

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 17, 2024**

Special meeting of the Board of School Directors called to order by President Herndon at 6:47 p.m.

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

The Board Clerk read the following call of the meeting:

December 13, 2024

To the Members of the Board of School Directors:

At the request of President Marva Herndon, a Special Meeting of the Milwaukee Board of School Directors is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin.

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

**SPECIAL BOARD MEETING
TUESDAY, DECEMBER 17, 2024, 6:30 P.M.
(OR IMMEDIATELY FOLLOWING THE ADJOURNMENT OF THE MEETING OF THE
COMMITTEE ON ACCOUNTABILITY, FINANCE AND PERSONNEL)**

The purpose of this meeting is to Retire to Closed Session to Consider Applications for the Position of Superintendent of Schools.

President Herndon has advised that she will accept a motion to retire to closed session for this purpose, pursuant to Wisconsin Statutes 19.85(1)(c), which states that 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.”

While the Board is not expected to take any action other than to retire to closed session, 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 adjourn from closed session.

PUBLIC HEARING

As is customary at Special meetings of the Board, public testimony will not be taken at this meeting.

TINA OWEN-MOORE, ED. L.D.
Board Clerk

(Item 1) Action on a Request to Retire to Closed Session to Consider Applications for the Position of Superintendent of Schools

Background

On June 30, 2024, the resignation of Superintendent Keith Posley became effective. On August 29, 2024, the Board approved a contract with Hazard, Young, Atea & Associates (HYA) to conduct a search for a new superintendent.

On September 26, 2024, the Board approved a salary range of \$275,000 – 350,000 and the position was posted for recruitment, with an application deadline of November 30, 2024.

In September and October 2024 HYA facilitated a community engagement effort that included interviews, focus groups, and a survey and used the feedback to create a candidate profile for the position.

The application process closed on November 30, 2024. HYA has now reviewed and screened the applications. The Board may retire to a closed session to consider the applications and to determine which applicants it wishes to interview.

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 adjourn from 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

3.01 - Board-Appointed Officials

Recommendation

That the Board retire to closed session for consideration of this item.

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

Ayes — Directors Ferguson, Garcia, Gokalgandhi, O’Halloran, Siemsen, Zombor, and President Herndon — 7.
 Noes – None – 0.

The Board retired to closed session at 6:58 p.m. Board retired from closed session at 8:45 p.m.

Tina Owen-Moore, Ed. L.D.
 Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 19, 2024**

Regular meeting of the Board of School Directors called to order by President Herndon at 5:33 p.m.

Present — Directors Ferguson, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Absent and Excused — Director Jackson – 1.

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

- Emmanuel Johnson, a student at Riverside High School
- Tracie Blue, a teacher at Browning School
- Carol Kress, a retired Secretary
- Dominique Watson, a 9th grader in the MATC-Emergency Scholars Program

The Board also acknowledged the passing of former Superintendent of Schools, Dr. Gregory Thornton, who served the district from 2010 to 2014.

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APPROVAL OF MINUTES

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

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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

Each month, the Interim Superintendent presents a report to the Milwaukee Public Schools (MPS) Board of Directors and the broader MPS community. This report serves as an overview of the month's developments, offering insight into various events, initiatives, and milestones achieved. It will highlight activities, academic achievements, and outline areas where gains and growth are noted, ensuring that both successes and challenges are transparently communicated.

The content is aligned with the 2023-2028 Strategic Plan initiatives, ensuring that the reporting remains consistent with our overarching goals and vision. Through these updates, we aim to keep all stakeholders informed and engaged in our mission to advance the district's priorities.

Strategic Plan Key Initiatives:

- Rightsizing the District
- Student Achievement and Graduation
- Staff-Morale & Professional Learning
- Special Projects

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 2.10 - Administrative Reports

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

Interim Superintendent Galvan gave an oral report.

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(Item 2) Report with Possible Action on the MPS Foundation

Background

This month the MPS foundation will provide an update on the philanthropic work they do, supporting Milwaukee Public Schools.

The Milwaukee Public Schools (MPS) Foundation is a non-profit organization that supports the academic achievement of students in Milwaukee Public Schools. The foundation's mission is to promote educational excellence, strengthen community participation, and create a more equitable education system in Wisconsin.

The MPS Foundation raises funds through private philanthropy to support programs and projects to help the overall educational experience for students, teachers, and schools . The foundation's work includes:

- Providing scholarships
- Supporting Classrooms
- Supporting Learning Journeys
- Supporting Junior Achievement
- Supporting Let Us Play / Greener Healthier School Yards
- Supporting experiential learning and STEM programming
- Supporting the United Nations Schools of International Learning (UNSIL) program

Mission

The mission of the MPS Foundation is to inspire and motivate the community, including philanthropic partners, businesses, families, and former and current staff and students in support of Milwaukee Public Schools and the academic achievement of its students.

Focus Areas

- College and Career connections
- High-impact programs and practices
- Quality learning environment
- Academic and teaching excellence

Impact in 2023

- \$150,000+ in scholarships provided to 32 students across 13 high schools
 - 81% are first-generation college students
 - 87% are students of color
- \$50,000 in classroom support for teachers across 26 schools
- 2,399 students participated in UNSIL and World Fair
- Sent 24,108 students to online learning journeys
- Sent 500 students to Washington D.C.
- Invested \$160,000 in new instructional model for Junior Achievement 3DE program
- Funded the largest MPS STEM fair ever
 - 645 students from 54 MPS schools participated
 - Three times as many engineering projects as last year
 - 10% growth in female students participating
- 2,800 students directly benefit every day from the Let's Play partnership
 - Annually, five schools partner with the Foundation, ReFlo, the City of Milwaukee and other organizations to replace asphalt covered schoolyards with greener, healthier spaces

Impact in 2024

- \$115,000+ in scholarships provided to 27 students across 12 high schools
 - 75% are first-generation college students
 - 96% are students of color
- \$50,000 in classroom support for teachers across 26 schools
- 2,400 students participated in UNSIL and World Fair
- Sent 20,892 students to online learning journeys
 - Sent 400 students from 9 MPS high schools to Washington D.C.
- MPS STEM Fair
 - 632 students from 49 MPS schools participated
 - 282 projects presented
- 2,800 students directly benefit every day from the Let's Play partnership

Featured Partnership

Let Us Plan / Greener Healthier School Yard Initiative

- Collaboration between the MPS Foundation, Milwaukee Public Schools, Milwaukee Recreation, and the Green Schools Consortium of Milwaukee led by ReFlo
- Transforms outdated and deteriorating outdoor schoolyards into dynamic and functional green spaces for MPS students and neighborhood residents
- Increases access to high-quality shared public spaces that improve the quality of life and educational outcomes.
- Approximately 3,000 students benefit every day
- 14,000+ students benefit annually
- 21,000+ community members benefit annually
- 31 playgrounds completed with a total of 41 schools in the program

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 3) Action on a Request to Approve the District's Appointment to the Social Development Commission Board

Background

The Administration is requesting that the Board appoint Michael Harris as its representative on the Social Development Commission (SDC) Board, effective December 20, 2024. The SDC Board of Commissioners comprises 18 members, with one-third appointed from the public sector, one-third from the private sector, and one-third elected as representatives of low-income residents of Milwaukee County. Milwaukee Public Schools traditionally serves as one of the public-sector representatives.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Upon approval by the Board, Michael Harris will assume responsibilities as Milwaukee Public Schools' representative.

Recommendation

The Interim Superintendent recommends that the Board appoint Michael Harris as its representative on the Social Development Commission Board, to be effective December 20, 2024.

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

- Ayes — Directors Ferguson, Garcia, Gokalgandhi, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
- Noes - Director Leonard— 1.

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

(Item 1) Monthly Report, with Possible Action, From the Board Clerk/Chief Officer, Office of Board Governance

Report of the Board Clerk/Chief Officer

The Office of Board Governance (OBG) submits, with grateful appreciation for all those contributing to its efforts, the following report of OBG activities in the months of November and December.

Media Relations

An important part of our work in the Office of Board Governance is preparing communications for the Board and public. This often includes interactions with the media. Our office responds to records requests, facilitates responses to constituent concerns, answers questions, and coordinates communications from the Board to the media and from the media to the Board. Over the past couple of months, we have taken several actions to ensure we are working collaboratively and responsively with our media partners. Here are a few of those actions:

Fast Facts: In collaboration with the Kane communications team, we developed a Fast Facts document that can be shared with the press and community each week (depending on the need) highlighting facts around important topics impacting the district and its schools.

One-on-One Conversations with Media Partners: This month, we have been meeting one-on-one with individual news reporters to understand how our office can better support their needs and to share information about how the Office of Board Governance operates, so that we can work better together. Our goal is to be quick, transparent and responsive as we work to build a trusting and collaborative relationship with these partners and with the community.

Collaboration with District Communications Team: We have been meeting weekly with the District Communications team and have partnered with them on several projects, including adding our Fast Facts updates to the District webpage, getting access to a platform for digital newsletters, and continuing to update the staff, families and community regarding the superintendent search process.

DPI and Compliance

Our Office continues to participate in weekly meetings with DPI to help facilitate communication between the Board, DPI, the Office of Accountability and Efficiency, and Office of the Superintendent and participates in a second meeting with the Board President, Interim Superintendent, and Senior Director of the Office of Accountability and Efficiency. Together, these meetings help to keep open the lines of communication between the offices of the district.

Legal Matters

The Office of Board Governance is the Board's liaison in legal matters concerning the district. In October, the Office of Board Governance worked in collaboration with the City Attorney and independent legal counsel on several matters, including a motion to Quash/Dismiss Petitioner's Writ of Mandamus in lieu of Answer pursuant to Wis. Stat. § 802.06. (This is related to the Writ of Mandamus that was filed demanding the District hire 25 School Resource Officers, which the District does not have the authority to do.)

Events and Activities

Our Office helps Board members to host events and facilitates Board member attendance at many of the District events, including sharing invitations, coordinating calendars, and posting notices of a potential quorum when needed. Here are a few of the highlights from the month:

Community Meeting on the Topic of School Safety: This month, our team worked with Director Leonard and the District Advisory Council to host a public engagement session on the topic of school safety.

Holiday Events and Activities: The months of November and December are filled with activities and events across the District. Board members have attended coat giveaways, concerts, ribbon cutting ceremonies and more this holiday season.

Superintendent Search

On December 17th, 2024, the Board met with HYA to identify a slate of candidates to interview from amongst the 33 applications that had been submitted to date. At this meeting, the Board decided to reopen the candidate application window with the hopes of deepening the slate of candidates. The Board's goal in doing so is to ensure that they will be able to interview a strong pool of highly qualified candidates who can meet the district's unique needs at this critical moment. The Office of Board Governance will work with HYA to revise the timeline for candidate interviews, previously planned for January 11th, 2025, and to reschedule the "days in the district" for finalists.

Policy Review

On December 16th, we will have our kickoff meeting with the team from Neola, during which we anticipate setting up a plan for the work to review and revise all the district's policies. This will be a collaborative effort of the Office of Board Governance, the Office of Accountability and Efficiency, and the Office of the Superintendent. Director Zombor, who chairs the Legislation, Rules and Policies Committee, will also attend this meeting.

One Big (Office) Goal = Digital

In our office, our one big team goal for the year is to find and implement greater digital efficiencies in the Office of Board Governance. We have made some great gains along these lines, including:

We are now an early adopter of SharePoint, which provides great benefits for collaboration, document retention, and cybersecurity. We continue to reduce our printing footprint and reduce the complexity of our filing systems, by transitioning to electronic filing.

We have moved our monthly Board newsletters, and other communications, to a digital format that integrates nicely in email and allows Board members to include information relevant to their districts. You can see an example of President Herndon's first digital newsletter [here](#).

We worked with Technology to install a screen in our conference room for collaborative meetings and presentations, drastically reducing the need to print meeting material.

We are now in the process of moving to digital notebooks to improve efficiency and reduce waste.

Of course, none of these changes are simple tasks. They require learning how to use new technologies, building new habits, and communicating in new ways. Our office is enthusiastic and committed to this new way of doing things.

Legislative Agenda

The proposed legislative agenda for 2025-26 was distributed under separate cover.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.05 - Role of the Board Clerk/Chief Officer, Office of Board Governance

Recommendation

The Office of Board Governance recommends that the Board determine how it wishes to proceed relative to its Legislative Agenda.

Director Gokalgandhi in the chair from 6:29 p.m. to 6:31 p.m.

Director Gokalgandhi moved to approve the proposed 2025-26 Legislative Agenda. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.

Noes — None - 0.

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(Item 2) Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation

Background

The Board may retire to closed session, pursuant to Wis. Stat. 19.85(1)(g) to confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation

That the Board retire to closed session for consideration of this item.

Item deferred to the end of the meeting.

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(Item 3) Action on a Request to Retire to Closed Session Relative to the Status of an Employee

Background

The Board may retire to a closed session to consider this item:

Pursuant to Wisconsin Statutes, Chapter 19.85(1)(b) to consider the dismissal, demotion, licensing or discipline of any public employee or person licensed by the Board or the investigation of charges against such person, or considering the grant or denial of tenure for a university faculty member, and the taking of formal action on any such matter; provided that the faculty member or other public employee or person licensed is given actual notice of any evidentiary hearing which may be held prior to final action being taken and of any meeting at which final action may be taken;

Pursuant to Wisconsin Statutes, Chapter 19.85(1)(c), 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;

Pursuant to Wisconsin Statutes 19.85(1)(f), for the purpose of considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations; and

Pursuant to Wisconsin Statutes, Chapter 19.85(1)(g) to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation

That the Board retire to closed session to consider this item.

Item deferred to the end of the meeting.

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(Item 4) Action on a Request to Retire to Closed Session Relative to Demands for Collective Bargaining

Background

A December 2, 2024, ruling in the Dane County Circuit Court restored certain collective bargaining rights for public employees that were previously affected by 2011 Wisconsin Act 10.

The Board may retire to a closed session to discuss its options following this ruling, pursuant to Wis. Stat. 19.85(1)(e), which allows a closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducted other specified public business, whenever competitive or bargaining reasons require a closed session.

Recommendation

That the Board retire to closed session to consider this item.

Item deferred to the end of the meeting.

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(Item 5) Action on a Request to Retire to Closed Session Relative to an Employee Who Disregarded a Board Directive and Legal Advice

Background

The Board may retire to a closed session to consider this item:

Pursuant to Wisconsin Statutes, Chapter 19.85(1)(b) to consider the dismissal, demotion, licensing or discipline of any public employee or person licensed by the Board or the investigation of charges against such person, or considering the grant or denial of tenure for a university faculty member, and the taking of formal action on any such matter; provided that the faculty member or other public employee or person licensed is given actual notice of any evidentiary hearing which may be held prior to final action being taken and of any meeting at which final action may be taken;

Pursuant to Wisconsin Statutes, Chapter 19.85(1)(c), 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;

Pursuant to Wisconsin Statutes 19.85(1)(f), for the purpose of considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations; and

Pursuant to Wisconsin Statutes, Chapter 19.85(1)(g) to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation

That the Board retire to executive session to consider this item.

Item deferred to the end of the meeting.

