils

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 3) Update with Possible Action on Enhancing Educational Communities and School Climate

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

Background

This work is aligned with the Five Priorities for Success with the vision of creating a positive school climate for all students. Schools utilize proactive strategies and interventions within a multi-tiered system of support to support all students and create an educational community and equitable school climate. School teams and administration use data to best practice strategies within Tier 1 supports and focusing on those demonstrating a need for additional intervention.

The November 2023 presentation is attached to the minutes of your Committee's meeting.

Enhancing Educational Communities and School Climate November 2023

A primary goal of Milwaukee Public Schools is to reduce the discipline disproportionality during the 2023-2024 school year. The following is an update on the activities that support creating a positive and inclusive educational

community and equitable school climate. The monthly reporting for the 2023-2024 school year will focus on the following proactive pathways:

- PBIS Tiered Interventions
- Mental Wellness
- Antiracism and Antibias
- Restorative Practices
- PBIS Tiered Interventions

Positive Behavioral Interventions and Supports (PBIS) is aligned to the MPS Strategic Plan Initiatives of Student Achievement and Graduation and Postsecondary Readiness.

Since the start of the 2023-2024 school year, the PBIS team offered 22 professional development sessions around community building, PBIS in the classroom, using a multi-tiered system of support and validating students. The professional development sessions resulted in 1,692 teachers attending.

All schools have a PBIS team and building intervention team for behavior that is required to meet monthly. PBIS coaches support this work and coach teams to ensure students are receiving the support they need to be successful. For example, PBIS coaches received a list of the students who have the highest number of suspensions, Office Discipline Referrals (ODR), and Personalized Learning Plan (PLP) classroom behavior to ensure that these students have an active behavior intervention plan in place. Coaches work interventions with teams to ensure students are being matched to the appropriate intervention. A tier 2 flowchart was created to support teams in matching students with the right or most appropriate interventions.

Although all schools have PBIS, there are 94 schools that chose PBIS as their pathway in the culture and climate section of their school improvement plan. This focus provides schools the opportunity to use the continuous improvement process to analyze practices, determine fidelity, and focus on student outcomes as it relates to PBIS. Currently, schools are reviewing cycle 1 data and starting to plan for cycle 2. PBIS coaches support schools with their school improvement plan by using data to analyze systems, provide professional development, and coach teams and teachers. The PBIS team also created a walkthrough rubric to determine the fidelity of PBIS in the classroom. Implementation of this walkthrough tool will occur throughout the school year.

Mental Wellness

Mental wellness activities are aligned to the MPS Strategic Plan Initiatives of Student Achievement and Staff-Morale & Professional Learning.

The school year is off to a busy start as we continue to work toward supporting student mental wellness in schools. To begin the year, the Violence Prevention Program (VPP) team provided professional development to teachers, paraprofessionals, administrators, and support staff on trauma sensitive practices, social and emotional learning, and bullying prevention during Teacher Institute and on professional development day. Additionally, the VP team collaborated with the literacy team to kick off two small-group in-depth cohorts with a full-day session for each on classroom management best practices to support small-group literacy instruction. This session covered important topics such as room arrangement, rules, and procedures and included an opportunity for participants to create classroom materials at the training.

The implementation phase of the MPS RISE grant is well underway at each of the six grant schools: Clemens, Fifty-Third, Forest Home, Milwaukee High School of the Arts, Milwaukee School of Languages, and Riverwest. The groundwork is being laid for implementation including planning meetings, school team formation, and baseline data collection. The results of the WI DPI Trauma Sensitive Schools Fidelity Tool will serve as the foundation for each school's RISE plan. The initial areas of focus identified at some schools include sensory regulation, improving school and classroom culture through strengthening relationships, and offering increased opportunities for authentic student leadership.

October 2023 marked the beginning of the compassion resilience cohort for all school leaders through dedicated time at the Principal Leadership Institute (PLI). Compassion Resilience is a series of facilitated workshops, using the Compassion Resilience Toolkit, that guide participants to define compassion resilience, set professional and personal boundaries, build effective collegial relationships, and practice real-time and ongoing self-care. The toolkit contains information, activities, and resources for educators to understand, recognize, and minimize the experience of compassion fatigue and to increase compassion resilient perspectives and skills. This dedicated monthly time at PLI acknowledges the stressors that impact principals' mental wellness and their ability to support the wellness of their staff and students, while simultaneously introducing them to a resource they can choose to utilize with their staff.

Antiracism & Antibias

Antiracism & antibias activities are aligned to the MPS Strategic Plan Initiatives of Student Achievement, Staff-Morale, and Professional Learning.

