

# BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN AUGUST 8, YEAR

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

Present — Directors Garcia, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 6.  
Absent and Excused— Directors Gokalgandhi and Jackson – 2.

The Board Clerk read the following call of the meeting:

August 6, 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 5:30 P.M., THURSDAY, AUGUST 8, 2024

1. Consideration of the Search for a Superintendent of Schools - Possible Action on the Selection of an Executive Search Firm

### PUBLIC HEARING

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

### EXECUTIVE SESSION

Pursuant to Wisconsin Statute 19.85(1)(e), the Board may retire to closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.

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

**(Item 1) Consideration of the Search for a Superintendent of Schools - Possible Action on the Selection of an Executive Search Firm**

### Background

The resignation of Dr. Keith Posley became effective June 30, 2024.

On June 13, 2024, the Board appointed Eduardo Galvan to the position of Acting Superintendent. On July 25, 2024, the Board appointed Mr. Galvan to the position of Interim Superintendent, with the intention that he would serve in this role until the appointment of a superintendent of schools.

The Board intends to contract with an executive search firm to facilitate the search for the next superintendent.

### 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**

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Admin Policy 2.02 - Superintendent - Recruitment and Appointment

**Fiscal Impact Statement**

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N/A

**Implementation and Assessment Plan**

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N/A

**Recommendation**

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That the Board determine how it wishes to proceed.

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

Ayes — Directors Garcia, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 6.  
Noes — None — 0.

The Board was in closed session from 5:43 p.m. to 6:25 p.m. Upon returning to open session, Director O'Halloran moved to authorize the Administration, in collaboration with the Office of Board Governance, to negotiate a contract with Hazard, Young, and Associates (HYA, Inc.) for superintendent search services, and to bring the final contract to the Board for approval.

The Board adjourned at 6:27 p.m.

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

**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
AUGUST 29, 2024**

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

Present — Directors Garcia, Gokalgandhi, Leonard, O’Halloran, Zombor, and President Herndon — 6.

Absent and Excused — Directors Jackson and Siemsen – 2.

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

- Cory Winters, a Teacher from Rogers Street Academy
- Alijah Golden-Richmond, a 9th grade student from Bradley Tech
- Jill Hernandez, a retired Food Service Assistant from Greenfield School
- Travontae Greene, a 9th grade student from South Division
- Willie Hickman, a retired Principal from Milwaukee Environmental Science
- Benjamin Mazaba, a 9th grade student from Audubon
- Jerome Pinkus, a retired School Psychologist from DCS Schools - Home & Hosp.
- Theodore Somers, a retired Carpenter from the Carpentry Shop

The Chair would also like to commemorate the passing of former School Board Member, Dr. Jeanette Mitchell. Dr. Mitchell served on the Board for two terms, from 1987 to 1995, including three years as Board President. Dr. Mitchell championed the establishment of a leadership academy to improve the professional development of MPS administrators. Passionate about growing solid leaders in the Milwaukee community, Dr. Mitchell also founded the African American Leadership Alliance of Milwaukee and co-founded and directed the Cardinal Stritch University Leadership Center.

**APPROVAL OF MINUTES**

The minutes of the special and regular board meeting of June 2024 and the regular and special meeting of July 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

Interim Superintendent Galvan gave an oral report.

**Strategic Plan Compatibility Statement**

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

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

Administrative Policy 2.10 - Administrative Reports

**Fiscal Impact Statement**

N/A

**Implementation and Assessment Plan**

N/A

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**(Item 2) Update on and Possible Action on the Implementation of School Resource Officers (SROs) as a Result of ACT 12**

**Background**

On February 29, 2024 the Administration shared this update:

On June 20, 2023, the State of Wisconsin passed Act 12 which reads, “Beginning January 1, 2024, the school board of the 1st class city school district that is located in the 1st class city shall ensure that no fewer than 25 school resource officers are present at schools within the school district during normal school hours and that school resource officers are available during before-school and after-school care, extracurricular activities, and sporting events as needed.”