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(Item 6) Consideration of and Possible Action on Performance Evaluation Data Relative to the Interim Superintendent of Schools

Background

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

Recommendation

That the Board retire to executive session to consider this item.

Item deferred to the end of the meeting.

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(Item 7) Consideration of and Possible Action on Performance Evaluation Data Relative to an Employee

Background

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

Recommendation

That the Board retire to executive session to consider this item.

Item deferred to the end of the meeting.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

The Office of Accountability and Efficiency'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 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 November 10, 2024, and December 7, 2024, Accountability and Efficiency Services completed one special project, six constituent inquiries, and satisfied one impartial hearing officer (IHO) request.

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

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

Contract Compliance Services (CCS)

This month, the CCS team prioritized enhancing Student Engagement Programming. Three student interns were interviewed and hired across fields like administration and counseling, with roles created in collaboration with Bradley Tech, Hamilton, North Division and South Division high schools. Each position offers work-based learning opportunities.

We continue to build partnerships within the District and with external sponsors to advance these initiatives. CCS remains dedicated to supporting the District's implementation of Administrative Policies 3.10 and 3.13, reinforcing our commitment to compliance and student engagement.

Audit Services

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

Updates in the Audit Services area for the current reporting period of November 14, 2024, through December 9, 2024, include:

Audit Completions and Activities

- Updated Board Rule and Audit Committee Charter and sent to City Attorney for their review and await their response.
- Issued three school audits
- Currently have four new principal school audits underway
- Issued two special investigative reports
- Reviewed two charter school external auditor’s reports
- Conducted Entrance Conference with FMS for Fleet Services Audit
- Developed Retiree Health and Life Insurance audit presentation to be presented at December AFP meeting
- Conducting several ongoing investigations resulting from Fraud Hotline Tips
- Recorded the 31st fraud hotline tip this fiscal year, which is on pace to set a record for fraud hotline complaints received
- Provided analysis and feedback to the Procurement Department on certain contract services matters
- Updating Board and AFP Committee on the Investigation Process via presentation at a subsequent AFP and Board meeting.

It is important for Board members to understand that auditing and investigating are two separate functions that have in common, independence.

Audits are not investigations and investigations are not audits however. Auditing is generally looking at systems to ascertain compliance with operational standards. Investigating is generally looking at incidents to ascertain who and/or what was responsible.

These are distinct and vital functions in a large organization, an absence of either function would be, in itself, an additional area of risk.

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 three expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director O'Halloran moved to accept the reports of the Independent Hearing Officers from the following dates and times:

November 25, 2024, @ 9:00 a.m., 10:00 a.m.

December 2, 2024, @ 2:00 p.m.

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

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.

Noes — None.

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

From the report of the Committee on Student Achievement and School Innovation, Item 7, Report with Possible Action on the MPS Equity Guidebook, has been set aside at the request of Director Leonard.

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

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.

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) Report and Possible Action on the Actuarial Valuation of the District's Obligation for Other Post-Employment Benefits (OPEB) as of July 1, 2023

Background

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

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

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

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

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

The MPS OPEB Trust Fund has an ending fund balance at June 30, 2024, of \$361 million, an increase of \$49.7 million from the previous year (FY23). During FY24 the trust received \$58.3 million in sponsor contributions and paid out \$47.6 million in post-employment benefits. Funds placed in the OPEB trust fund provide resources for future use against the District's OPEB liability for employees' post-retirement benefits. The funds can only be used by the District to pay retiree medical, prescription, and life insurance costs, and are not able to be used by the District for any other purpose. The District's OPEB liability at June 30, 2024 is \$791.4 million, a decrease of \$62.4 million from June 30, 2023.

The MPS OPEB Trust Fund Investments are currently managed by PFM Asset Management LLC, and the custodian is Midwest Institutional Trust Company. The trust fund investment return was 12.25% for FY24 and 7.62% for FY23.

Changes from Prior Actuarial Valuation

Economic Assumptions

- Maintain expected return on invested assets to 6.50% for the long-term account and 2.50% for the short-term account
- Update discount rate from 5.75% at June 30, 2021, to 6.00% at June 30, 2023
- Discount rate expected to increase in future valuations as funded ratio improves

OPEB-Related Assumptions

- Update per capita claims costs based on recent claims experience and premium information
- Claims and premium costs decreased due to favorable experience
- Update select and ultimate healthcare-trend assumptions which include an ultimate rate of 4.25%

Pension-Related Assumptions

– Assumptions used for the valuations of supplemental pension plans for Teachers and Directors remained unchanged as of June 30, 2023. Assumptions applicable to General employees covered by CMERS were updated to be consistent with pension assumptions as of June 30, 2023.

July 1, 2023 Actual Valuation

- Expected actuarial liability, before recognition of demographic experience, claims experience and assumption changes, increased slightly from \$850.9 million at June 30, 2022 to \$853.8 million at June 30, 2023.
- Updated member data and actuarial assumptions reduced actuarial liability to \$788.7 million at July 1, 2023.
- Additional pre-funding contributions of approximately \$18.5 million for PY 2023 and \$10.8 million for PY 2024, along with favorable claims and investment experience, improved funded status which supported a higher discount rate of 6.0%.
- Recommended alternative C level-dollar expected annual contribution decreased from \$2.88 million in the 2021 valuation to \$1.65 million in the 2023 valuation
 - Favorable investment returns
 - Additional pre-funding contributions
 - Favorable claims experience
- Favorable experience and change in recommended contributions reduce full funding year from 2037 to 2034

Additional data and the complete 2023 Retiree Healthcare and Life Insurance and Valuation Report are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

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

Implementation and Assessment Plan

The OPEB valuation report as of July 1, 2023, will be used for the District's FY24 financial statements.

Committee's Recommendation

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

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

* * * * *

(Item 2) Report with Possible Action on Audit #2024-54 Review of Retiree Life and Medical Insurance

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

Background

The Milwaukee Board of School Directors approved the Retiree Life and Medical Insurance Review as part of the FY24 Annual Plan of Audits. The report was issued May 29, 2024. The scope of this audit focused on retiree benefits of life insurance, medical insurance, sick leave payout and Social Security Medicare Part B premium reimbursements.

Our review concluded that internal controls over the district's retiree life and medical insurance were adequate and functioning as intended.

Milwaukee Public Schools has offered three retiree benefit plans for employees: life insurance, medical insurance and sick leave payout. In addition, there is an option for Social Security Medicare Part B premium reimbursement.

Over time, there have been changes to these benefits depending on the employee start date, retirement date, job role or union group and other requirements approved by the Board of School Directors, including Alternative C, an early retirement option. As of July 1, 2013, all new hires or re-hires are not eligible for these retirement benefits.

Life Insurance

Employee must have 20 years or more of MPS service on the date of retirement to be eligible. The employee pays for the life insurance from date of retirement until age 65, at which point MPS pays for the coverage until the death of the employee. The coverage amount is one times the annual base salary (no overtime or secondary jobs count). The coverage amount decreases at age 65, 66 and age 67, with a maximum benefit of 25% or \$25,000, whichever is less.

Medical Insurance

As of January 1, 2024, MPS retiree insurance covered the following number of retirees, surviving spouses and/or dependents

- EPO plan – 1,306
- PPO plan – 323
- HDHP plan – 11
- MPS Medicare Advantage Plan – 7,450

As of July 1, 2023 actuary data indicates there are 3,638 active employees who may be entitled to medical insurance once they reach retirement.

Sick Leave Payout

Employee must have 20 years of service and accumulated sick leave hours of 812 for a 10-month employee and 840 hours for a 12-month employee to be eligible.

If the employee has accumulated full sick leave hours in excess of the requirement, the employee will receive up to 80 of the hours in excess of the 812 or 840 hours in a lump sum payment deposited in the 403(b) retirement plan at one of the vendors used by MPS to administer the 403(b) plans.

Social Security Medicare Part B Premium Reimbursement

This reimbursement is only payable to the retired employee, not the spouse. Once the retiree is age 65+ they must be enrolled in Medicare Part B offered by the US Government and those premiums are typically paid for by deductions from Social Security income.

If the retiree's Board subsidy is higher than their monthly MPS Retiree Health Insurance premium, the difference between the Board subsidy and the MPS insurance premium is available to the retiree to be used to receive a reimbursement (partial or full) of the payments made to Social Security for Medicare Part B. In November 2023, MPS paid \$718,241 to 4,743 individuals for their allowable Medicare Part B premium reimbursements.

Scope and Objectives

The scope of the audit focused on retiree benefits of life insurance, medical insurance, sick leave payout and Social Security Medicare Part B premium reimbursement, with a focus on criteria that is currently applicable, typically since July 1, 2013, when the retirement benefits were closed to new hires.

Objectives

- reviewing existing policies and procedures or ensuring Benefits was in process of implementing them,
- ensuring criteria are in place to monitor enrollment, on-going eligibility and benefit distributions,
- ensuring the accuracy of reporting,
- ensuring receipt of premiums from employees and funding from MPS and distributions were accurate,
- ensuring validation of payments to vendors and appropriateness of contracts with them, and,
- reviewing technology related controls, including access and backup/storage of critical data.

Addressing the Objectives

- Audit Services conducted meetings with the Senior Director of Benefits, Pension and Compensation, the Employee Benefits Manager II, and staff as necessary throughout the audit process.
- Discussed and reviewed accounting practices, DPI and GRS actuarial reporting.
- Tested in each retiree benefit area of life insurance, medical insurance, sick leave payout and Social Security Medicare Part B reimbursement.
- Reviewed current practices, worked with Benefits to review their new or updated policies and procedures.

Areas Where the Department Excels

Human Resources – Benefits, Pension and Compensation had many internal controls in place and, where updates or new controls were needed, Benefits implemented them during the audit. They should be commended for their work before, during and after the audit.

Recommendations for Corrective Action and Management Response

Finding – Communicating Costs

Medical insurance premium cost increases are passed on to retirees through increased premiums each year of retirement up to Medicare eligibility. For example, a single retiree's premiums (not including the Board subsidy) increased over 10 years (age 55-65) from \$586/month to \$1,097/month.

Audit recommended increased communications to prospective retirees to help ensure awareness of potential premium increases.

Management responded by holding additional seminars which included charts of premium changes over the retirement years, updated the retirement course in the district's Learning Management System and will continue offering seminars on a regular basis which include premium change information.

Finding – Board Paid Subsidies Vary

Board paid subsidies may be more generous for retirees that retire with a family insurance plan than those with a single plan if the retiree later switches coverage to single coverage due the death of a spouse or dropping a dependent. Subsidies are based on the salary band the retiree was in at the time of retirement and updates to the subsidy are only made when the retiree becomes eligible for Medicare.

Any excess Board subsidy can be paid to retirees as a reimbursement toward their Medicare Part B premiums.

In 2023, MPS reimbursed \$9.8 million to retirees for their Medicare Part B premiums. Further, it is possible that should Medicare Part B premiums increase, the current plans indicate that MPS may incur reimbursement to retirees up to an additional \$3 million per month. Audit recommended that the Board consider possible steps to address the subsidy benefit differences.

Management responded that the Board would need to decide if they wish to change the Board subsidy formula rules.

Finding – Actuary Reports

The external actuary firm GRS provided reports on covered members for life and health insurance as one total count. However, it is likely that the count is not the same for each life and health coverage.

Audit recommended that actuary provided valuation reports reflect life and health coverage recipients separately.

Management responded that GRS will update their reporting.

Finding – Board Resolution 1920R-007

This resolution specified that Administration and the Office of Accountability and Efficiency (OAE) explore options around a defined contribution retiree plan related to sick leave, related to individuals hired after 7/1/2013, who are not entitled to retiree medical insurance coverage. The resolution indicated recommendations be brought to the Board no later than January 2020, which remains as an open item.

Audit recommended that Benefits consult with the Board on how they wish to proceed.

Management responded they will continue to work with OAE on how to proceed. OAE did meet with MTEA requesting feedback, which remains an open item. Benefits met with GRS, who indicated that the Board would have to consider the financial impact to the district and on-going complexities to administer a new plan and process.

The full report, Audit # 2024-054, is attached to the minutes of your Committee’s meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

2.12 - Board Audits: Annual Plan and Coordination

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

The review identified certain enhancements that can be made to build upon and improve certain controls with in the Office of Human Resources-Benefits, Pension and Compensation. Recommendations are noted in the audit report.

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

* * * * *

(Item 3) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Resignations and Retirements, Affirmative

Classified Personnel Transactions

Name	Position and Salary	Date	Salary
NEW HIRES			
2 Jatonne Dismukes	Building Service Helper I	11/11/2024	\$17.88/hr
2 Janascia Hancock	Building Service Helper I	11/11/2024	\$17.88/hr
2 Ronald Hughes	Building Service Helper I	11/18/2024	\$17.88/hr
2 Diamond King	Building Service Helper I	11/11/2024	\$17.88/hr
2 Anna Lampkin	Building Service Helper I	11/18/2024	\$18.48/hr
4 Alifer Marquez	Building Service Helper I	11/11/2024	\$17.88/hr