Schools have identified a Climate Equity Liaison who serves as a point person on information and professional development opportunities for staff members. These individuals are provided regular communication with best practice on school climate and discipline disproportionality, as well as articles and videos that can be utilized to hold a conversation with other staff members on a variety of topics. In October, classroom strategies to minimize the most common classroom behaviors district-wide were shared. As of October, the most common classroom managed behaviors were leaving the classroom and off task behaviors. Best practices were shared with Climate Equity Liaisons of proactive practices towards prevention as well as classroom strategies that can be utilized after the behavior occurs.

All middle and high schools have a Student Discipline Committee that attended the Fall Student Leadership Summit on October 12, 2023. School committees engaged in conversation as they continue to plan their year. Presenters facilitated sessions on operating the student committee as a Professional Learning Community (PLC), gathering additional student voice at the school level, as well as creating a school-based plan on highlighting recommendations to staff members.

Throughout the 2023-2024 school year, there will be continued facilitation of the Courageous Conversations about Race Exploration seminars for all MPS staff members. We are continuing with the three-year plan for all MPS staff members to attend the one-day seminar prior to March 1, 2024. In addition, the District Equity Leadership Team (DELT) has been meeting monthly to utilize Courageous

Conversations protocols to have conversations regarding district policy, practices, and systems through a lens of race and equity. The first ever district facilitated Beyond Diversity two-day seminar was hosted. Beyond Diversity is the nationally presented seminar from Courageous Conversations about Race. Participants engage in deep rooted conversations with the Courageous Conversations Compass, Four Agreements and Six Conditions towards addressing racial equity throughout an organization. There will additional sessions hosted later in the school year and over the summer.

Below you will find updates on our implementation of Courageous Conversations about Race and our progress towards all staff members attending prior to March 1, 2024.

Timeline	Number of Sessions Held
March 2021-July 2021	17
August 2021-July 2022	31
August 2022-June 2023	46
August 2023-February 2024	26
Total for Three-Year Plan	120
Total Staff who have attended	8,310

Restorative Practices

Restorative Practices Department activities are aligned to the MPS Strategic Plan Initiatives of Student

Achievement, Staff Morale and Professional Learning.

Team members supporting the 20 schools partnering with the department have organized leadership teams and introductory meetings to set the tone for the new school year. Restorative Practices Implementation Teams (RPIT) are taking needs assessments to identify goals for the year. Coaches are working with schools to develop a collaborative team approach to how they are implementing a continuum of restorative practices that includes professional development and coaching.

The Restorative Practices Exploration Cohort has started its first set of evening cohort sessions with schools interested in building a whole school approach around a restorative framework. The first session included a deep discussion on school values and developing shared agreements with students, staff and families. Staff from K-8, middle and high schools partnering with us engaged in what this process looks like. Principals and RPIT members left with reflective questions to use in thinking about their current reality and what they envision for their school in the future. Coaches began visiting the exploration school sites and introducing themselves to those who will be engaging in this initial year of exploration.

A new professional development series is being developed for schools partnering with the Restorative Practices Department. This year's offerings will include training on racial justice and equity, developing a restorative mindset,

fostering a restorative environment, building community, and centering students in the curriculum. Starting in November we are asking that RPIT team members from all of our schools attend Day 1 of this training series which starts as an internal reflection on who we are and how we want to show up for our students.

Next Steps:

Looking forward, we are planning the following activities:
 Monthly cohorts of Courageous Conversations about Race.
 School modules on disciplinary practices and policies
 Principal Leadership Institute presentation

Monthly Data Review

The use of specific strategies for classroom managed behaviors are documented within PLP Classroom Behavior notes. Total documented strategies through October 24, 2023, can be found below.

Strategy	Total
BB: Brain Breaks	270
BC: Behavior Contract	219
BR: Rewind/Broken Record	250
BT: Buddy Classroom	931
C: Community Service	37
CP: Collect Property	593
EO: Engagement opportunities	256
GO: Go Guardian	96
IW: Independent work	141
M: Mindfulness	244
MS: Move their seat	1373
OO: One on one conversation	12718
P: Proximity Control	1981
P5: Praise 5:1	77
PC: Parent Contact	7562
PI: Planned ignoring	1441
Redirection	6901
RA: Recovery area (within room)	644
RB: Referral to BIT	138
RC: Restorative conversation	621
RE: Restorative Circle	43
Secret Signal	41
SC: Support staff consultation	3134
SM: Self-monitoring	156
Tangible Acknowledgement System	241
TS: Reflection sheet	335
V: VABB	11

All schools have a Building Intervention Team (BIT) in which team members ensure students in need of additional support are offered Tier 2 and Tier 3 interventions within the PBIS framework. Below are the number of Tier 2 and Tier 3 interventions provided throughout the 2023-2024 school year.