In response, Milwaukee Public Schools has been in discussion with stakeholders, including student groups, the Milwaukee Teachers’ Education Association (MTEA), the Administrators and Supervisors Council (ASC), district staff, community members, and the Milwaukee Police Department (MPD). The goal has been to develop a plan, in partnership with MPD, that redefines the previous role of the school resource officer in MPS.

In addition to working with local stakeholders, MPS conducted site visits at public schools in Washington, DC; Atlanta, GA; Fulton County, GA; and Bibb County, GA. During these visits, district representatives observed school resource officer programs that implement a variety of practices focused on improving relationships between schools, law enforcement, youth, and the greater community.

To date, no financial agreement has been reached between the parties responsible for implementing Act 12. The Administration will update on its progress toward the implementation of Act 12.

On August 29, 2024 the Administration will update the Board on the following:

- Status of an MOU between MPS and MPD
- Next steps for implementing an SRO plan

**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

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

**Background**

Section 119.25 of the Wisconsin Statutes allows the Board to adopt a resolution authorizing the use of either an Independent Hearing Panel or Hearing Officers appointed by the Board to hear and decide student expulsion cases. The resolution is effective for the school year for which it is adopted. At its meeting on August 28, 2008, the Board approved revisions to Administrative Policies 8.32 and 8.33 to authorize the use of Independent Hearing Officers to hear and decide student expulsion cases.

For the 2023-24 school year, the Board adopted a resolution authorizing the use of Independent Hearing Officers who are non-district employees (as suggested by the City Attorney) to hear and decide expulsion cases.

For the 2024-25 school year, the Administration is recommending the continued use of Independent Hearing Officers to hear and decide student expulsion cases. The Department of Student Services will continue to provide training for the Independent Hearing Officers to ensure that all Independent Hearing Officers understand their role, responsibilities, and options.

**Strategic Plan Compatibility Statement**

- Goal 3, Effective and Efficient Operations

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

Administrative Policy 8.33 - Student Expulsion: Independent Hearing Officer

**Fiscal Impact Statement**

Approval of this item does not authorize expenditures. The primary

cost of processing student expulsion cases is the transcription services and the cost of the Independent Hearing Officers. These costs were previously approved in the FY 2025 budget for the Department of Student Services.

### **Recommendation**

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The Administration recommends that the Board adopt the following resolution:

RESOLVED, That for the 2024-25 school year, student expulsions from the Milwaukee Public Schools shall be ordered by an Independent Hearing Officer; and be it

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

FURTHER RESOLVED, That the same due process procedures as were used in 2023-24 be followed when hearing all cases of student expulsions; and be it

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

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

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

Director Zombor moved approval of the Administrations recommendation to adopt the resolution. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Zombor, and President Herndon — 6.  
Noes – None - 0.

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### **(Item 4) Action on a Recommendation to Amend the 2024-2025 Inter-District Transfer Agreements**

#### **Background**

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

The Administration is requesting authorization to enter into contracts with 9 suburban districts, specified in the attachments, to provide funding for transportation services for students participating in the Inter-District Transfer Program (Chapter 220).

For the 2024-2025 school year, three of the nine remaining participating school districts will arrange their own transportation: Fox-Point-Bayside, Germantown, and Mequon-Thiensville. Reimbursement for transportation services will be funded by Milwaukee Public Schools.

For the 2024-2025 school year, Milwaukee Public Schools will arrange transportation services for 6 of the 9 remaining participating school districts: Greendale, Hamilton/Sussex, Nicolet UHS, Shorewood, Whitefish Bay, and Whitnall.

The full recommendations have been provided under separate cover.

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

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 8.11 - Admission of Nonresident Students

### **Fiscal Impact Statement**

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This item authorizes expenditures pursuant to federal law. Districts are reimbursed based on the number of eligible Milwaukee resident students who receive Title I services provided by the host district. The budget code for reimbursement of the expenditures is SM1-0-0-TRS-DW-EPPT for the amount of \$84,314.85

### **Implementation and Assessment Plan**

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

### **Recommendation**

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The Administration recommends that the Board:

1. approve the 2024-2025 Inter-District Transfer Agreements for the school districts as indicated in the attachment to this item; and
2. authorize the Administration to enter into contracts to provide transportation services with the school districts indicated in Attachment #1 for the 2024-2025 school year.