Name	Position and Salary	Date	Salary
2 Landen Norton	Building Service Helper I	11/11/2024	\$17.88/hr
2 Jordan Patterson	Building Service Helper I	11/18/2024	\$17.88/hr
2 Cory Scott	Building Service Helper I	11/18/2024	\$17.88/hr
2 Michael Smith	Building Service Helper I	11/18/2024	\$17.88/hr
2 Tonya Walton	Building Service Helper I	11/11/2024	\$17.88/hr
2 Jahmal Wilson-Coleman	Building Service Helper I	11/11/2024	\$17.88/hr
2 Jamira Batts	Children's Health Assistant	11/26/2024	\$22,103.36
4 Yomary Guerra	Children's Health Assistant	11/18/2024	\$22,103.36
2 Hope Houston	Children's Health Assistant	11/12/2024	\$22,103.36
2 Tynisha Neal	Children's Health Assistant	11/19/2024	\$26,375.61
4 Angelica Ramirez	Children's Health Assistant	11/11/2024	\$22,103.36
2 Latrice Rollins	Children's Health Assistant	11/20/2024	\$22,815.00
2 Lashell Scott	Children's Health Assistant	11/18/2024	\$22,103.36
2 Neysha Wingo	Children's Health Assistant	11/18/2024	\$22,103.36
2 Latoyia McNeal	Duplicating Equipment Operator	11/04/2024	\$37,185.34
2 Keyana Boone	Food Service Assistant	11/13/2024	\$17.88/hr
2 Moesha Carter	Food Service Assistant	11/11/2024	\$17.88/hr
5 Dawn Domrose	Food Service Assistant	11/11/2024	\$17.88/hr
2 Christina Edwards	Food Service Assistant	11/11/2024	\$17.88/hr
2 Deven Gunn	Food Service Assistant	11/11/2024	\$17.88/hr
2 Shirley Hicks	Food Service Assistant	11/11/2024	\$17.88/hr
2 Tanosha Jackson	Food Service Assistant	11/11/2024	\$17.88/hr
2 Deseray Joiner	Food Service Assistant	11/11/2024	\$19.49/hr
2 Shaquatte Mccullum	Food Service Assistant	11/11/2024	\$17.88/hr
4 Wineska Osorio Calderon	Food Service Assistant	11/11/2024	\$17.88/hr
2 Dennis Parks	Food Service Assistant	11/11/2024	\$17.88/hr
2 Terry Payne	Food Service Assistant	11/11/2024	\$17.88/hr
2 Toriresha Roby	Food Service Assistant	11/11/2024	\$17.88/hr
4 Melissa Romo	Food Service Assistant	11/11/2024	\$17.88/hr
2 Tracy Wess	Food Service Assistant	11/11/2024	\$17.88/hr
5 Thomas Glowacki	Human Resources Assistant	11/25/2024	\$39,776.68
5 Steven French	Painter	11/18/2024	\$40.64/hr
4 Colleen Crotteau-Martinez	Paraprofessional	10/28/2024	\$22,218.26
2 Davon Dainty	Paraprofessional	11/11/2024	\$22,218.26
2 Osunyomi Dixon	Paraprofessional	11/18/2024	\$22,218.26
4 Keishla Figueroa Torres	Paraprofessional	11/18/2024	\$24,400.98
2 Azia Gray	Paraprofessional	10/28/2024	\$22,218.26
2 Alize Hall	Paraprofessional	11/18/2024	\$22,218.26
2 Dayvin Hallmon	Paraprofessional	11/11/2024	\$27,668.74
2 Jameera Hayward Sawyer	Paraprofessional	10/28/2024	\$22,218.26
2 Princess Ciera King	Paraprofessional	11/04/2024	\$22,218.26
5 Mark Kirsch	Paraprofessional	11/04/2024	\$26,028.55
5 Rebecca Kremis	Paraprofessional	10/28/2024	\$22,218.26
2 Octavia Luster	Paraprofessional	10/28/2024	\$22,218.26
6 Aaron McCready	Paraprofessional	11/04/2024	\$22,760.79
2 Shavonte Nash	Paraprofessional	11/18/2024	\$22,218.26
2 Adaeze Opara	Paraprofessional	10/28/2024	\$22,218.26
6 Tracie Pace	Paraprofessional	11/18/2024	\$22,218.26
5 Holly Peksa	Paraprofessional	11/04/2024	\$29,624.35
2 Antezha Poe	Paraprofessional	10/28/2024	\$22,218.26
4 Vivianette Santiago	Paraprofessional	11/11/2024	\$22,218.26
2 Trey Savage	Paraprofessional	10/28/2024	\$22,218.26
2 Jasmine Sodowsky	Paraprofessional	11/04/2024	\$23,580.88
2 Lauren Tatum-Russell	Paraprofessional	11/12/2024	\$22,218.26
5 Dominic Webb	Paraprofessional	11/11/2024	\$22,218.26

Name	Position and Salary	Date	Salary
2 Lynisha Williams	Paraprofessional	11/04/2024	\$22,218.26
2 Nikayla Williams	Paraprofessional	10/28/2024	\$22,218.26
2 Stephanie Youngblood	Paraprofessional	11/11/2024	\$22,218.26
6 Liat Mayer	Paraprofessional – Parent Involvement	11/22/2024	\$31,441.18
3 Fresno Yang	Paraprofessional – Parent Involvement	11/18/2024	\$31,441.18
2 Tiffany Owney	Part-time School Nursing Associate	10/28/2024	\$24.00/hr
4 Tanya Valles-Badillo	School Bookkeeper – 10 Month	11/11/2024	\$41,759.28
2 Nate Beavers	School Safety Assistant	10/29/2024	\$28,658.91
2 Nakiya Brown	School Safety Assistant	10/29/2024	\$28,658.91
2 Marcyela Burks	School Safety Assistant	10/29/2024	\$28,658.91
2 Daramika Flowers	School Safety Assistant	11/18/2024	\$28,658.91
2 Latricia Kirk	School Safety Assistant	11/18/2024	\$28,658.91
2 Isaiah Love	School Safety Assistant	10/29/2024	\$28,658.91
2 Michael Mathis	School Safety Assistant	11/18/2024	\$28,658.91
2 Avonte Nelson	School Safety Assistant	11/18/2024	\$28,658.91
2 Darnesha Toliver	School Safety Assistant	11/18/2024	\$28,658.91
2 Mercedes Velasquez	School Safety Assistant	10/29/2024	\$28,658.91
2 Jalah Wallace	School Safety Assistant	10/29/2024	\$28,658.91
4 Ariana Allen	Secretary I – 10 Month	11/19/2024	\$35,236.83
2 Jasmine Davis	Secretary I – 10 Month	11/19/2024	\$34,111.28
2 Mercedes Steveson	Secretary I – 10 Month	11/18/2024	\$30,733.47
4 Vernita Perkins Otukoya	School Kitchen Manager I	10/28/2024	\$29,138.17
2 Gregory Brown	School Kitchen Manager Trainee	11/11/2024	\$20.44/hr
2 Crystal Dye	School Kitchen Manager Trainee	11/11/2024	\$18.29/hr
2 Kent Tyler	School Kitchen Manager Trainee	10/30/2024	\$18.29/hr
4 Jesse Navarro	Steamfitter	10/28/2024	\$53.22/hr
2 Kelly Bates	Truck Driver (Light)	11/18/2024	\$56,350.20

PROMOTIONS

4 Jesus Perez Colin	Building Service Helper I	11/11/2024	\$17.88/hr
2 Clarence Harris	Boiler Attendant	11/11/2024	\$55,045.70
2 Brice Jones	Boiler Attendant	11/11/2024	\$53,722.36
2 Jeanette Marks	Boiler Attendant	11/11/2024	\$57,694.73
4 Alex Ojeda	Boiler Attendant	11/11/2024	\$52,397.84
2 Michael Rhinehart	Boiler Attendant	11/11/2024	\$56,370.21
2 Leon Robinson	Boiler Attendant	11/11/2024	\$55,045.70
2 Coretta Williams Kannich	Boiler Attendant	11/11/2024	\$56,370.21
2 Stacey Willis	Boiler Attendant	11/11/2024	\$57,694.73
2 Carl Bezold	Boiler Attendant Trainee	11/11/2024	\$47,756.74
2 Bianca Boyd	Boiler Attendant Trainee	11/11/2024	\$43,681.94
2 Marquis Butler	Boiler Attendant Trainee	11/11/2024	\$43,681.94
2 Matthew DeBow	Boiler Attendant Trainee	11/11/2024	\$45,040.60
2 Kelly Eubanks Sr	Boiler Attendant Trainee	11/11/2024	\$57,265.00
1 John Fair	Boiler Attendant Trainee	11/11/2024	\$54,548.86
2 Willie Jenkins III	Boiler Attendant Trainee	11/11/2024	\$50,474.06
2 Jordan Lemon	Boiler Attendant Trainee	11/11/2024	\$43,681.94
2 Jessica Mathis	Boiler Attendant Trainee	11/11/2024	\$55,906.34
2 Shywan Mathis	Boiler Attendant Trainee	11/11/2024	\$50,474.06
2 Adam Paige	Boiler Attendant Trainee	11/11/2024	\$43,681.94
2 Youlonda Robinson	Boiler Attendant Trainee	11/11/2024	\$46,399.26
2 Ziaree Robinson	Boiler Attendant Trainee	11/11/2024	\$43,681.94
2 Stacy Whitters	Boiler Attendant Trainee	11/11/2024	\$43,681.94
2 Vance Burnside Jr	Paraprofessional	10/28/2024	\$22,218.26
2 Jacqueline Deloney	Paraprofessional	11/18/2024	\$36,891.66
4 Naimixa Negrón	Paraprofessional	11/11/2024	\$23,580.88

Name	Position and Salary	Date	Salary
2 Rhea Wess	Paraprofessional	11/11/2024	\$22,218.26
2 Zenas Cooper Jr	Paraprofessional - Hourly	11/18/2024	\$19.80/hr
5 Janet Jennerjohn	Paraprofessional - Hourly	10/29/2024	\$23.20/hr
4 Olisbeth Ascanio Vera	School Bookkeeper – 10 Month	11/11/2024	\$51,456.94
2 Jose Gonzalez-Nunez	School Secretary I – 10 Month	10/31/2024	\$29,606.75

REHIRES

5 Nickolaus Trianaphillous	Building Service Helper I	11/11/2024	\$17.88/hr
4 Atalia Barajas	Children’s Health Assistant	11/18/2024	\$24,951.12
2 Lakeia Daniels	Children’s Health Assistant	11/11/2024	\$32,433.05
2 Nashae Harvey	Paraprofessional	11/04/2024	\$22,218.26
2 Tameka Keeler	Paraprofessional	10/28/2024	\$22,218.26
Kevin Metzner	Paraprofessional	11/04/2024	\$26,848.65
5 Jazmyn Palmer	Paraprofessional	10/30/2024	\$25,208.46
2 Courtney Williams	Paraprofessional	11/18/2024	\$22,218.26
4 Mizraim Jurado	Paraprofessional – Parent Involvement	11/18/2024	\$34,704.74
2 Vanessa Brown	School Safety Assistant	10/29/2024	\$28,658.91
2 Dajana Green	School Safety Assistant	11/18/2024	\$36,795.20
2 Rasheedah Mabry	School Safety Assistant	11/18/2024	\$28,658.91
2 Lashonda Moore	School Safety Assistant	11/06/2024	\$28,658.91
2 Mariah Shareef	School Safety Assistant	10/29/2024	\$28,658.91
2 Carter Smith	School Safety Assistant	10/29/2024	\$28,658.91

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 -TEACHER

4,r	Areizaga,Rebeca	01/BA	\$52,827.70
	ENGLISH AS SECOND LANGUAGE		
5,r	Maloney,Stefaney A	01/MA	\$77,702.67
	FOREIGN LANGUAGE		
2,r	Pusu,Enoch	01/BA	\$78,065.89
	DAY TO DAY TEACHER		
2,nr	Reed,Tanya C	01/MA	\$64,961.01
	AMP MUSIC		
2,r	Smith,Naomi A	01/MA	\$67,085.18
	LRNG COORD; IMPLEMENTOR		

ACTION ON CERTIFICATED APPOINTMENTS -SCHOOL PSYCHOLOGISTS

5,nr	Cattelan,Michelle L	FLT/51C	\$87,922.09
	SCHOOL PSYCH SERVICES		

ACTION ON CERTIFICATED APPOINTMENTS -PERMIT TEACHER

5,r	Ambrose,Abigail SPEC ED MULTICATEG.	XX/4W2	\$52,827.70
2,r	Awosika,Olagboye SPEC ED MULTICATEG.	XX/4W2	\$52,827.70
5,r	Denney,Shannon Lee GEN ELEM & K8 - ALL GRADES	XX/4W2	\$51,888.74
2,r	Johnson,Shayla M EARLY CHILDHOOD- SPEC ED	XX/4W2	\$51,888.74
2,r	Ringo,James SPEC ED MULTICATEG.	XX/4W2	\$52,827.70

ACTION ON CERTIFICATED APPOINTMENTS-PERMIT SCHOOL COUNSELOR

2,nr	Levy,Aryahna S GUIDANCE	XX/4W2	\$52,827.70
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Counts	Male	Female	Native	African	Asian/ Pacific	Hispanic	White	Other	Two or More Ethnic Codes (8)
			American (1)	American (2)	Islander (3)	(4)	(5)	(6)	
			1	2	3	4	5	6	7
Teachers	2	8	0	6	0	1	3	0	0
SSW's	0	0	0	0	0	0	0	0	0
Psychologists	0	1	0	0	0	0	1	0	0
Other	0	1	0	1	0	0	0	0	0
TOTAL	2	10	0	7	0	1	4	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 December 2024 Jason Morgan	Hamilton	December 2, 2024
Illness Leave November 2024 Hazel Richard	Itinerant	November 21, 2024
Sandra Ruechel	Bruce	November 21, 2024
Angela Kaper	Carver	November 21, 2024
Gregory Love	Out of Assignment	November 20, 2024
Personal Leave January 2025 Julie Katrichis	Itinerant	January 6, 2025
Military Leave November 2024 Brian Brzezinski	Student Services	November 5, 2024

Certificated Resignations and Classified Retirements

Certificated Resignations						
Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Other Dist	1.9	5	Donald Adams	Counselor	Bay View HS	11/26/2024
Personal	5.3	5	Katie Bambarakos	Teacher	Auer	12/06/2024
Personal	0.1	2	Adriane Barnes	Teacher	Congress	11/14/2024

Retire	28.0	5	Keith Barton	Teacher	Alcott	10/08/2024
Personal	5.3	5	Amanda Carvalho	Teacher	Pulaski	12/06/2024
Other Dist	8.0	5	Matthew Cohen	Teacher	Bradley Tech	10/31/2024
Personal	0.2	4	Yara Delgand Duran	Teacher	Longfellow	11/21/2024
Personal	7.3	5	Laura Gilden	SLP	MHSA	12/13/2024
Personal	28.3	5	Rael Glisch	Teacher	Barton	12/20/2024
Retire	44.0	2	Kathy Jones Rosa	Teacher	Central Svcs	12/08/2024
Personal	1.0	5	Alexis Klein	Lib Med Spc	Mitchell	11/11/2024
Personal	2.3	5	Ronald Marek	Teacher	Hamilton	11/11/2024
Personal	2.3	4	Madison Mendoza	SLP	Maple Tree	01/03/2025
Retire	27.5	2	Erick Owens	Principal	Neeskara	01/01/2025
Retire	26.2	5	Lee Ann Pruske	Teacher	Zablocki	12/20/2024
Retire	17.0	2	Helen Reid Hamilton	Assoc II	Recreation	02/07/2025
Personal	1.2	4	Jeins Ruiz	Teacher	Mitchell	11/21/2024
Personal	5.2	4	Casondra St. George	Teacher	Elm	06/16/2025
Other Work	4.0	5	Brandon Sweet	Sup II	Recreation	12/13/2024
Other Work	4.2	2	Steve Wells	Assoc II	Recreation	11/22/2024

Classified Resignations

Other Work	2.2	5	Nicole Armendariz	Director I	Media & Comm	01/01/2025
Personal	2.9	2	Isaiah Baisden	FSA	King Middle	11/14/2024
Personal	0.2	2	Celeste Beals	Para	Hawley	11/27/2024
Personal	0.1	2	Tuwanda Boyd	BSH I	Central Svcs	07/15/2024
Personal	0.1	2	Christis Brown	BSH I	Central Svcs	07/15/2024
Personal	0.3	2	Vanessa Brown	Safety Asst	School Safety	11/01/2024
Personal	2.0	5	Jennifer Clark	Secretary I	95th Street	11/26/2024
Other Work	2.3	5	Danny Crowley	Para	MHSA	12/25/2024
Retire	5.1	5	Nancy deMalignon	Para	Bay View Mont	12/20/2024
Retire	30.0	2	John Dixon	Engineer III	Northwest Sec	12/31/2024
Personal	6.1	7	Genesis Gaytan Garcia	Secretary I	Longfellow	12/06/2024
Retire	25.3	4	Berta Glodowski	Secretary I	Recreation	01/02/2025
Personal	1.0	2	Monica Harris	FSA	German Imm	12/03/2024
Retire	32.2	2	Janice Henderson	BSH I	Riverside	06/30/2025
Personal	0.1	2	Hope Houston	CHA	Forest Home	12/17/2024
Retire	29.3	5	Debra Hutwagner	FSMT	Congress	01/03/2025
Other Work	2.3	2	Jonita Jones	Para	Manitoba	12/16/2024
Personal	0.9	4	Alfredo Juarez	FSA	Wedgewood Park	12/13/2024
Retire	5.1	5	Nancy de Malignon	Para	Bay View Mont	12/20/2024
Personal	1.7	5	Dana Mejic	SKM III	Wedgewood Park	12/31/2024
Personal	1.5	5	Genelle Missurelli	Para	Grantosa	11/20/2024
Personal	21.6	2	Yvonne Mosley Floyd	CHA	Gaenslen	11/27/2024