Tier 2/Tier 3 Intervention	Students
Check-In/Check-Out (CICO)	640
Individualized CICO	207
Social Academic Instructional Group (SAIG)	280
Behavior Assessment/ Intervention Plan (BAIP)	55
FBA/BIP	113
Educational Wraparound	14
RENEW	17

The following table shows total suspension events by race for year to date through October 24, 2023.

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Total Suspensions	635	19	32	3615	0	92	181	4574

The following table shows total suspension events by grade level through October 24, 2023.

K4-K5	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade	6th Grade
18	18	41	66	128	148	428
7th Grade	8th Grade	9th Grade	10th Grade	11th Grade	12th Grade	
497	581	1416	709	379	145	

The following alternatives to suspension were utilized by administrators from year to date through October 24, 2023.

Alternatives to Suspension Utilized	Total
Conference	372
Counsel	2864
Detention	291
Mediation	166
Referral to Building Intervention Team	52
Referral to Support Staff	65
Repairing Harm Circle	49
Restorative Conference	111

Strategic Plan Compatibility Statement

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

* * * * *

COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on a Request to Approve Submission of the Head Start Recompensation Grant

Background

The Head Start program is the largest Federal investment in early childhood education. The Improving Head Start for School Readiness Act of 2007 required the Administration for Children and Families (ACF) to begin awarding 5-year grants for Head Start and to require grantees that ACF determines are not providing a high-quality

and comprehensive Head Start program to “recompete”—i.e., to participate in open competition for funding renewal. The Milwaukee Public Schools’ Head Start Program is subject to recompetition and will be applying for the Federal Grant. The Administration for Children and Families will be soliciting applications from local public and private non-profit organizations that wish to compete for grant funds in the amount of \$12,722,388 to provide Early and/or Head Start services to City of Milwaukee eligible children and families. As such, the Administration for Children and Families (ACF) requires the participation of the Milwaukee Public Schools Head Start Policy Council and Milwaukee Board of School Directors to review, provide feedback, and approve the MPS Head Start Federal Recompensation Grant Application within the 60 day deadline.

The full grant narrative is attached to the minutes of your Committee’s meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

Does not authorize expenditures.

Implementation and Assessment Plan

Upon Board Approval of the MPS Head Start Federal Recompensation Grant Application, the Administration will submit the application to the Office of Head Start.

Committee’s Recommendation

Your Committee recommends the Board approve the submission of the MPS Head Start Federal Grant Application.

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

* * * * *

(Item 2) Update with Possible Action on Wisconsin Student Assessment System Results from Spring 2023

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

Background

Annually, students in grades 3 - 8 are assessed on the Wisconsin Forward Exam in English language arts, math, science and social studies. Students in high school are assessed at grades 9 and 10 on the PreACT Secure, while students in grade 11 are assessed on the ACT. Dynamic Learning Maps (DLM) assessment measures the academic progress of students in grades 3 - 11 with the most significant cognitive disabilities in the subject areas of English language arts, math, science and social studies. This presentation will review the results from spring 2023 and the comparison to trend data from 2018-19.

Forward and Dynamic Learning Maps Results

	2020-21	2021-22	2022-23
English Language Arts	7.3%	14.6%	16.3%
Math	4.2%	10.4%	11.8%
Science	8.9%	19.6%	20.5%

English language arts saw an increase of 1.7% from last year.
 Math saw an increase 1.4% from last year.
 Science saw an increase of 0.9%.

New social studies standards were assessed starting in spring 2022.

PreACT Secure Score – Grade 9-10

	Grade 9	Grade 10	Grade 9	Grade 10
	<i>ELA</i>		<i>Math</i>	
State Average	16.3	17.5	17.2	18.4
All Students	13.4	14.5	14.6	15.3

ACT and DLM

Percent Proficient and Advanced Basic on DPI Performance Levels

	2020-21	2021-22	2022-23
English Language Arts	12.5%	16.5%	17.9%
Math	5.1%	7.9%	6.7%
Science	6.2%	7.8%	9.0%

In all three areas, students exceeded the pre-pandemic achievement level 2018-19.

Next Steps

- Continue the implementation of Ambitious Instruction: Accelerating Learning.
- Continue to implement the action steps in our strategic plan initiatives related to student achievement, graduation and postsecondary readiness, and staff professional learning.
 - Embed the reading adoption.
 - CSI schools implement high-quality instructional math materials.
 - Complete the K–12 math adoption process this year.
 - Provide tutoring and other instructional interventions.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.38 - Balanced Assessment Systems

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(Item 3) Report with Possible Action on M3 College Connections Program

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

Background

M³ (pronounced "m-cubed") is a collaborative partnership among the three largest public education institutions in Milwaukee: Milwaukee Public Schools (MPS), Milwaukee Area Technical College (MATC), and the University of Wisconsin–Milwaukee (UWM). M³ seeks to transform the future of Milwaukee through education.

The M³ College Connections program is a dual enrollment program for MPS high school students. Students in this program attend classes at both the MATC and UWM campuses to earn high school and college credits.

A team of administrators and instructors from MPS, MATC, and UWM meets every two weeks to review the progress of students, problem solve logistical issues, and adjust the programs or individual pathway designs. Additional data points may be found in the attachments to your Committee's meeting.

Dual Enrollment Opportunities

State Programs

- Early College Credit Program (ECCP)
- Start College Now (SCN)

District Supported

- Transcribed
- Contracted

Multiple Pathways

General (2018–19)
Nursing (2019–20)
Education (2020–21)

College Credits Earned through Dual Enrollment

	2018-19	2019-20	2020-21	2021-22	2022-23
M3College Connections	270	1,038	1,860	1,840	1,795
State/Contracted/Transcribed	3,168	2,451	1,369	2,935	3,605

M3 College Connection Grade Distribution 2019-23

A	B	C	D	P	U
40.06%	29.23%	14.76%	6.03%	6.38%	3.54%

Next Steps

- Exploring additional pathways
- Seeking funding through grant opportunities
 - Education, Innovation, Research (EIR) through the Department of Education
 - National Science Foundation (NSF) dual enrollment for mathematics

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.01 - Teaching and Learning Goals

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(Item 4) Report with Possible Action Regarding Black Lives Matter Week Campaign and Planning for the 2023-2024 School Year

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

Background

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

Since the Board's action, the Administration implemented the resolution for the 2020-21 school year. This included assembling the 2020-21 Black Lives Matter (BLM) Week of Action and a Year of Purpose Advisory Committee and creating sub-groups. The Administration is continuing this important work for the 2023-24 school year, and planning is underway.

For the 2023-24 school year, the committee and sub-groups were updated and have been meeting regularly. The Administration will continue to provide quarterly reports to the Board on its planning for the current school year relative to three key areas: Curriculum & Professional Development, Week of Action, Monthly School Projects.

Black Lives Matter 2023-24: Areas of Engagement

- Community Connections
- Partnerships
- District Initiatives

2023-24 Mission and Theme

Theme

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

Mission

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

Committees for 2023-24

Week of Action

- Felice Beal, Chair
- Donovan Johnson, Co-Chair
- Dr. Janet Butler, Co-Chair
- Janet Wheeler, Teacher Mentor
- Anesia Hayes, Administrator
- Richard Watkins, Administrator
- Gary Thomas, Teacher
- Patrice Townsend, Paraprofessional
- Glenn Carson, United Way
- Paul Moga, BLMA

Monthly Curriculum Activities

- Nuntiaata Buck, Chair, C & I
- Ingrid Henry-Walker, Chair, MTEA
- Dr. Toni Dinkins, Co-Chair, Regional Superintendent
- Celeste Ochonogor, C&I
- Nate Deans, BLMA
- Monique Parks, SPC
- Dr. Patricia Ellis, Director of Dept. Equity, Access & Inclusion
- Bronson McCarty, SPC

Monthly Curriculum Activities

September

- Created current resources, using approved and adopted resources for research and to support engagement in BLM monthly activity and yearly initiatives
- Established a system to share monthly activities in a three month cycle to support teacher planning and Preparation

October

- Provided the 2023 Dr. MLK Jr. study guides, and BLM resources for the monthly activity and academic alignment information with Principal/Assistant Principals, School Support Teachers, and Special Education Supervisors, during learning institutes

November

- Connect with Community Schools/United Way partners to provide experiences for schools and students
- Establish bridging experiences to engage students in additional BLM year opportunities, sparking action in their steps, and ensuring equitable practices exist within their communities

Week of Action Committee Updates

September

- Identified roles & responsibilities for committee members
- Brainstormed ideas for the month of February for schools and community

October

- Collaborated with the Communications Department to provide monthly information on the MPS website, plan for advertisements, and the Week of Action
- Promoted the Black Lives Matter T-Shirt Contest to all schools

November

- T-shirt contest winner will be selected and logo changed to represent BLM on all advertisements
- Week of Action outline will be finalized
- Partnerships will be established and information shared to support Week of Action

Next Steps

- Distribute t-shirt order information to schools and departments
- Obtain additional partnerships
- Increase student participation
- Plan BLM Student Showcase

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A

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(Item 5) Report with Possible Action on the Music Strategic Plan - 7th and 8th Grade Music

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

Background

During the SASI committee meeting, the Committee recommended that the Board direct the Administration to develop a strategic plan for 7th and 8th grade music, with an initial plan to be brought back to the Board during the November Board cycle.