Retire	29.9	5	Gary Paszkowski	BSH I	Bay View HS	01/31/2025
Personal	2.4	2	Erica Ramsey	Safety Asst	School Safety	11/30/2024
Personal	0.2	2	Latina Robinson	FSM Train	Central Svcs	11/07/2024
Retire	24.1	5	Mark Schunck	Build Lab	F & M	01/03/2025
Personal	0.2	1	Raven Simmons	FSA	Riverside	11/22/2024
Retire	15.0	5	Michael Waite	Sheet Metal	F & M	01/01/2025
Personal	0.1	2	Tonya Walton	BSH I	Central Svcs	11/16/2024
Other District – 2 (Classified 0 – Certificated – 2)						
Other Work – 5 (Classified 3 – Certificated – 2)						
Personal – 28 (Classified 17 – Certificated – 11)						
Retirement – 14 (Classified 9 – Certificated – 5)						

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 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 4) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

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

(5)(nr)	Jan Gamblin	Regional Superintendent – Southwest	Schedule 03, Range 16A
		Office of the Chief of School Administration	\$171,380
(2)(r)	Brian Litzsey	Sr. Director, School & Community Recreation	Schedule 03, Range 16A
		Office of the Chief of Operations	\$160,137
(5)(nr)	Andrew Rossa	Manager III-Recreation	Schedule 03, Range 13A
		Office of the Chief of Operations	\$138,861

(2)(r)	Melissa Maxwell	Principal I, Milwaukee Sign Language Office of the Chief of School Administration	Schedule 03, Range 13T \$137,239
(5)(n)	Michael Spidell	Manager I, Enrollment Services Office of the Chief of School Administration	Schedule 03, Range 11A \$135,384
(2)(r)	Niya Smallwood	School Psychologist Supervisor Office of the Chief of Academics	Schedule 03, Range 09A \$125,355
(2)(r)	Richmond Izard	Supervisor II, Payroll Office of the Chief of Finance	Schedule 03, Range 10A \$123,179
(5)(r)	Helen Lane	Assistant Principal II, Golda Meir Office of the Chief of School Administration	Schedule 03, Range 11C \$109,440
(2)(r)	Demaris Dotson	System Administrator, Technology Office of the Chief of Communications and School Performance	Schedule 03, Range 06A \$108,850
(5)(nr)	Michele Kushava	Financial Planning & Budget Coordinator III, Finance Office of the Chief of Finance	Schedule 03, Range 08A \$108,419
(5)(nr)	Nicole Jensen	Coordinator II, Recreation Office of the Chief of Operations	Schedule 03, Range 07A \$98,955
(5)(nr)	Christine Grzesk	Assistant Principal I, Fratney Office of the Chief of School Administration	Schedule 03, Range 10C \$97,106
(3)(nr)	Teja Ithadi	Sr Program Analyst I, Data Warehouse Office of the Chief of Communications and School Performance	Schedule 03, Range 05A \$93,139
(2)(r)	Gavin Smith	Dean of Students, Lincoln Middle School Office of the Chief of School Administration	Schedule 03, Range 06A \$77,500
(2)(nr)	Jonathan Dwyer	System Administrator, Technology Office of the Chief of Communications and School Performance	Schedule 03, Range 06A \$75,574
(3)(nr)	Shravan Gollu	Sr. Program Analyst-Cybersecurity Office of the Chief of Communications and School Performance	Schedule 03, Range 05A \$68,099
(5)(nr)	Rachel Zelinski	Program Analyst I, MPSF Office of the Superintendent	Schedule 03, Range 05A \$68,687
(2)(r)	Quiana Words	Associate I, Family/Community Engagement Office of the Chief of Communications and School Performance	Schedule 03, Range 03A \$64,260

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

(5)(r)	Keith Genke	Associate I, MPSU	Schedule 03, Range 03A
		Office of the Chief of Human Resources	\$80,956

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

(5)(r)	James Dunn	Employment Relations Specialist Office of the Chief of Human Resources 11/02/24 to 05/02/25	\$55.00
(2)(r)	Donald Bennett	ESSER III Extracurricular Engagement Project Manager Office of the Chief of Finance 11/11/24 to 05/11/25	\$40.00
(5)(r)	Barbara Hickling	Effectiveness Implementation Coach (EEIC) Mentors for Principals Office of the Chief of School Administration 12/01/24 to 05/31/25	\$40.00
(5)(r)	James Lawton	Effectiveness Implementation Coach (EEIC) Mentors for Principals Office of the Chief of School Administration 12/01/24 to 05/31/25	\$40.00
(2)(r)	Lorraine Applewhite	Effectiveness Implementation Coach (EEIC) Mentors for Principals Office of the Chief of School Administration 01/01/25 to 06/30/25	\$40.00
(2)(r)	Peggie Swift	Administrator Coaching & Mentoring Office of the Chief of School Administration 01/01/25 to 06/30/25	\$40.00
(5)(r)	Mariella Kuehn	School Bookkeeper Office of the Chief of Finance 01/01/25 to 06/30/25	\$32.00
(5)(r)	Melissa Roenspies	Evaluation Teams Building Coordinator Office of the Chief of Finance 01/02/25 to 06/15/25	\$30.00
(5)(r)	Michael Key	Induction & Support Office of the Chief of Academics 12/02/24 to 06/02/25	\$30.00
(5)(r)	Cheryl Bohnsack	Induction & Support Office of the Chief of Academics 12/02/24 to 06/02/25	\$30.00
(2)(r)	Dana Hutchins-Watson	Induction & Support Office of the Chief of Academics 01/01/25 to 06/15/25	\$30.00
(4)(r)	Mary Saldana	Induction & Support Office of the Chief of Academics 11/15/24 to 05/15/25	\$30.00
(2)(r)	Elizabeth Brown	Bookkeeper Office of the Chief of Finance 01/01/25 to 06/30/25	\$30.00
(2)(r)	Gregory Davis	Para Educational Assistant	\$20.00

Office of the Chief of School
Administration
11/18/24 to 05/16/25

- 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

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 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.

* * * * *

(Item 5) Action on a Request to Rescind the COVID-19 Vaccine Mandate for Employees

Background

At the September 9, 2021 Special Board meeting, the Board adopted a COVID-19 vaccine mandate for all district employees and volunteers. Since this time, the trajectory of COVID-19 and its impact on public health has changed. Many employers have found their COVID-19 vaccine mandate to be unnecessary and have rescinded the mandate as a result.

With the COVID-19 vaccine mandate in place, all new hires and individuals interested in volunteering in MPS schools must submit proof of COVID-19 vaccination before starting. Medical and religious accommodations are available but must be requested by the new hire/volunteer. Rescinding the COVID-19 vaccine mandate will remove the requirement of uploading proof of vaccination or obtaining an accommodation, which will in turn speed up the hiring/onboarding process for new hires and volunteers.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.08 - Health and Safety

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

Upon approval by the Board, the Administration will no longer require employees and volunteers be vaccinated against COVID-19 or obtain a medical or religious accommodation.

Committee’s Recommendation

Your Committee recommends the Board approve the request to rescind the COVID-19 vaccine mandate.

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

* * * * *

(Item 6) Action on Monthly Finance Matters: Authorization to make Purchases; Report on Change Orders in Excess Of \$25,000; Report on Budget Transfers over \$100,000; Report on Contracts Under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

Recommended for the Board’s approval at this meeting is authorization to extend a blanket purchase order with American Lithography and Publishing Inc for printing and mailing of seasonal recreation guides.

RFB 5815 Authorization to Extend a Blanket Purchase Order with American Lithography & Publishing Inc for Printing and Mailing of Seasonal Recreation Guides

The Administration is requesting authorization to extend a blanket purchase order with American Lithography & Publishing Inc for printing and mailing of seasonal recreation guides. This vendor will print and mail Milwaukee Recreation’s Recreation Guide, which is mailed to every residential address in the city of Milwaukee. The guide is published four times per year (winter, spring, summer, and fall).

The quarterly Recreation Guide is Milwaukee Recreation’s primary marketing tool. It remains the best and most effective way for the department to convey detailed information about the full range of programs and services offered. While the majority of Milwaukee Recreation’s customers now register online, most customers still prefer to page through a printed guide to review program information and plan their class schedules. The printed guide also helps to ensure that every resident (with or without internet access) has the chance to discover and benefit from Milwaukee Recreation’s services.

Contractor was chosen pursuant to RFB 5815, which closed on November 22, 2023. The initial authorization ran from January 1, 2024 through December 31, 2024. The term will be extended for an additional one-year term from January 1, 2025 through December 31, 2025.

The total cost of the purchases over the one-year term will not exceed \$313,520.00.

Budget Code: 000-0-0-000-BL-ECTS (Blanket Contract) \$313,520.00

American Lithography & Publishing Inc

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor?NO
Total # of Employees16
Total # of Minorities6
Total # of Women4

HUB PARTICIPATION

Required0

Proposed..... NA

\$ Value NA

STUDENT ENGAGEMENT (hour per 12-month contract)

Paid Student Employment Hour Commitment: 300 HOURS

Student Career Awareness Commitment: 10 HOURS

Budget Transfer

Recommended for the Board's approval of the budget transfer over \$100,000 at River Trail School to support the school's improvement plan. In accordance with Administrative Policy 3.04(1), the Administration is requesting the Committee and Board approve all necessary actions to implement the following budget transfers over \$100,000. The school leader recommends reducing two paraprofessionals and additional supply funds to add a Climate and Culture Specialist to support the goals of the River Trail school improvement plan.

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: C031195

Accounting Equipment Corporation

On February 1, 2023, the Milwaukee Board of School Directors and Accounting Equipment Corporation d/b/a AE Business Solutions entered into Professional Services Contract number C031195 ("Contract"), with a term of February 1, 2023 through January 31, 2026, to provide technical support activities as requested by MPS and in accordance with the Scope of Services of RFP 1092. On March 5, 2024, a Request to Change Contract (RCC) was approved to add funds of \$135,000 for a cybersecurity contractor. On November 18, 2024, an RCC was approved to add funds of \$460,000 due to the increased volume of work including setup and deployment of new equipment, repairing broken Chromebooks, installation of new desktops and laptops, and removal of obsolete equipment .

Original Contract Amount: \$1,350,000.00

RCC 3/5/2024 135,000.00

RCC 11/18/2024 460,000.00

Ending amount: \$1,945,000.00

Contract C032935

CliftonLarsonAllen LLP

On July 2, 2024, the Milwaukee Board of School Directors and CliftonLarsonAllen LLP entered into Professional Services Contract number C032935 ("Contract"), with a term of July 2, 2024, through July 1, 2025, for accounting and advisory services. On July 31, 2024, a Request to Change Contract (RCC) was approved add funds due to increased services. On November 18, 2024, an RCC was approved to add funds of \$215,000 for services related to the FY25 scope of services including schedules of expenditures and financial reporting.

Original Contract Amount: \$ 49,999.00

RCC 7/31/2024 85,000.00

RCC 10/10/2024 215,000.00

Ending amount: \$349,999.00

Monthly Financial Reports

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

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Allen-Field School	Michelle Shapiro Weatherford & Joshua Weatherford	152.00	Zoo Field Trip
Audubon High School	Perfect Install Inc.	250.00	Robotic
Bethune Academy	Pilot Club of Milwaukee Kathy Herrewig	100.00	Special Education Program Supplies
Bethune Academy	Henry Smith and Janet McCollum	500.00	General School Supplies
Cass Street School	United Way	1,187.50	General School Supplies
Craig Montessori School	Forest Industry Safety & Training	3,000.00	CG Trees for Tomorrow
Eighty-First Street School	Francesca Ferraro	2,800.00	2nd Grade Field Trips
Fernwood school	Kathy Herrewig	100.00	Special Education Program Supplies
Fratney Street School	Lynden Inc	270.00	Bus to Lynden Sculpture Garden
French Immersion School	Anonymous	15.00	Urban Ecology Center Field Trip
German Immersion School	Charities Aid Foundation America	50.00	Employee Giving Campaign
Hamilton High School	Debbie Schulz	80.00	Football Program
Hamilton High School	Kristie Kucharski	100.00	Football Program
James Fenimore Cooper School	Kathleen Czerwonka	150.00	PBIS Rewards
King High School	Jesse Sheteron	50.00	RKHS Boy's Baseball Golf Outing
King High School	Tom Biel	50.00	RKHS Boy's Baseball Golf Outing
King High School	Final Conflict Pest Management	100.00	RKHS Boy's Baseball Golf Outing
King High School	Pilot Club of Milwaukee	100.00	General School Supplies
King High School	Brooke VandeBerg	150.00	RKHS Boy's Baseball Golf Outing
King High School	Bird Ladder & Equipment Co, Inc	150.00	RKHS Boy's Baseball Golf Outing
King High School	Cornerstonewine LLC	150.00	RKHS Boy's Baseball Golf Outing
King High School	Dunn's Sporting Goods, Inc	150.00	RKHS Boy's Baseball Golf Outing
King High School	Brandt Mylott	150.00	RKHS Boy's Baseball Golf Outing
King High School	Solly's Coffee Shop, Inc.	150.00	RKHS Boy's Baseball Golf Outing
King High School	StretchLab	150.00	RKHS Boy's Baseball Golf Outing