At its August 2019 meeting, the Milwaukee Board of School Directors referred Communication 1920C-001 regarding a proposed music education policy to the Administration for follow-up.

In alignment with the Board's direction, an advisory committee was formed to develop Administrative Policy 7.44: Music Education. The committee included members of the MPS Administration, the Office of Board Governance, the Office of Accountability and Efficiency, MPS music teachers, the Milwaukee Teachers' Education Association, music providers such as the Wisconsin Conservatory of Music, and Board members. The advisory committee collaborated in finalizing Administrative Policy 7.44: Music Education, which the Board adopted in November 2019.

The policy includes twice-yearly (October and May) updates by the Administration relative to the progress in implementing the policy as well as next steps. The attached presentation provides an overview of the progress and next steps related to implementation of Administrative Policy 7.44: Music Education.

Constituents' Recommendation

To have instrumental, vocal, and general music in every MPS school:

K8 Schools

104 FTE Certified Teachers
400 Hours Traveling Music Teachers

Traditional Middle Schools

7 FTE Certified Teachers
70 Hours Traveling Music Teachers

High Schools

25 FTE Certified Teachers
250 Hours of Traveling Music Teachers

Costs

104 New Full-time Equivalent positions
+28 Existing Music Vacancies
= 132 Additional Teachers
Approximate total cost: \$17,163,384

Music Programming Shift

Introduced in the 2021-2022 School Year

- Ongoing curriculum writing
- Focus on student choice
- Engaging, hands-on curriculum
- 21st-Century resources
- Teacher retention

Strategic Programming in Smaller Schools

When leaders collaborate to create a functional schedule they

- offer student choice
- add curricular options
- budget for Traveling Music Teachers

Then they can offer

- general music to grades K-5
- ensemble music to grades 6, 7, and 8
- a music elective for non-performers

Schools under 500 students with only ONE teacher

MPS 7th and 8th Grade Music Plan

Start with the largest K8 Schools

1. Instructional Space
2. School culture
3. Student/Family Interest

7th and 8th Grade Music Plan: Years 1-3

2024-2025: Begin with Schools larger than 600 students

- 4 Additional Classroom Teachers
- 2 Additional TMTs

2025-2026: Schools between 550 and 600 students

- 3 Additional Classroom Teachers
- 2 Additional TMTs

Consider

- a) Student Choice
 - b) Options for non-performers
- Pair schools once we determine what they need

2026-2027: Schools between 500 and 550 students

- 2 Additional Classroom Teachers
- 1 Additional TMT

7th and 8th Grade Music Plan: Years 4 & 5

2027-2028: Add positions to High School Programs

- Five additional classroom Teachers
- 43 hours of Traveling Music Teacher time

2028-2029: Add positions to High School Programs

- Five additional classroom Teachers
- 43 hours of Traveling Music Teacher time

Summary – 7th & 8th Grade Music Plan

Goals:

- implement strategic programming in small schools
- add additional shared teachers in the largest K8 schools
- add additional teachers in high schools to offer continuity

Staff needed for implementation over five years:

- 18 Additional Certified Teachers and 28 existing vacancies
- 9 Additional Traveling Music Teachers

Cumulative Costs

Year 1	\$ 446,157
Years 1 & 2	\$ 857,111
Years 1-3	\$ 1,113,991
Years 1-4	\$ 1,869,878
Full Implementation in Year 5	\$ 2,616,930

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.44 - Music Education

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(Item 6) Report with Possible Action on the Regional Showcase - East Region

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

Background

Based on the Board's action, the 2023-24 monthly Regional Showcase item will provide a thorough picture of each region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the region and that may be replicated will be included.

This month, the East Region is featured. The East Region comprises 26 schools and serves 10,725 students in diverse settings to meet the varied needs of our students. Schools in the East Region include the following: Bay View, Burdick, Carver, Cass, Clement, Cooper, Elm, Fernwood, Fratney, Gaenslen, Garland, Hartford, Humboldt Park, IDEAL, Lincoln, Maryland, Milwaukee Academy of Chinese Language, Holmes, Parkside, Riverwest, Roosevelt, Rufus King Middle, Trowbridge, Victory, and Whittier.

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

East Region Growth and Opportunity

	2019-20	2020-21	2021-22	2022-23	2023-24
Historical Attendance	93.7%	91.3%	84.4%	86.6%	90.7%
Historical Suspension Rate	7.8%	0.03%	10.5%	11.0%	03.5%

Spotlight School – Milwaukee Parkside

Demographics

- 846 students
- 41.5% Hispanic

- 18.9% White
- 17.6% African American
- 11.9% Asian
- 25.3% Students with Disabilities
- 13.75% EL Students

Data

- 92.0% YTD Attendance (+2.3%)
- 1.0% YTD Suspension Rate (-5.5%)

Milwaukee Parkside - Points of Pride

- Arts Integration
- Agricultural Program
- Camp Parkside
- Community Partnerships
- Family Involvement
- High Academic Achievement
- Inclusive Programming
- Mindfulness Practices
- Positive Behavioral Intervention and Supports (PBIS)
- Staff & Student Retention

Milwaukee Parkside - Unique Opportunities

- Aquaponics Lab
- Ameri-Corps Reading Tutors
- Butterfly Garden & Raised Garden Beds
- Cultural Inclusivity
- Danceworks
- Family Events
- Farm to Table
- Humboldt Park
- Library/STEM
- Milwaukee Ballet
- Outdoor Classrooms
- Partnerships
- Project Lead the Way
- Specialty Courses: Art, Dance, & Music, Band, PLTW, and Drumline
- Major and Minor for Middle School
- Sports

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the reports of its delegate to the District Advisory Council (DAC).

* * * * *

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

The President Marva Herndon presented a report of her activities for October and November 2023.

This month has been exciting and extremely busy. Our budget has involved lots of time and effort to stretch the limited funding provided by our State Legislature.

Academic Achievement

- Attended SASI Meeting
- Attended JMAC NAF Meeting
- Attended Fall Budget Meeting
- Meeting with Forward Scholars Tutoring Program Executive Director & Staff
- Attended State Report Card Meeting

Effective and Efficient Operations

- Attended Executive Board Meeting (09/28/2023)
- Attended Wisconsin Public Law Meetings for School Boards (3)
- Attended Fall Budget Meeting with Superintendent
- Attended Special Board Meetings (2)
- Attended Accountability, Finance & Personnel Meeting
- Attended Green New Deal Meetings (2)
- Attended Meeting with Superintendent (2)
- Attended Closed Session regarding District Safety
- Attended monthly Full Board Meeting
- Attended Council of Great City Schools Annual Conference – San Diego CA
- Conducted Team Meeting with Office of Board Governance
- Meetings with Dr. Posley
- Meeting with Audit Staff
- Attended Space Utilization Meeting

Student, Parent, and Community Engagement

- Attended District Advisory Council Meeting
- Attended HBCU Fair/Vincent High School
- Attended Green Schools Playground Redevelopment Ribbon Cutting (Riley Elementary)
- Attended Community Engagement Session at Browning School
- Attended Hispanic Heritage Celebration at the O.A.S.I.S. Community Center
- Participated in Radio Show
- Attended Green New Deal Meeting (2)
- Attended Vincent High School Grow Room Open House

* * * * *

RESOLUTIONS

The two resolutions below were discussed after the Reports and Communications from the Superintendent of Schools.

Director O'Halloran moved to waive Board Rule 1.10, in order to give public hearing and to take immediate action on Resolution 2324R-004 by Directors Garcia and Zombor, on Reading Screeners for English learners and on Resolution 2324R-005 by Directors Zombor and Leonard, on the Milwaukee Education Partnership.

The motion passed, the vote being as follows:

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

(Item 1) Action on a Request to Waive Board Rule 1.10, In Order to Give Public Hearing and Take Immediate Action on Resolution 2324R-004, by Directors Garcia and Zombor on Reading Screeners for English Learners

Background

The Milwaukee Public Schools' Board of School Directors is the one and only member of Region 14 of the Wisconsin Association of School Boards (WASB).

The Wisconsin Association of School Boards (WASB) has designated a process to submit 2024 resolution proposals to be considered by the WASB Policy and Resolutions Committee. According to the WASB Resolution Proposals process, all proposed resolutions must be officially approved at a meeting of the respective school board prior to the September 2023, submission deadline; otherwise, resolutions may be submitted on-the-floor at the delegate assembly.

The following resolution has been submitted by Directors Garcia and Zombor, for possible submission to the WASB:

Resolution 2324R-004

WHEREAS, The Milwaukee Public Schools' Board of School Directors is the one and only member of Region 14 of the Wisconsin Association of School Boards (WASB); and

WHEREAS, The Wisconsin Association of School Boards (WASB) has designated a process to submit 2024 resolution proposals to be considered by the WASB Policy and Resolutions Committee; and

WHEREAS, According to the WASB Resolution Proposals process, all proposed resolutions must be officially approved at a meeting of the respective school board prior to the September 2023, submission deadline otherwise resolutions may be submitted on-the-floor at the delegate assembly; and

WHEREAS, All WASB Resolution Proposals must be in the prescribed format used below; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors adopt the following WASB 2024 Resolution Proposal for submission to the WASB Policy and Resolutions Committee for its consideration; and, be it

FURTHER RESOLVED, That the Office of Board Governance include these demands in the Board's legislative agenda.