King High School	Jennifer S Ketz	300.00	RKHS Boy's Baseball Golf Outing
King High School	Michelle Perry	300.00	RKHS Boy's Baseball Golf Outing
King High School	Charities Aid Foundation America c/o CyberGrants LLC	300.00	RKHS Boy's Baseball Golf Outing
King High School	Gruber Law Offices	500.00	RKHS Boy's Baseball Golf Outing
King High School	F10 Restaurant, Inc.	500.00	RKHS Boy's Baseball Golf Outing
King High School	Anonymous	785.00	RKHS Boy's Baseball Golf Outing
King High School	Christine Benka Gutowski	985.00	RKHS Boy's Baseball Golf Outing
King High School	Kathleen J. Dreyer	2,000.00	General School Supplies
Kluge School	* MKE Ballaz Elite	100.00	Celebrate the Staff
Lincoln Middle School	Mark Hands	2,000.00	Help Support Orchestra
Lincoln Middle School	Fresh Coast Jazz Festival-Carl Brown	2,500.00	School Music Program
Maryland Avenue Montessori School	Anonymous	20.00	General School Supplies
Maryland Avenue Montessori School	Anonymous	20.00	General School Supplies
Maryland Avenue Montessori School	Anonymous	20.00	General School Supplies
Maryland Avenue Montessori School	Anonymous	20.00	General School Supplies
Mitchell School	Kiwanis Club of Milwaukee, Inc	2,000.00	RIF Books
Morgandale School	Discovery World	352.00	Reimburse Bus Expense
Office of Finance - Milwaukee Recreation	William Stark Jones Foundation	1,500.00	General School Supplies
Parkside School	Gerald Hollander	100.00	For Teachers
Pulaski High School	Milwaukee Bucks, LLC	1,000.00	General School Supplies
Riley School	Julissa Castillo Hurtado	20.00	General School Supplies
Riley School	Lawrence Moore	20.00	General School Supplies
Trowbridge School	Sara Cook	100.00	Madison Trip
Trowbridge School	Martin Schreiber	500.00	Madison Trip
Vincent High School	Culver's of Sussex	456.00	AG Dept
Zablocki School	Blue Lotus Farm & Retreat Center	250.00	Bus to Blue Lotus Farm
<i>Total Monetary Donations</i>		<i>26,752.50</i>	
Non-Monetary Donations			
Allen-Field School	PKWARE	5,600.00	General School Supplies

Allen-Field School	DonorsChoose	34.65	General School Supplies
Bethune Academy	DonorsChoose	24.07	General School Supplies
Burbank School	Half Price Books	200.00	Books
Burbank School	DonorsChoose	33.22	General School Supplies
Burbank School	DonorsChoose	254.07	Peaceful Periods
Burbank School	DonorsChoose	899.01	Bear Mathematicians
Clara Barton School	* Walmart	150.00	Gift Card for Teacher and Student Activities
Clara Barton School	* Catherine M. Savard	200.00	Full Size Refrigerator
Doerfler School	DonorsChoose	9.49	General School Supplies
Doerfler School	DonorsChoose	9.99	General School Supplies
Doerfler School	DonorsChoose	14.00	General School Supplies
Doerfler School	DonorsChoose	424.20	Life Skills
Doerfler School	DonorsChoose	464.71	Learning Through Literacy!
Doerfler School	DonorsChoose	556.98	Life Skills, Literacy & Language
Dr. B Carson Academy of Science	DonorsChoose	141.77	Literacy & Language
Eighty-First Street School	DonorsChoose	350.56	News Scholars
Engleburg School	MGL Capital	2,500.00	MPS School Supply Drive
Fernwood School	DonorsChoose	354.79	Montessori Beginning Readers
Fernwood School	DonorsChoose	576.07	Literacy & Language
Forest Home Avenue School	DonorsChoose	383.40	Readers Make Good Leaders
Fratney Street School	DonorsChoose	9.75	Classroom Essentials
Fratney Street School	DonorsChoose	447.42	Music & The Arts
French Immersion School	DonorsChoose	197.81	Life Skills
Goodrich School	DonorsChoose	18.98	Classroom Essentials
Goodrich School	DonorsChoose	146.63	Snack Time!
Goodrich School	DonorsChoose	194.68	Help we NEED Chromebook MICE!
Goodrich School	DonorsChoose	490.00	Penguin Supplies
Greenfield School	DonorsChoose	355.62	Cool and Comfortable
Hampton School	Marcus Theater Menomonee Falls	150.00	Bulk Popcorn Donation.
Hartford University School	Costco	2,030.00	Donation of Gift Cards to PBIS
Hartford University School	DonorsChoose	203.52	STEM
Hartford University School	DonorsChoose	552.74	Legos are Legendary in STEM!
King Elementary School	DonorsChoose	486.34	Steam Introduction
King High School	DonorsChoose	13.58	Classroom Essentials
King High School	DonorsChoose	331.61	Health Sports & Wellness, Literacy & Language

King High School	DonorsChoose	352.54	Back to School Essentials
King High School	DonorsChoose	403.69	Reading Adventures
King Middle Years	DonorsChoose	333.37	Literacy & Language, Social Studies
Kluge School	DonorsChoose	383.01	Fresh Start!
Lafollette School	UWM African Diaspora Council	1,817.01	General School Supplies
Lafollette School	Walmart	95.00	Gift Card
Lafollette School	DonorsChoose	43.95	Classroom Essentials
Lloyd Barbee Montessori	DonorsChoose	281.62	Life Skills
Lowell School	DonorsChoose	24.31	Classroom Essentials
Manitoba School	DonorsChoose	227.99	Literacy & Language, Racial Justice & Representation
Manitoba School	DonorsChoose	334.50	New Year, New Activities
Marshall High School	DonorsChoose	135.04	Life Skills, Students with Disabilities
Marshall High School	DonorsChoose	533.39	Health Sports & Wellness
Meir School	Acer	14,948.50	Chromebook Parts
Meir School	DonorsChoose	493.37	Giving Green Gifts
Meir School	DonorsChoose	629.26	Literacy & Language, Racial Justice & Representation
Milwaukee School of Languages	DonorsChoose	392.66	Students with Disabilities
Mitchell School	DonorsChoose	397.30	Life Skills, Students with Disabilities
Ninety-Fifth Street School	DonorsChoose	153.21	Read All About It!
Ninety-Fifth Street School	DonorsChoose	231.86	Sensory Materials
Ninety-Fifth Street School	DonorsChoose	381.09	Literacy & Language, Racial Justice & Representation
Office of Academics - Specialized Services	Jim and Chris Coughlin	1,230.00	Gently Used Clothing Items
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Christina Wegner - White Dress Bridal Boutique	600.00	School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Hope Williams - UW-Milwaukee Office of Undergraduate Admissions	200.00	2 Backpacks, Drawstring Bag, Various School Supplies
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Emily Esser - Ampherol CIT	200.00	Backpacks and School Supplies
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Abbey Robers - Expansive Workspace	150.00	School Supplies

Office of Communications and School Performance - Strategic Partnerships and Customer Service	Erin Thull	150.00	Binders
Office of Communications and School Performance	Connie - Strategic Johnson-Evers Partner	100.00	School Supplies
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Diane May	100.00	Used Books
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Casey Cuene- Sardines Vintage Collective	250.00	School Supplies
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Tiffany Simpson- Oterra	400.00	Bookbags with Supplies
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Emily Hafemann - Aurora St. Luke's Medical Center - Unit 9ST	250.00	School Supplies
Parkside School	DonorsChoose	177.98	Literature for All
Pulaski High School	DonorsChoose	411.32	High Interest Student Requests
Pulaski High School	DonorsChoose	416.73	Warmth Care & Hunger
Riverside High School	DonorsChoose	330.83	Self Regulating Calm Corner
Riverwest Elementary	DonorsChoose	42.17	Classroom Essentials
Ronald Reagan High School	DonorsChoose	519.66	Warmth Care & Hunger
Siefert School	DonorsChoose	524.77	Health Sports & Wellness, Life Skills
South Division High School	United Way	24,500.00	Bookbags with Supplies
South Division High School	United Way	500.00	Hygiene Items
Spanish Immersion School	DonorsChoose	332.11	Creating a Calming Corner
Trowbridge School	DonorsChoose	213.92	Because of Winn Dixie Books
Trowbridge School	DonorsChoose	423.57	Life Skills
Trowbridge School	DonorsChoose	428.02	Life Skills, STEM
Victory School	DonorsChoose	195.30	Health Sports & Wellness, Life Skills
Victory School	DonorsChoose	604.78	Snacks and Clean Up
Vieau School	DonorsChoose	299.79	Books Defeat Boredom
William Cullen Bryant School	DonorsChoose	13.58	General School Supplies
William Cullen Bryant School	DonorsChoose	28.64	General School Supplies
William Cullen Bryant School	DonorsChoose	42.22	General School Supplies
<i>Total Non-Monetary Donations</i>		<i>75,037.72</i>	

<i>Total Value of Donations</i>	<i>101,790.22</i>	
<i>* Donations from MPS Alumni</i>	<i>450.00</i>	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

This item authorizes expenditures as indicated on the attachment.

Committee’s Recommendation

Your Committee recommends that the Board (1) authorize the purchases, and authorize the budget transfer over \$100,000 and (2) accept the donations as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board.

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

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(Item 7) Action on the Request to Waive Administrative Policy 3.09(9)(e) and Award a Professional Services Contract to United Healthcare Services Inc

Background

RFB 5819 Authorization to Issue a Contract to United Healthcare Services Inc for Stop Loss Insurance

The Administration is requesting authorization to issue a contract to United Healthcare Insurance Company for stop loss insurance. This contractor will be used to reimburse the district for any medical and prescription claims in excess of \$1,000,000 incurred for the period January 1, 2025 through December 31, 2025 that could otherwise be paid from the period January 1, 2025 through December 31, 2026.

Contractor was chosen pursuant to RFB 5819 which closed on 8/16/2024. The contract will run from January 1, 2025 through December 31, 2025, (the “Initial Term”), with the possibility of a four one-year extension, upon mutual agreement of the parties, at the same terms.

The total cost of the contract in the Initial Term will not exceed \$2,811,950.00.

Budget Code: DWC-0-0-EMB-DW-EMDI (Medical Insurance – District Wide)\$2,811,950.00

United Healthcare Services Inc

PRIME CONTRACTOR INFORMATION

Certified HUB Vendor? NO

Total # of Employees 198,126

Total # of Minorities 145,226

Total # of Women 77,467

HUB PARTICIPATION

Required NA

Proposed.....NA

\$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment-Hour Commitment: 300 HOURS

Student Career-Awareness Commitment: 10 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

* * * * *

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

Background

Exception Authorization to Issue a Contract to Courageous Conversations LLC about Race

The Administration is requesting authorization to issue a contract to Courageous Conversations LLC for the programs Students Organized Against Racism (SOAR) and Beyond Diversity for student leaders. These programs are aimed to give a voice and opportunities for equity/anti-racism leadership for students to move towards change in their schools.

For the 2024-2025 school year, all staff members will continue to attend the virtual Courageous Conversations Experience, which will be facilitated internally by the team of certified facilitators. Staff members will also have the opportunity to attend the follow up seminar, Beyond Diversity.

Integrating the Courageous Conversations about race framework and protocols is a continuation to the professional development Courageous Conversations about race exploration provided to over 9,000 MPS staff members since March 1, 2021.

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 contract will run from January 1, 2025 through December 31, 2025. The total cost of the contract will not exceed \$78,875.

Budget Code: O6A-0-0-SST-DW-ECTS..... \$78,875.00

Courageous Conversations LLC

HUB PARTICIPATION

Required	25%
Proposed.....	25%

\$ Value \$

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 300 HOURS

Student Career Awareness Commitment: 10 HOURS

Exception Authorization to Issues a Contract to The Medical College of Wisconsin Inc for Evaluation Services

The Administration is requesting authorization to issue a contract to The Medical College of Wisconsin Inc for evaluation services. Contractor will be used to conduct a study of the MPS School Community Partnership for Mental Health (SCPMH).

The parameters of the study will be developed in collaboration between contractor and MPS. In addition to the study, contractor will provide consultation on interpretation of results and offer guidance for using results to enhance and improve service delivery.

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 contract will run from January 1, 2025 through December 31, 2025, and will not exceed \$52,559.

Budget Code: OHM-0-I-HU5-DE-ECTS (Specialized Services, Contracted Services).....\$52,559.00

The Medical College of Wisconsin Inc

HUB PARTICIPATION

Required	0%
Proposed.....	0%

\$ Value 0

STUDENT ENGAGEMENT (Hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Issue a Contract to Sector Management Consulting Group LLC for Executive Coaching

The Administration is requesting authorization to issue a contract to Sector Management Consulting Group LLC for executive coaching. Contractor will provide in-depth and intensive executive coaching for thirteen senior level district administrators.

Coaching shall be in person or virtual at the discretion of the administrator. For each leader, monthly one-on-one coaching sessions will be provided. An individualized initial assessment will be conducted and shared with the administrator to determine strengths and areas for growth which will become areas of concentration and incorporated into a sustainable development plan. Coaching will occur in both individual and group formats.

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)). Contractor has a long history of providing executive coaching to senior leadership throughout the district and has a strong understanding of the district's leadership needs.

The contract will run from January 1, 2025 through December 31, 2025, and will not exceed \$90,000.00.

Budget Code: OHM-0-I-HU5-DE-ECTS (Contract Services) \$90,000.00
 Sector Management Consulting Group, 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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

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

Committee’s Recommendation

The Administration 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 the Award of Professional Services Contracts

RFP 1141 Authorization to Issue a Contract with Birch Agency for Sign Language Interpretation Services

The Administration is requesting authorization to enter into a blanket contract with Birch Agency for sign language interpretation services. This vendor will be used to deliver shall provide sign language interpretation services district-wide for students Pre-K3 through twelfth grade and staff who are deaf or hard of hearing.

American Sign Language (ASL) interpreters facilitate communication for everyone and are specifically needed in order to allow for communication for our deaf and hard of hearing students/staff/parents. ASL is the primary language for many of our deaf population and without interpreters they are unable to access their education to the fullest extent possible.

Contractor was chosen pursuant to RFP 1141, which closed on October 21, 2024. This contract shall be in effect from January 1, 2025 through December 31, 2025, with the possibility of two additional one-year renewals subject to satisfaction of performance metrics and board approval.

The total cost of the contract in the Initial Term will not exceed \$200,000.

Budget Code: HI2-0-I-EEN-DW-ECTS (Contracted Services) \$200,000.00

Birch Agency

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor?	No
Total # of Employees	61
Total # of Minorities	22
Total # of Women	49

HUB PARTICIPATION

Required	5%
Proposed.....	100%

\$ Value TBD

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 100 HOURS

Student Career Awareness Commitment: 10 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

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

Background

RFP #9231-560135 Moving Services – Design & Construction

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

Selected firms: A C.H. Coakley & Co., Inc.

A&M Business Interior Services DBA Emerald Blue

Ace World Wide Moving & Storage Co., Inc.

C. Coakley Relocation Systems
Coakley Brothers
Eagle Movers Inc.

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

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

Contract Period: January 1, 2025 – December 31, 2027

Budget Code: Various

Roof Replacement Designs – Facilities and Maintenance Services – Division 1

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Design Services for Roof Replacements at Facilities and Maintenance Services.

Selected firm: Ketterhagen Architecture
Contract Amount: \$85,800.00
Contract Period: December 20, 2024 – August 29, 2025
Budget Code: FAR 00 MM2 DW ECNC

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:
Professional Services Contracts:
Total Professional Services Contracts Requested = Not to exceed \$1,085,800.00 annually

Implementation and Assessment Plan

Upon Board approval, the attached professional services contracts shall be executed.

Committee’s Recommendation

The Administration recommends that the Board approve the attached professional services contracts.