PROPOSAL FOR THE 2024 DELEGATE ASSEMBLY

Subject: 2023 Wisconsin Act 20 Implementation of Reading Screeners for English Learners

Submitted by: Marcela "Xela" Garcia, Milwaukee Board of School Directors

Resolution: Resolved that the Wisconsin Association of School Boards hereby joins other advocates of bilingual education in urging the state legislature and the Wisconsin Department of Public Instruction to reconsider the implementation of 2023 Wisconsin Act 20 that negatively impacts English learners, especially the screening methods; and, be it

Further Resolved that we demand the following of the Wisconsin Department of Public Instruction:

- That experts in bilingual education and language acquisition be included in any work that facilitates or guides the implementation of 2023 Wisconsin Act 20; and
- That recent arrivals to the country be waived from any English assessment for one year, as exemplified by the FORWARD state exam, whereby, students who have been in the country for less than a year are exempt from taking the English reading exam; and
- That students who have not had adequate time (seven to nine years, according to research) to become proficient in English are not to be labeled as “at-risk” or referred to special education services based on an English screener or assessment; and
- That any reading plan and/or mandatory summer school program must reflect best practices in assessments and bilingual/dual language education to allow English learners to develop literacy skills in two languages; and
- That instructional best practices for English language development and biliteracy be allowed in the classrooms and support literacy development that occurs in English learners’ home languages in order to learn in two languages; and
- That testing in the students’ home language should be accepted as a valid measure of progress and literacy development; and
- That the K4 to 3rd grade assessments, screeners, and diagnostics required in 2023 Wisconsin Act 20 continue to be provided in Spanish for English/Spanish bilingual programs; and
- That school districts continue to purchase and utilize literacy curricula in Spanish in Spanish-Bilingual programs; and
- That school districts continue to provide professional development that reflects best practices in assessment and instruction for bilingual program students; and
- That assurances that the highly successful bilingual programs in the state be allowed to continue providing instruction in two languages without risk of being altered as a result of invalid assessment data; and
- That these changes be equitable and that they protect the civil rights of Wisconsin’s EL population.

Rationale:

Wisconsin currently serves nearly 55,000 English Learners (ELs), with over 140 identified languages spoken by Wisconsin students, and with approximately 9,000 of ELs concentrated in Milwaukee alone.

Wisconsin State Statutes 115.96 (4)(b) states that an established bilingual-bicultural educational program should provide, “through the use of the native language of the limited-English proficient pupil, instruction in the subjects necessary to permit the pupil to progress effectively through the educational system,”

Wisconsin State Statutes 118.017 states that, “All instruction shall be in the English language, except, in part, those programs established under subchapter VII of Ch. 115, where instruction shall be in the English language and in the non-English language of the bilingual-bicultural education program,” and;

The current practice of the Wisconsin Department of Public Instruction (DPI) to test all ELs in English, regardless of their time learning the English language, violates federal law under the Supreme Court decision *Lau v. Nichols* (1973), which addresses equity in language instruction and by extension, assessment. *Lau* further holds that once a student is identified as an EL under the *Lau* Remedies, they cannot be treated as other English-dominant students.

By mandating that ELs take a reading readiness screener in English only, the Wisconsin Department of Public Instruction and the state legislature have disregarded one of the core principles of assessment - validity - the principal that that testing instruments must assess what they are designed to assess.

Reading readiness screeners given only in English are not a valid assessment of students who speak languages other than English because these tests measure the student’s level of English language acquisition instead of their level of literacy development and ignore the fact that an EL might be at grade level in their home language.

By testing students in English before they have learned English, 2023 Wisconsin Act 20 goes against federal *Lau* compliance mandates, which require that elementary schools provide students with limited English proficiency special English-as-a-second-language instruction as well as academic subject-matter instruction through the student’s strongest language until the student achieves proficiency in English sufficient to learn effectively in a monolingual English classroom.

The Wisconsin Association for Bilingual Education (WIABE) the largest organization in the state of Wisconsin that serves educators of emerging bilingual and multilingual students is leading advocacy efforts

that bring to light the unjust nature of this law which disproportionately impacts English Learners and violates their right to learn in two languages.

The current implementation of 2023 Wisconsin Act 20 is in direct opposition to the successful bilingual/dual language program models of instruction in Wisconsin, which support students acquiring English language proficiency while maintaining their home language and which is supported by research evidence that skills developed in the first language, will automatically transfer to the second language (Cummins, Collier & Thomas, Escamilla, Gottlieb, Castro, Beeman & Urow).

The current implementation of 2023 Wisconsin Act 20 will adversely impact bilingual teachers who will feel compelled to refrain from using the native language to develop academic skills and who may shift to English-only instruction.

2023 Wisconsin Act 20 may pressure school districts to move away from following the fidelity of the bilingual/dual language programs to comply with English testing mandates, thereby jeopardizing the quality of bilingual/dual language programs in Wisconsin. 2023 Wisconsin Act 20 disregards the unique strengths and needs of ELs. Mislabeled students is a human rights violation that is likely to draw the scrutiny of the Office of Civil Rights. English-only standardized tests, and screeners, and diagnostics are not valid for ELs.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

1.10 - Communications, Petitions, Resolutions for Referral

Recommendation

That the Milwaukee Board of School Directors

1. adopt the attached WASB 2024 Resolution Proposal for submission to the WASB Policy and Resolutions Committee for its consideration; and

2. that the Office of Board Governance include these demands in the Board’s Legislative Agenda.

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

Director O’Halloran moved to waive Board Rule 1.10, in order to give public hearing and to take immediate action on Resolution 2324R-004 by Directors Garcia and Zombor, on Reading Screeners for English learners and on Resolution 2324R-005 by Directors Zombor and Leonard, on the Milwaukee Education Partnership.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Jackson, Leonard, O’Halloran, Siemsen, Zombor, and President Herndon — 7.

Noes – None – 0.

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(Item 2) Action on a Request to Waive Board Rule 1.10, In Order to Give Public Hearing and Take Immediate Action on Resolution 2324R-005 by Directors Zombor and Leonard on the Milwaukee Education Partnership

Background

Directors Zombor and Leonard have submitted the following resolution for immediate consideration. WHEREAS, Board Governance Policy 2.01 states that in all matters of planning, governance, and accountability, the Board shall recognize its responsibility to the people of the City of Milwaukee and of the State of Wisconsin to use all funds for the greatest possible effect in fulfilling the Board’s goals of student achievement and equity; and WHEREAS, The Milwaukee Board of School Directors has traditionally maintained a contractual relationship with the Milwaukee Education Partnership (MEP); and

WHEREAS, Annually, at the April Organizational Board Meeting, the Milwaukee Board of School Directors designates a Board Representative to the Milwaukee Education Partnership; and

WHEREAS, Recent media scrutiny has alleged that The Milwaukee Education Partnership has listed board officers without their knowledge on tax filings including the Milwaukee Mayor; State Superintendent of Public Instruction; Milwaukee Public Schools Superintendent; Milwaukee Area Technical College (MATC) President; and University of Wisconsin-Milwaukee (UW-M) Chancellor; and

WHEREAS, The MPS Contractor Code of Conduct, as outlined in Administrative Policy 3.14, states that “[a]ll contractors are expected to conduct any and all business affiliated with MPS in an ethical and responsible manner that fosters integrity and public confidence”; now, therefore, be it

RESOLVED, That the Office of Accountability and Efficiency and the Administration shall collaborate, as set forth in Administrative Policy 3.14, to review the concerns raised regarding the MEP; and, be it

FURTHER RESOLVED, That the Board direct the Administration to hold from consideration any new contract, or any contract renewals with the Milwaukee Education Partnership until the review is completed; and, be it

FURTHER RESOLVED, That the Board shall hold from designating a representative to the Milwaukee Education Partnership until the review above is completed; and, be it

FURTHER RESOLVED, That the Board direct the Administration to hold the allocation of \$75,000 in the FY 2023-24 budget for the Milwaukee Education Partnership, until the review above is complete.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

1.28 - Board Memberships

Director Zombor moved to

1. withdraw the resolution from consideration
2. remove the Board’s delegate to the partnership
3. direct the Administration to bring a recommendation in December to reallocate the \$75,000.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Leonard, O’Halloran, Siemsen, Zombor, and President Herndon — 6.
 Noes – None – 0.
 Abstention – Director Jackson – 1.

ITEMS DEFERRED

Having been previously deferred, the Board returned to consideration of Item 1, Action on a Request to Retire to Closed Session for Consideration of and Possible Action on Employment, Compensation, and Performance Evaluation Data Relative to the Assistant Board Clerk from the Reports and Communications from the Board Clerk/Chief Officer, Office of Board Governance.

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

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

The Board retired to closed session at 6:50 p.m. The Board returned to open session at 7:41 p.m., whereupon Director Zombor moved to temporarily assign Jill Kawala to the position of Interim Director/Board Clerk, pursuant to the terms outlined in a letter dated November 16, 2023.

The motion passed, the vote being as follows:

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

The Board adjourned at 7:42 p.m.

JILL M. KAWALA
Interim Director/Board Clerk