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

* * * * *

(Item 11) Action on a Request to Approve Conservation Easements Between Milwaukee Public Schools, the City of Milwaukee, and Milwaukee Metropolitan Sewerage District

Background

Milwaukee Public Schools has collaborated with the Milwaukee Metropolitan Sewerage District and the City of Milwaukee to further advance the district’s sustainability initiatives through \$2,028,000 in partnership funding grants for green infrastructure projects at the following five school sites:

- Milwaukee German Immersion – 3778 N 82ND ST
- Kluge – 5760 N 67TH ST

- Mitchell – 1728 S 23RD ST
- Riley – 2424 S 4TH ST
- Gaenslen – 1250 E BURLEIGH ST

The funding agreements indicate that upon completion of these green infrastructure projects that an 11-year limited term conservation easement be executed for each site in order to ensure the new green space is adequately maintained and protected. These projects have resulted in improved stormwater management through the installation of bioswales, underground cisterns, native plants, new tree plantings, and additional green space. These efforts provide a direct benefit to the environment and create additional opportunities for MPS students to learn about advancing sustainability efforts through the implementation of green infrastructure.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.01 - Facilities

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

Upon Board approval, the limited term conservation easements will be executed between Milwaukee Public Schools and the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

Committee's Recommendation

Your Committee recommends the Board approve the limited term conservation easements between Milwaukee Public Schools and the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

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

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report with Possible Action on Milwaukee Public Schools Department of Recreation and Community Services.

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

Background

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

Throughout the years, the department has worked to position itself as a leading provider of community recreation services. A team of 109 full-time employees and nearly 1,600 part-time employees hired annually as instructors, leaders, field attendants, umpires, and referees work to program more than 100 schools and community locations on an annual basis.

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

This report will focus on the Playgrounds and Community Centers.

Playgrounds and Community Centers (PACC)

- Summer playgrounds
- Community centers
- Partnerships
- Community wellness
- Summer Stars and Late Night Leagues
- Mountain biking
- Rock climbing
- E-sports
- Twilight Centers
- Rec mobile units
- Special events

Summer Playgrounds

- Free drop-in program
- Enrichment activities, field trips, special events and free meals at sights across the city
- June to August for kids ages 6-17
 - 17 playground sites
 - 21,700 free meals served in 2024
 - 74 play leaders and resource staff

Community Centers

- Enrichment programs for youth and adults
- Classes promoted through four seasonal guides, mailed to all City residents
- 80% of seasonal classes meet enrollment requirements
 - 7 community centers
 - 1,566 classes offered (summer/fall)
 - 13,376 participants (summer/fall)

Partnerships

Medical College of Wisconsin

- Total Wellness – healthy lifestyle, cancer prevention programs for adults
- Men Moving Forward – cancer survivorship program for African American males with prostate cancer
 - 57 participants in 2024
 - 335 participants since program launch
 - 100% of participants reported improved healthy lifestyle behavior

Community Wellness

MiWALKee Walking Club and Community Bike Clubs

- Free walking and biking clubs for all ages and fitness levels
- Meet multiple times a week, year-round, throughout the city
 - 500 new participants in 2024
 - 120+ miles walked
 - 25+ bike routes with over 400 miles rode in 2024

Community Wellness – New Programming

New Courses in 2024

- Sound bath
- Forest breathing
- Restorative yoga
- Guided meditation for kids
- Let's Make Kombucha!
- Public safety classes

New Courses Coming 2025

- Infant bonding classes
- Breastfeeding preparedness
- Wild knowing wellness
- Women's Warriors – Self Defense for Women
- Let's Flavor our Kombucha!

Summer Stars and Late Night League

Summer Stars

- 18U Summer Stars basketball league at Madison High School
- 10 teams, including teams representing four community-based organizations

Late Night League Basketball

- Two locations: Bradley Tech and Obama
- Ages 17-29
- This free program provides participants with competitive opportunities and access to community resources
 - 171 summer late night league participants
 - 185 fall late night league participants
 - 82 Summer Stars participants

Mountain Biking Program

- Partnership Minority Mountain Bikers, MKE Urban Trail Connections, and BIPOC riders' groups
- 2nd annual Cycling Celebration at Beulah Brinton
 - Youth raced a closed course in Bay View and participated in a variety of interactive skill sessions with coaches and instructors
- 15 John Muir Trails participants
- 21 Cycling Celebration Participants
- 10 partnering organizations supported Cycling Celebration

MKE MTB Competitive Bike Team

- National Interscholastic Cycling Association Member
- Wisconsin High School Cycling League Member
- 24 students registered for Fall 2024 MTB team

- 4 competitive races
- 21 MKE MTB racers out of 1,307 participated in the Trek Trails State Championships

Rock Climbing Club

- Inaugural MKE Rec Rock Climbing Club
- Open to all high school age, City of Milwaukee residents
- Participating schools: Milwaukee School of Languages, King, Reagan, Highland
- Members compete in the Wisconsin High School Climbing League
- 36 participants for Fall
- 2 practice sites

E-sports League

- Inaugural High School E-sports League
- Continuation of ESSER III project
- Participating in PlayVs league
- Featuring two league titles (Mario Kart and Rocket League)
- 10 participating high schools
- 25 e-sports teams
- 107 total students

Twilight Centers

- Provide safe, fun spaces for our young people at Twilight Centers
- Weekday and Saturday programming
- Drop-in program, no registration required
- 8 Twilight Center sites
- 9,836 participants June to November 2024
- 8 enrichment activities offered
- 6 Skate Nights in 2024

Rec Mobile Units

- Free programming with Salvation Army Emergency Lodge, Hope House, Journey House, and Curative Care Network
- Established a new partnership with Betty Brinn Children's Museum for Playgrounds Program
- 90 rentals in 2024
- 25 community events supported
- 8 enrichment activities offered

Special Events

- October – Twilight and Treat
- November – Mother & Son Superhero Night
- New Year's Day – Yoga Fest
- February – Daddy/Daughter Dance
- March – Bike Bazaar
- March – Spring Egg-stravaganza
- April – 414 MKE Wellness Day

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

1.01 - Vision and Mission

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

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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 Recommendation to Approve the Renewal of the Non-Instrumentality Charter School Contract for Next Door Foundation, Inc. for Next Door Charter School

Background

Next Door Charter School, located at 2545 North 29th Street and 5310 West Capitol Drive, was established as a non-instrumentality charter school beginning in 2004. The current contract is for a maximum of 208 full-time equivalent (FTE) pupils in grade K4. Next Door received a one-year extension in July 2024 following a three-year contract renewal.

Next Door's mission is to support the intellectual, physical, and emotional development of children by partnering with their families for success in school and the community.

In August 2024, the Department of Contracted School Services initiated the Charter School Review Process. On August 9, 2024, representatives from Next Door submitted the Charter Renewal Letter of Intent and on September 1, 2024, Next Door submitted its Charter Renewal Application to seek renewal of its charter school contract.

On October 1, 2024, the Charter School Review Team (Team) conducted a full-day site visit at Next Door. The Team examined the school's academic, financial, and organizational performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team reviewed additional responses and information provided by the school. The Team participated in classroom observations and heard testimony from parents, students, and staff.

Based on a thorough review of the evidence provided, the Team recommends a five-year renewal of the non-instrumentality charter school contract with Next Door. This recommendation is based on Next Door's strong culture and literacy focus to support the academic development of the whole child.

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

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. Pending contract approval, the funds for the charter school contract will be authorized as a part of the annual budget process.

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board

1. approve the renewal of a five-year non-instrumentality charter school contract with Next Door Foundation, Inc.; and
2. authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of Next Door Foundation, Inc. for Next Door Charter School and to draft a renewed non-instrumentality charter school contract to begin with the start of the 2025-26 school year and end on the last regularly scheduled day of the 2029-30 school year.

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

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(Item 2) Action on a Recommendation to Approve the Renewal of the Instrumentality Charter School Contract for Honey Creek Continuous Progress Charter School, Inc. for Honey Creek Continuous Progress Charter School

Background

Honey Creek Continuous Progress School (Honey Creek), located at 6701 West Eden Place, was established as an instrumentality charter school beginning in 2005. During each renewal cycle since, the Board has approved a five-year renewed contract. The current contract is for a maximum of 410 full-time-equivalent (FTE) pupils in grades K4 through 5.

The vision of Honey Creek is to provide an equitable, inclusive, engaging, and collaborative learning community which prepares students to develop the knowledge, critical thinking skills, and character necessary to be lifelong learners. Honey Creek is dedicated to partnering with families and their community to help students succeed to their full potential.

In May 2024, the Department of Contracted School Services initiated the Charter School Review Process. On July 23, 2024, representatives from Honey Creek submitted the Charter Renewal Letter of Intent and on August 30, 2024, Honey Creek submitted its Charter Renewal Application to seek renewal of its charter school contract.

On October 8, 2024, the Charter School Review Team (Team) conducted a full-day site visit at Honey Creek. The Team examined the school's academic, financial, and organizational performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team reviewed additional responses and information provided by the school. The Team participated in classroom observations and heard testimony from parents, students, and staff.

Based on a thorough review of the evidence provided, the Team recommends a five-year renewal of the instrumentality charter school contract with Honey Creek. This recommendation is based on strong academic performance, positive school culture, and nurturing the whole child.

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

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. Pending contract approval, the funds for the charter school contract will be authorized as a part of the annual budget process.

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board

1. approve the renewal of a five-year instrumentality charter school contract with Honey Creek Continuous Progress School, Inc.; and
2. authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of Honey Creek Continuous Progress School, Inc. for Honey Creek Continuous Progress School and to draft a renewed instrumentality charter school contract to begin with the start of the 2025-26 school year and end on the last regularly scheduled day of the 2029-30 school year.

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

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(Item 3) Action on a Recommendation to Approve the Renewal of the Non-Instrumentality Charter School Contract for Highland Community School, Inc. for Highland Community School

Background

Highland Community School, located at 1706 West Highland Boulevard, was established as a non-instrumentality charter school beginning in 1996. During each renewal cycle, the Board has approved a five-year renewed contract. The current contract is for a maximum of 435 full-time-equivalent (FTE) pupils in grades K3 through 8.

Highland's mission is to create a community of diverse families and educators working together to offer high quality Montessori education in a nurturing environment that enriches, empowers, and inspires children to reach their potential and encourages parents to become responsible for and involved with their children's education.

In May 2024, the Department of Contracted School Services initiated the Charter School Review Process. On June 13, 2024, representatives from Highland submitted the Charter Renewal Letter of Intent and on August 13, 2024, Highland submitted its Charter Renewal Application to seek renewal of its charter school contract.

On October 15, 2024, the Charter School Review Team (Team) conducted a full-day site visit at Highland. The Team examined the school's academic, financial, and organizational performance and met

with school representatives to discuss the data relative to contract compliance and renewal. The Team reviewed additional responses and information provided by the school. The Team participated in classroom observations and heard testimony of parents, students, and staff.

Based on a thorough review of the evidence provided, the Team recommends a five-year renewal of the non-instrumentality charter school contract with Highland. This recommendation is based on strong academic performance, commitment to social justice, and a positive school culture.

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

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. Pending contract approval, the funds for the charter school contract will be authorized as a part of the annual budget process.

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board approve the renewal of a five-year non-instrumentality charter school contract with Highland Community School, Inc.; and authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of Highland Community School, Inc. for Highland Community School and to draft a renewed non-instrumentality charter school contract to begin with the start of the 2025-26 school year and end on the last regularly scheduled day of the 2029-30 school year.

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

* * * * *

(Item 4) Action on a Request to Approve the Proposal of The Milwaukee Virtual School

Background

The Milwaukee Virtual Program (MVP) began as the district's virtual school option for Milwaukee students during the COVID-19 Pandemic closure, but has proven to be a rigorous instructional option post-pandemic. The school will continue to provide 100% virtual learning with support from mentor teachers and specialty supports for the academic success and emotional well-being of students in grades K4-12.

The Administration is seeking approval of the proposed creation of an instrumentality charter school for the current program operating at Milwaukee Virtual Program (MVP). The creation of a virtual charter school will allow the district to continue to support the students and families of MVP with high quality, standards-aligned curriculum in a completely virtual K-12 school environment. Becoming a charter school will allow for the virtual program to be offered as an open-enrollment option for students outside of Milwaukee but also to regain the hundreds of students who are Milwaukee residents attending a virtual school outside of MPS.

The charter school’s application 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

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

Committee’s Recommendation

Your Committee recommends that the Board

1. approve the educational concept of Milwaukee Virtual School Instrumentality Charter School and
2. authorize the Administration and the Office of Board Governance in consultation with the Office of the City Attorney to negotiate a five-year contract in anticipation of the school opening for the 2025-26 school year, with the contract ending on the last regularly scheduled day of the 2029-30 school year; and
3. direct the Administration present to the Board an annual report of the school's progress.

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

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(Item 5) Report with Possible Action on 2023-24 District and School Report Cards

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

Background

As part of the state’s accountability system, the Department of Public Instruction produces report cards for every publicly funded school and district in Wisconsin. These accountability report cards include data on multiple indicators for multiple years across four priority areas (Student Achievement, Growth, Target Group, and On Track to Graduation). District and school report cards are calculated from achievement data, growth data, chronic absenteeism, and either attendance rates or graduation rates depending on the grade levels of the school. Data from the report cards are one of the many measures used to determine the performance of schools and districts.

A presentation, attached to the minutes of your Committee’s meeting will review the 2023–24 report cards.

Accountability Ratings

Accountability Rating Category	Accountability Score Range	
	<i>Minimum</i>	<i>Maximum</i>
Significantly Exceeds Expectations	83	100
Exceeds Expectations	70	82.9
Meets Expectations	48	57.9
Meets Few Expectations	48	57.9
Fails to Meet Expectations	0	47.9

Schools’ Accountability Scores

School Name	Overall Accountability Score	2023-24 Overall Accountability Rating
Milwaukee Public Schools	58.2	Meets Expectations
Academy of Accelerated Learning	73.4	Exceeds Expectations

School Name	Overall Accountability Score	2023-24 Overall Accountability Rating
ALBA - Academia de Lenguaje y Bellas Artes	73.4	Exceeds Expectations
Alcott Elementary	62.2	Meets Expectations
Allen-Field Elementary	53	Meets Few Expectations
Alliance School of Milwaukee	66.9	Meets Expectations
Andrew S Douglas Middle	44.5	Fails to Meet Expectations
ASSATA High	12.9	Fails to Meet Expectations
Audubon Technology and Communication High	64.7	Meets Expectations
Audubon Technology and Communication Middle	46.5	Fails to Meet Expectations
Auer Avenue Elementary	50.3	Meets Few Expectations
Banner Preparatory School of Milwaukee	AR	Alternate Rating - Needs Improvement
Barbee Elementary	61.8	Meets Expectations
Barton Elementary	44.6	Fails to Meet Expectations
Bay View High	49.4	Meets Few Expectations
Bay View Montessori School	75.3	Exceeds Expectations
Bethune Academy	66.6	Meets Expectations
Bradley Technology High	67.4	Meets Expectations
Brown Street Academy	30.8	Fails to Meet Expectations
Browning Elementary	44.4	Fails to Meet Expectations
Bruce Elementary	62.9	Meets Expectations
Bryant Elementary	57.9	Meets Few Expectations
Burbank Elementary	64.7	Meets Expectations
Burdick Elementary	67.2	Meets Expectations
Carmen High School of Science and Technology South Campus	72.7	Exceeds Expectations
Carmen High School of Science and Technology Southeast Campus	57.1	Meets Few Expectations
Carmen Middle/High School of Science and Technology Northwest Campus	51.2	Meets Few Expectations
Carson Academy	51.1	Meets Few Expectations
Carver Academy	49.2	Meets Few Expectations
Cass Street Elementary	65.2	Meets Expectations
Clarke Street Elementary	51.3	Meets Few Expectations
Clemens Elementary	62.3	Meets Expectations
Clement Avenue Elementary	60.2	Meets Expectations
Congress Elementary	52.7	Meets Few Expectations
Cooper Elementary	69.8	Meets Expectations
Craig Montessori School	70.9	Exceeds Expectations
Curtin Elementary	59.1	Meets Expectations
Doerfler Elementary	66.7	Meets Expectations
Eighty-First Street Elementary	38.5	Fails to Meet Expectations
Elm Creative Arts Elementary	44.1	Fails to Meet Expectations
Emerson Elementary	39.2	Fails to Meet Expectations
Engleburg Elementary	54.5	Meets Few Expectations
Fairview Elementary	70.6	Exceeds Expectations
Fernwood Montessori	76.8	Exceeds Expectations
Fifty-Third Street Elementary	45.2	Fails to Meet Expectations
Forest Home Elementary	52.1	Meets Few Expectations

School Name	Overall Accountability Score	2023-24 Overall Accountability Rating
Franklin Elementary	45.7	Fails to Meet Expectations
Fratney Elementary	53.3	Meets Few Expectations
Gaenslen Elementary	55.6	Meets Few Expectations
Garland Elementary	65.1	Meets Expectations
Golda Meir School	78.5	Exceeds Expectations
Goodrich Elementary	57.2	Meets Few Expectations
Grandview High	52.3	Meets Few Expectations
Grantosa Drive Elementary	48.1	Meets Few Expectations
Green Tree Preparatory Academy	46.1	Fails to Meet Expectations
Greenfield Bilingual	66.6	Meets Expectations
Groppi High	AR	Alternate Rating - Satisfactory Progress
Hamilton High	50.9	Meets Few Expectations
Hampton Elementary	81.3	Exceeds Expectations
HAPA-Hmong American Peace Academy K3-12	68.9	Meets Expectations
Harold S Vincent School of Agricultural Science	59.7	Meets Expectations
Hartford Avenue Elementary	48	Meets Few Expectations
Hawley Environmental School	49.4	Meets Few Expectations
Hawthorne Elementary	39	Fails to Meet Expectations
Hayes Bilingual School	70.5	Exceeds Expectations
Highland Community School	75	Exceeds Expectations
Hi-Mount Elementary	42.3	Fails to Meet Expectations
Holmes Elementary	52.1	Meets Few Expectations
Honey Creek Elementary	65.4	Meets Expectations
Hopkins Lloyd Community School	49.8	Meets Few Expectations
Humboldt Park Elementary	75.3	Exceeds Expectations
IDEAL Individualized Developmental Educational Approaches to Learning	66.6	Meets Expectations
Jackson Elementary	68.8	Meets Expectations
James Madison Academic Campus	55.5	Meets Few Expectations
Kagel Elementary	63.1	Meets Expectations
Keefe Avenue Elementary	56.2	Meets Few Expectations
Kilbourn Elementary	58.8	Meets Expectations
King International	73.8	Exceeds Expectations
King International Baccalaureate Middle	18.4	Fails to Meet Expectations
King Jr Elementary	49.4	Meets Few Expectations
Kluge Elementary	49.9	Meets Few Expectations
La Causa Charter School	59.3	Meets Expectations
Lad Lake Synergy School	AR	Alternate Rating - Satisfactory Progress
LaFollette Elementary	53.8	Meets Few Expectations
Lancaster Elementary	35	Fails to Meet Expectations
Lincoln Avenue Elementary	60.2	Meets Expectations
Lincoln Middle	47.2	Fails to Meet Expectations
Longfellow Elementary	68	Meets Expectations
Lowell International Elementary	65.5	Meets Expectations
MacDowell Montessori School K3-12	66.5	Meets Expectations
Manitoba Elementary	50.1	Meets Few Expectations
Maple Tree Elementary	71.1	Exceeds Expectations

School Name	Overall Accountability Score	2023-24 Overall Accountability Rating
Marshall High	49	Meets Few Expectations
Maryland Montessori	79.7	Exceeds Expectations
Metcalfe Elementary	40.2	Fails to Meet Expectations
Milwaukee Academy of Chinese Language	44.4	Fails to Meet Expectations
Milwaukee College Preparatory School -- 36th Street Campus	80.3	Exceeds Expectations
Milwaukee College Preparatory School -- 38th Street	76.3	Exceeds Expectations
Milwaukee College Preparatory School -- Lloyd Street	82.1	Exceeds Expectations
Milwaukee College Preparatory School: Lola Rowe North Campus	77.9	Exceeds Expectations
Milwaukee County Youth Education Center	AR	Alternate Rating - Satisfactory Progress
Milwaukee Environmental Science Academy	56.3	Meets Few Expectations
Milwaukee Excellence Charter School	53.2	Meets Few Expectations
Milwaukee French Immersion	66.2	Meets Expectations
Milwaukee German Immersion	76.2	Exceeds Expectations
Milwaukee High School of the Arts	67	Meets Expectations
Milwaukee Parkside School	68.6	Meets Expectations
Milwaukee School of Languages	63.9	Meets Expectations
Milwaukee Sign Language Elementary	46.5	Fails to Meet Expectations
Milwaukee Spanish Immersion	47.4	Fails to Meet Expectations
Mitchell Elementary	44.1	Fails to Meet Expectations
Morgandale Elementary	72.1	Exceeds Expectations
Morse Middle School	42.6	Fails to Meet Expectations
Neeskara Elementary	64.8	Meets Expectations
Ninety-Fifth Street Elementary	59.1	Meets Expectations
North Division High	54.5	Meets Few Expectations
NOVA-Northwest Opportunities Vocational Academy	14	Fails to Meet Expectations
Obama School of Career and Technical Education	35.1	Fails to Meet Expectations
Parkview Elementary	53.1	Meets Few Expectations
Pratt Elementary	54.4	Meets Few Expectations
Project STAY-Supporting Teachers and Youth	AR	Alternate Rating - Satisfactory Progress
Pulaski High	54.6	Meets Few Expectations
Reagan College Preparatory High	84.9	Significantly Exceeds Expectations
Riley Dual Language Montessori School	57.5	Meets Few Expectations
River Trail School of Agricultural Science	52.4	Meets Few Expectations
Riverside High	68.1	Meets Expectations
Riverwest Elementary	42.4	Fails to Meet Expectations
Rogers Street Academy	65.1	Meets Expectations
Roosevelt Middle	49.7	Meets Few Expectations
Shalom High	8.6	Fails to Meet Expectations
Sherman Elementary	44.8	Fails to Meet Expectations
Siefert Elementary	55.5	Meets Few Expectations
South Accelerated Academy	AR	Alternate Rating - Satisfactory Progress

School Name	Overall Accountability Score	2023-24 Overall Accountability Rating
South Division High	53.2	Meets Few Expectations
Southeastern	AR	Alternate Rating - Needs Improvement
Starms Discovery	47.7	Fails to Meet Expectations
Story Elementary	52.3	Meets Few Expectations
Stuart Elementary	46.9	Fails to Meet Expectations
Thoreau Elementary	45.3	Fails to Meet Expectations
Thurston Woods Elementary	40.1	Fails to Meet Expectations
Townsend Street Elementary	46.2	Fails to Meet Expectations
Transition High	AR	Alternate Rating - Satisfactory Progress
Trowbridge Street School of Great Lakes Studies	70.2	Exceeds Expectations
US Grant School	60.6	Meets Expectations
Victory Elementary	66.9	Meets Expectations
Vieau Elementary	67.9	Meets Expectations
Vincent Accelerated Academy	AR	Alternate Rating - Needs Improvement
Wedgewood Park School	63.7	Meets Expectations
Westside Academy	52.5	Meets Few Expectations
Whitman Elementary	65.5	Meets Expectations
Whittier Elementary	89	Significantly Exceeds Expectations
WHS Information Technology	57.5	Meets Few Expectations
Wisconsin Conservatory of Lifelong Learning	39.6	Fails to Meet Expectations
Zablocki Elementary	31.2	Fails to Meet Expectations

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.38 - Balanced Assessment Systems

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 6) Report with Possible Action on The Regional Showcase - High School 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 2024-2025 monthly Regional Showcase item provides 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.

The High School Region comprises 26 schools and one specialty site, including Montessori, Immersion, International Baccalaureate, Bilingual, Career and Technical Education, Community and Alternative schools. The High School Region serves 20,000 students year to date (YTD) in diverse settings to meet the varied needs of our students. The High School Region includes the following schools: Alliance, Audubon, Bay View, Bradley Tech, Green Tree, Groppi, Hamilton, MacDowell, Madison, Marshall, Golda Meir, Milwaukee Virtual Program, High School of the Arts, Milwaukee County Youth Education Center, School of Languages, North, Obama, Project Stay, Pulaski, Reagan, Riverside, Rufus King, South Division, Transition, Vincent, Washington, and Wisconsin Conservatory of Lifelong Learning.

This month, the High School Region features schools participating in GRIP (Graduation Rate Improvement Planning) in a partnership with DPI. Our presentation will highlight the goals and strategies implemented at the 10 GRIP schools focusing on 9th grade success for our students with special education needs. In the second year of implementation, we are seeing early successes and adjusting promote on-time graduation for the identified cohorts of students at each school.

High School Region Demographics

- 20,513 students
- 30 schools
- 14.5% are English Language Learners
- 19.7% are Students with Disabilities
- 74% are economically disadvantaged
- 53.3% are Black or African American
- 24.8% are Hispanic
- 6.3% are Asian
- 3.8% identify as multiple ethnicities
- 9.2% are White
- 0.4% are American Indian or Alaskan Native
- 0.1% are Native Hawaiian or Other Pacific Islander

High School Region Climate Data

	2022-23	2023-24	2024-to-Date
Attendance Rate	73%	74.3%	79%
Suspension Rate	23%	23.6%	13.1%

2023-24 State Report Card Success

Exceeds Expectations	Meets Expectations	Meets Few Expectations	Fails to Meet Expectations
Reagan Golda Meir Rufus King	Alliance Audubon HS Bradley Tech Vincent Milw. HS of the Arts MacDowell Montessori School of Languages Riverside	Bay View Hamilton Madison Marshall North Division Pulaski South Division Washington	Green Tree Prep Obama SCTE WCLL

Graduation Rate Improvement Plans

- Transition Improvement Grant (TIG) is a discretionary project from the Dept. Of Public Instruction
- Why GRIP?
 - Spring 2023 ESSA identification & IDEA Corrective Action plan
 - Black Males with OHI or EBD identification had a discrepancy in outcomes
 - Intended outcomes to increase 4-year graduation rate for students with IEPs, particularly black males
- How does GRIP work?

- Team make up – building leadership, special education supervisor, psychologist, social worker, transition coordinator, regular ed teacher, special ed teacher, TIG coordinator
- Meeting structures – monthly full team meeting, monthly coaching with leadership team and 3 times per year study the intervention and next steps. Also, monthly district leader team meeting
- Creating plans and goals – data review produced a cohort group of students for focus and a root cause analysis completed by each site determined the pillar of change
- Evidence based improvement strategies from these sources:
 - National Technical Assistance Center on Transition: The Collaborative
 - National Dropout Prevention Center
 - Institute of Education Sciences: What Works Clearinghouse
 - National Mentoring Partnership
 - Association of Career and Technical Education

GRIP Schools

- *Alliance – Mentoring – Goal setting and monitoring towards graduation goals
- Bay View – Mentoring – Check and Connect
- Bradley Tech – Mentoring – Check and Connect
- Hamilton – Mentoring – Focus on students with 10+ days of suspension last yr
- Marshall – CTE – Career based learning activities & CTE course participation
- North- CTE – Professional Development & UDL strategies for CTE courses
- Pulaski - Mentoring – Check In, Check Out
- South – Mentoring – Link Crew and Check In, Check Out
- Vincent – CTE (Mentoring) – Post secondary goal setting
- Washington – Transition planning – Self advocacy rubric/individualized instruction

GRIP – Year 1 Success

- Goals met
 - Points of pride
 - Continued work needed
- Adjustments after year 1
- Reflections

Opportunities for Growth

- Alignment of the GRIP plans and CSIP plans
- Growing positive practices beyond the cohort groups
- Continuing a focus on 9th grade achievement
- Continuing to examine the relationship between climate/culture and academic achievement
- Supporting leaders with the PLC structures that engage a diverse group in planning for school success
- Increasing access to coaching for teachers

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

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(Item 7) Report with Possible Action on MPS Equity Guidebook

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

Background

The purpose of the Equity Guidebook is to provide resources that support MPS employees, students, families, and community stakeholders in building, fostering, engaging in, and advancing equitable practices.

These resources are designed to foster awareness, build knowledge, and develop skills across a variety of topics related to equity, access, and inclusion, including academic achievement, social-emotional learning, race, ethnicity, culture, language, gender, and enhanced learning opportunities.

Updates to the Equity Guidebook

The five goals outlined in the guidebook are aligned with the district's Equity Administrative Policy and Procedure 1.06, the Five Priorities for Success, and the Five-Year Strategic Plan. These goals also reflect a commitment to fostering a diverse range of districtwide initiatives aimed at promoting equity, access, and inclusion. Together, they provide a comprehensive framework for driving meaningful change and ensuring equitable outcomes for all.

Goals

- Equity in Academics
- Equity in Cultural and Linguistic Awareness and Responsiveness
- Equity in Human Resources
- Equity in Finance
- Equity for Students, Families, Educators, and Community Stakeholders

Activities, literature, and informational text that support engagement for staff, students, families, and community stakeholders are in Section 5.

Administrative Policy and Procedure

Administrative Policy 1.06, Equity in MPS and Administrative Procedure 1.06, Efforts to Achieve Equity frame the work.

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

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

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

How is the Guidebook Utilized

Restorative Practices

Goal 1: Equity in Academics

1. Alignment: To create school communities that are inclusive to support the physical, emotional, mental, and spiritual wellbeing of its members using balance in the process.

2. Objective: To engage stakeholders in an immersive experience that emphasizes the importance of building, maintaining, and repairing relationships within the community.

3. Application: Stakeholders can use the guidebook to participate in experiential learning activities that celebrate diversity, honor different perspectives, and embrace individual and collective accountability.

Gender and Identity Inclusion

Goal 2: Cultural and Linguistic Awareness and Responsiveness

1. Alignment: To prioritize equity and academic achievement by supporting girls of color and LGBTQ+ students, staff, and families with principles highlighted in the Equity Guidebook.

2. Objective: To create safe, affirming, and representative academic environments using tools such as gender inclusion guidance, the girls of color guide, and safe space posters to address intersectional barriers and advance equity in the district.

3. Application: Provide professional development on these strategies and resources, support inclusive curriculum design, review school spaces, and evaluate progress to sustain belonging and enhance district practices.

Bilingual Multicultural Education

Goal 2: Equity in Cultural and Linguistic Awareness and Responsiveness

1. Alignment: Cultivate school communities that provide equitable access to high-quality multilingual and multicultural programs, engaging all stakeholders in fostering learning environments that respect, reflect, and amplify diversity.

2. Objective: Equip students with strong cultural and linguistic identities, empowering them to use these assets to succeed in college, in careers, and as global citizens.

3. Application: Stakeholders can use this guidebook to explore programming options for English learners and multilingual/multicultural students while recognizing and celebrating their own cultural and linguistic identities to strengthen diversity in the district.

Professional Learning Opportunities

Beginning January 2025, the Office of Academics will provide interactive sessions that engage all stakeholder groups on how to use the guidebook.

- District staff/students
- District Advisory Council
- Community stakeholders

The 2024-2028 Equity Guidebook (A Living Document) is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.06 - Equity in MPS

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

The Board gave consideration to this item. Although the item was noticed for possible action, no action was taken.

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(Item 8) Report with Possible Action on Resolution 2223R-011 on Gender Inclusion

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

Background

In response to Resolution 2223R-011 approved by the Board on November 15, 2022, the Administration is providing update around the recommendations for gender-inclusive policies with an emphasis on gender-neutral restrooms and facilities in district schools and district-wide training for LGBTQ+ and inclusivity training.

Gender-Neutral Facilities

Building questionnaire to be filled out by school leaders:

Consultation – With the Department of Gender and Identity Inclusion, where needs are reviewed and guidance is provided and a plan developed

Submit a Request – School Administrator must submit a form indicating that the school is seeking support for gender neutral bathrooms.

GII & Facilities and Maintenance Site Visit – The next step is a site visit to assess the school's needs and develop a tailored plan for gender neutral bathrooms at the site.

Renovation and Signage Updates – The team will proceed with the renovation plans and any necessary signage updates to complete the project.

Signage

Bathroom signage to be fabricated by the Hayes School – STEM program, through the Career & Technical Education

Update

Accomplishments

- Gender neutral bathroom identified at each MPS facility
- Gender-neutral signage being fabricated for installation

Next Steps

- Conduct assessment (design, ADA accessibility) if schools make a request
- Installation of Gender-neutral signage for bathrooms

Building an Inclusive Environment

Comprehensive Gender & Identity Awareness

The department of Gender Identity & Inclusion (GII) works to ensure that all girls of color and LGBTQ+ students in Milwaukee Public Schools are provided safe, equitable, and inclusive environments and resources that support their holistic development and success.

Through a combination of consultation, resources, and professional learning, GII has provided targeted support for gender-neutral facilities, inclusive policies, and education that affirms diverse identities. This holistic approach addresses the needs of the whole school community, promotes dignity and belonging, and aligns with the district's commitment to equity, access and inclusion.

GII Updates

- Aligning with Resolution 2223R-011 to create inclusive, supportive spaces.
- Addressing student needs for safety, dignity, and belonging.
- Building awareness with staff, students and families to foster understanding of gender diversity.
- Incorporating feedback from the community and schools.

Gender & Identity Inclusion Department Supports

As we expand the availability of gender-neutral bathrooms across schools, we recognize the importance of pairing these efforts with comprehensive education and awareness. Enhancing understanding of gender diversity among students, staff, and families ensures that these facilities contribute to a culture of inclusion and belonging.

*Welcoming Schools Training**

- ✓ Gender Inclusion Guidance
- ✓ District-wide Transgender Awareness Training
- ✓ Gender Sexuality Alliances (GSA)
- ✓ GSA Advisor Collective
- ✓ Student/Classroom Inclusion Presentations

✓ Safe Space Posters

Celebrating Inclusivity

On October 31, 2024, we hosted the 2nd Annual GSA LGBTQ+ Student Leadership Summit at the University of Wisconsin-Milwaukee. This event brought together 200 students from 15 high schools across the district to build community, share experiences, and empower youth leadership in fostering inclusivity.

The event represents our ongoing commitment to creating inclusive, affirming spaces for all while celebrating diversity, strengthening student networks, and equipping future leaders to champion equity and belonging in their schools and communities.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.04 - Nondiscrimination

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the reports of its delegates to the District Advisory Council (DAC), the Library Board, and CESA #1.

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

The Holiday Season is near and we may just have a white Christmas. Our students throughout the district have been entertaining board members and families while displaying their acquired talent in spoken word, singing, dancing, art and playing instruments. I have certainly enjoyed all the fantastic performances. I hope you had an opportunity to visit one of our schools to support our students.

Effective and Efficient Operations

Of most importance is the Long-Range Facilities Master Plan. The intent is to build two steering committees (Citywide and Regional) that represent stakeholders from across the city to help the district's facility planning process. For those that may consider participating in this process, it will be time consuming. You can view the Strategic Plan on the MPS website.

Meeting/Event Attendance for this Month:

Attended the "Milwaukee Bucks Star Khris Middleton Coat Giveaway of more than 300 Winter Coats and the United Healthcare presentation of a new "Hygiene Locker" to Students at Engleburg Elementary School.

Attended three strategic meetings with our Kane Communications partners. These discussions focus on taking proactive steps to keep the public informed.

- Attended meeting with OBG Board Clerk to review meeting schedules, review possible committee agenda items, board initiatives or projects
- Attended Program Planning Meeting with Regional Team at Vincent High School of Agriculture
- Joined Governor Evers Virtual Budget (2025-2027) Listening Session – common issues presented by most attendees was “lack of adequate funding” being provided for students with special needs throughout the State of Wisconsin
- Joined Virtual NAF Meeting for James Madison Academic Campus
- Attended AFP committee meeting
- Attended Special Board Meeting to review applications for new Superintendent
- Attended Regular Board Meeting
- Attended Executive Session covering topics as noticed in Regular Board Meeting Agenda
- Attended meeting with Student Services regarding student assignments
- Visited Maple Tree Elementary, Bruce Elementary and Hawthorne Elementary Schools

Student, Family, and Community Engagement

(1) Attended the MPS Battle of the Drumlines held at Rufus King High School. This event was the largest drumline battle in more than a decade with 16 schools performing. This was the 17th year that Rufus King varsity squad won first place. Additionally, this was the largest crowd of families in the event’s 17-year history. We expect more bands next year as more and more students are learning to play instruments throughout the district. KUDOS to all involved in growing our students’ instrumental music expertise and this exceptional event. Community – place this event on your calendar for 2025.

(2) Attended the River Trail Elementary School of Agriculture Annual Holiday Music Concert and Art Show. These young people are serious about their whole school experience (academics, arts and agriculture). Their parents and community are serious about being there to support them. One of the 8th grade students is one heck of a vocalist and has been accepted to Milwaukee High School of the Arts (MHSA) for Fall 2025. So look out Mr. Roberts (Choral Director – MHSA).

(3) Attended the Richard Kluge Creative Arts Elementary School “Life Center MKE Toy Giveaway”. Thanks so much to our community partners - Bob Ona, Executive Director and Teresa Melbye, Director of Educational Programs for Life Center MKE for their unwavering support of the students here at MPS. They provided such an array of toys for all the students. The students were so excited and wasted no time to select their toy of choice.

We are so proud of our families turning out in support of their children. The children reciprocated with exceptional performances. These young people not only showed off their skills in singing and playing instruments but also acting in short plays as well.

Finally, everyone is encouraged to remain diligent regarding the development of the Long-Range Facilities Master Plan (LRFMP). Please visit the website to stay informed and sign up for updates directly. Members of the public may join one of the stakeholder committees until January 17, 2025. We need public input and participation to help shape the school district’s future.

Attendees will be able to review Perkins-Eastman’s (MPS Consultants) proposed options for buildings and comment on them to help build the final plan. This plan will have a direct impact on the future of school buildings and student experiences across Milwaukee.

NOTE: We are in the early stages of the LRFMP. Current efforts center on building the Steering Committees whose work could take all of 2025.

A huge “Thank You” to all community partners/supporters and staff members of the Milwaukee Public Schools. I appreciate your hard work, love and support shown to our students and families.

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NEW BUSINESS

(Item 1) Action on a Request to Reconsider Previous Action Relative to the Approval of the October 2024 Administrative Appointments

Background

At its October 2024 Regular Meeting, the Board approved the recommended Administrative appointments and Limited-Term Employment (LTE) contracts. Subsequent to the Board's action, it was discovered that a LTE was erroneously listed as "Title IX Investigator" at a pay rate of \$50.00/hr. (See page 2 of the attachment).

This position should have been titled "Title IX Lead Investigator/Complaint Coordinator." The Administration is requesting that the Board reconsider its action of October 2024 to reflect the correct position title. No other changes have been made to the appointment list or to the specific LTE contract in question.

(5)(r) Daniel Hennessey	Title IX Investigator Title IX Lead Investigator/Complaint Coordinator Office of the Chief of School Administration	\$50.00 10/01/24 to 04/01/25
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Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.37 - Limited-term Employment Positions

Implementation and Assessment Plan

Upon Board approval, the Office of Board Governance will amend the Proceedings of October 2024 to reflect the title change. The Office of Human Resources will make any necessary corrections to the employee's personnel records.

Recommendation

The recommendation is that the Board

1. reconsider its action of October 2024 relative to the approval of Administrative Appointments; and
2. approve the promotions, appointments, and Limited-Term Employment contracts as listed in the attachments to the item, including the correction to the LTE title

Director Siemsen moved to reconsider previous action of October 2024, relative to the Administrative Appointments. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
 Noes — None - 0.

Director O'Halloran moved to approve the revised appointment list, inclusive of the modification to the title of the Title IX limited-term employee position. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
 Noes — None - 0.

RESOLUTIONS

Resolution 2425R-006

By Director Gokalgandhi

WHEREAS, On June 27, 2019, the Board approved Resolution 1920R-003, on the use of non-student work time for teachers; and

WHEREAS, In adopting the resolution, the Board directed the Administration to develop procedures and guidelines that grant teachers control over the time and location they spend their Non-Student Work time on Teacher Days before and after the student day, while balancing the need for professional development and to bring to the Board a plan for the implementation of the resolution;

WHEREAS, On July 25, 2019, the Administration, after collaborating with the Milwaukee Teachers Education Association (MTEA), presented a three-part plan for implementation:

1. The Administration will have four hours per month as school-based administrator-directed time. Each school-based administrator will work with school staff to determine the schedule of said time; and
2. Teachers may arrive no later than five minutes prior to the start of the student day and leave no earlier than five minutes after the end of the student day. Teachers may not leave during their AMP or prep times. Teachers may leave during their scheduled lunch periods; and
3. To allow for staff participation in districtwide professional learning related to districtwide initiatives (e.g., restorative practices), districtwide professional learning may occur during teacher-directed time upon reasonable notice to the building representative(s) and with prior agreement of district administration and the MTEA; and

WHEREAS, On July 19, 2023, the Wisconsin legislature enacted 2023 Wisconsin Act 20, related to reading instruction in public schools and an early literacy assessment and intervention program; and

WHEREAS, Act 20, also referred to as the “science of reading law,” has been passed in approximately 39 states and the District of Columbia, in response to the national reading crisis; and

WHEREAS, Act 20 mandates that all individuals employed as kindergarten through third grade teachers, including reading teachers, special education teachers, and teachers of multilingual learners, will need to begin receiving specific professional development training in science-based reading instruction by July 1, 2025; and

WHEREAS, In Wisconsin, approximately 60% of students do not read at grade level; and

WHEREAS, There are notable racial disparities in reading scores, particularly in Wisconsin which continues to have one of the worst white-Black achievement gaps, meaning that children in Milwaukee, which has a minority-majority population, are significantly impacted; and

WHEREAS, Although Act 20 gives until July 1, 2025 to *begin* the specific professional development, Milwaukee’s children cannot wait any longer;

WHEREAS, Educating children is the foundation of what we do and delaying necessary staff development over political opinions is a disservice to the children we serve; and

WHEREAS, Training on the implementation of Act 20 must begin with a sense of urgency; now, therefore, be it

RESOLVED, That the Administration is directed to bring forward a plan to implement, without delay, the necessary professional development; and, be it

FURTHER RESOLVED, That the plan include setting aside the three-part provision for professional development and use of non-student work time that was passed on July 25, 2019; and, be it

FURTHER RESOLVED, The plan include giving Administrators the authority to use non-student work time to meet the demands of the instructional program; and

FURTHER RESOLVED, That this plan is to be presented in the February 2025 Board cycle.

Referred to the Committee on Accountability, Finance and Personnel

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Resolution 2425R-007

By Director Ferguson

WHEREAS, Milwaukee Public Schools (MPS) is committed to ensuring the safety and well-being of all students, staff, and visitors within its schools; and

WHEREAS, The Milwaukee Board of School Directors has declared that, as part of the vision of the Milwaukee Public Schools, “Schools will be safe, welcoming, well-maintained, and accessible community centers meeting the needs of all”; and

WHEREAS, In adopting Administrative Policy 4.03, Security, the Board “endorses the concept of allowing individual schools to formulate individual school security plans”; and

WHEREAS, The recent school shooting in Madison, as well as recent incidents of firearms being brought onto the grounds of MPS schools within the past few months, have only served to reinforce the need to be proactive in preventing weapons from being allowed onto or used within MPS properties; and

WHEREAS, Modern and effective scanning equipment can serve as a critical and useful tool to identify and prevent the presence of prohibited or potentially dangerous weapons or items on school premises; and

WHEREAS, The current scanning equipment found in MPS schools may require updates or replacements to meet modern safety standards and ensure reliable operation; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors directs the Administration to:

1. Obtain a Financial Estimate: Conduct an assessment and obtain initial cost estimates for upgrading or replacing scanning equipment across MPS sites to improve safety measures.
2. Evaluate School Needs: Include in the assessment an overview of each school’s current scanning equipment, identifying deficiencies and potential improvements necessary to meet and enhance safety objectives.
3. Provide a Report: Present the cost estimates, along with any relevant recommendations, to the Milwaukee Board of School Directors; and be it

FURTHER RESOLVED, That this initial report be presented in the February 2025 Board Cycle for further consideration.

Referred to the Committee on Accountability, Finance and Personnel

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ITEMS DEFERRED

The Board returned to the items that were deferred, all from the Reports and Communications from the Board Clerk, Chief Officer, Office of Board Governance:

Item 2, Action on a Request to Retire to Executive Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation

Item 3, Action on a Request to Retire to Executive Session Relative to the Status of an Employee

Item 4, Action on a Request to Retire to Executive Session Relative to Demands for Collective Bargaining

Item 5, Action on a Request to Retire to Executive Session Relative to an Employee Who Disregarded a Board Directive and Legal Advice

Item 6, Action on a Request to Retire to Executive Session for Consideration of and Possible Action on Performance Evaluation Data Relative to the Interim Superintendent of Schools

Item 7, Action on a Request to Retire to Executive Session for Consideration of and Possible Action on Performance Evaluation Data Relative to an Employee

Director Gokalgandhi moved to retire to closed session pursuant to Wisconsin Statutes 19.85(1), (b), (c), (e), f) and (g). The motion passed; the vote is as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and
President Herndon — 8.
Noes — None - 0.

The Board retired to closed session at 7:15 p.m. The Board adjourned at from closed session at 9:02 p.m.

Tina Owen-Moore, Ed. L.D.
Board Clerk