Director Zombor moved approval of the Administrations recommendation.

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Zombor, and President Herndon — 6.  
Noes – None - 0.

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

### **(Item 1) Informational Report on the Entry Plan of the Board Clerk/Chief Officer**

#### **Background**

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On July 15, 2024, the Board appointed Dr. Tina Owen-Moore to the position of Board Clerk/Chief Officer, Office of Board Governance.

#### **Core Values**

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- Integrity
- Collaboration
- Strategy & Innovation
- Equity
- Authenticity

#### **Entry Plan Phases**

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- 0-3 Months – Listen, Learn, Adopt Quick Fixes
- 4-6 Months - Planning & Engagement
- 7-12 Months - Implementation & Monitoring

#### **Entry Plan: Year 1 Departmental Goal**

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Digital Efficiency - At the end of year 1, we will have digital and accessible documents, policies, systems

**Entry Plan: Gratitude and Care**

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Thank you for the opportunity to return to a community that I love  
I promise to lead with gratitude and care - for the people, work, community.

**Strategic Plan Compatibility Statement**

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

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

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

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**(Item 2) Report, with Possible Action, on Legislative Matters Concerning Milwaukee Public Schools**

**Background**

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The Legislative Policy Manager discussed anticipated K-12 education budget proposals to be introduced for the next legislative session and other related items.  
Other local and state level updates will be provided as warranted.

**Strategic Plan Compatibility Statement**

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

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

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1.02 - Goals

**Fiscal Impact Statement**

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This item does not authorize expenditures.

**Implementation and Assessment Plan**

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

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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**

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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 following report includes activities from late July through mid-August.



### **Accountability and Efficiency Services**

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Between July 14, 2024, and August 17, 2024, Accountability and Efficiency Services completed two constituent inquiries and four information requests. The OAE also satisfied one impartial hearing officer (IHO) request, closed one whistleblower report, and completed one RFP/Bid appeal.

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)**

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During this reporting period, CCS staff focused on enhancing our HUB Student Engagement Programming. Our team participated in a luncheon aimed at supporting small, minority-owned, and diverse businesses within the City of Milwaukee. This event provided an excellent platform for CCS to discuss our HUB program and current contracting opportunities.

We are also pleased to report that CCS continues to extend its summer internship sponsorships for Milwaukee Public Schools high school students. During August, two student interns underwent interviews across diverse industries, including administrative services and art therapy, resulting in one student being successfully hired.

CCS remains dedicated to fostering collaborations with departmental and internal sponsors as we actively work towards establishing additional internships and work-based learning opportunities for our high school students.

Furthermore, Contract Compliance Services remains committed to supporting the District's implementation of Administrative Policies 3.10 and 3.13.

### **Audit Services**

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

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

- Audit Completions and Activities
- One school audit issued
- FY24 School Audit Summary Report issued
- FY24 Annual Fraud Summary Report issued
- continued on next page
- Expulsion Performance Audit Report issued
- Audit staff evaluations completed
- FY24 Charter School Documents for web site updated
- One Special Investigative Report issued
- Corrective Action Plan Updates: Outreach to Stakeholders on Audit Committee Membership,  
Drafted Updated Board Rule for City Attorney Review
- Conducting several ongoing investigations resulting from Fraud Hotline tips

### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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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**

There were no expulsion reports presented this month.

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**REPORTS OF STANDING COMMITTEES**

Separate consideration was requested of the following items:

From the Report of the Committee on Accountability, Finance, and Personnel: Item Two, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days, has been set aside at the request of the Administration.

From the Report of the Report of the Committee on Student Achievement and School Innovation: Item 1, Action on a Request to Approve the Instrumentality Charter School Contract with Academia de Lenguaje y Belles Artes, Inc. for Academia de Lenguaje y Belles Artes is set aside, as it was forwarded to the Board without a recommendation.

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

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Zombor, and President Herndon — 6.  
 Noes — None -0.

**COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL**

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

**Classified Personnel Transactions**

<u>Name</u>	<u>Position and Salary</u>	<u>Date</u>	<u>Salary</u>
NEW HIRES			
2 Christis Brown	Building Service Helper I	07/15/2024	\$18.48/hr
2 Marzell Cannon	Building Service Helper I	07/01/2024	\$17.88/hr
2 Latammara Collins	Building Service Helper I	06/24/2024	\$17.17/hr
2 Meiko Critton	Building Service Helper I	07/15/2024	\$19.67/hr
2 Leon Driver	Building Service Helper I	07/15/2024	\$17.88/hr
2 Thelma Franklin	Building Service Helper I	07/01/2024	\$22.65/hr
2 Victoria Freeman	Building Service Helper I	06/24/2024	\$17.17/hr
2 Amir Hughes	Building Service Helper I	07/01/2024	\$17.88/hr

Name	Position and Salary	Date	Salary
2 Camille Kirk	Building Service Helper I	07/01/2024	\$24.44/hr
4 David Martinez Garcia	Building Service Helper I	06/24/2024	\$20.03/hr
4 Jessica Mathis	Building Service Helper I	07/15/2024	\$23.24/hr
2 Justin Morris Stevenson Jr.	Building Service Helper I	06/24/2024	\$17.17/hr
2 Sean Nelson	Building Service Helper I	07/01/2024	\$19.07/hr
5 Julie Neuman	Building Service Helper I	07/01/2024	\$17.88/hr
2 Brian Stewart	Building Service Helper I	06/24/2024	\$17.17/hr
2 Ashley Williams	Building Service Helper I	07/15/2024	\$17.88/hr
3 Mohammad Amin Bakhtyari	Boiler Attendant Trainee	07/01/2024	\$43,681.94
5 Parker Kring	IT Service Technician	07/22/2024	\$61,609.41
4 Loyry Desir Martinez	Paraprofessional	07/24/2024	\$22,218.26
5 Riley Dziewik	Paraprofessional	07/18/2024	\$22,218.26

PROMOTIONS

2 Scott Pfaff	Bricklayer Chageman	07/08/2024	\$48.45/hr
2 Lisabel Torres	Secretary I – 11 Month	07/29/2024	\$43,714.91

REHIRES

2 Tuwanda Boyd	Building Service Helper I	07/15/2024	\$19.07/hr
2 Katrina Burnett	Building Service Helper I	06/24/2024	\$17.17/hr
2 Nathaneil Hampton	Building Service Helper I	06/24/2024	\$20.03/hr

**Certificated Appointments**

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER

5,r	Anderson,Benjamin GENERAL OPERATIONS	01/MA	\$98,937.66	8/27/2024
5,r	Appel,Justin SOCIAL STUDIES	01/BA	\$54,768.58	8/27/2024
5,nr	Barnick-Richardson,Kristin SAGE	01/BA	\$52,827.70	8/27/2024
5,nr	Beal,Krista M MISC. STATE GRANTS	1D/MA	\$76,736.00	5/30/2024
2,nr	Benner,Brenda J EARLY CHILDHOOD- SPEC ED	01/MA	\$96,813.48	8/27/2024
4,r	Carrillo,Gabriela BILINGUAL EDUCATION	01/BA	\$68,359.24	8/27/2024
2,r	Carter,Anita R EDUCATIONAL OPERATIONS	01/MA	\$98,937.66	8/27/2024
4,r	Cole,Brianna L KINDERGARTEN (4 YR OLDS)	01/BA	\$52,827.70	8/27/2024
5,nr	Crowe,Michael MATHEMATICS	01/MA	\$92,566.26	8/27/2024
5,r	Czerwinski,James FOREIGN LANGUAGE	01/MA	\$60,714.91	8/27/2024
5,nr	Fiegel,Melissa A ENGLISH	01/BA	\$72,242.12	8/27/2024
5,nr	Gehred,Angela M EARLY CHILDHOOD- SPEC ED	01/BA	\$83,890.71	8/27/2024
5,nr	Geibel,Laura L SCIENCE	01/MA	\$98,937.66	8/27/2024
5,r	Mazaba,Erin J SPEC ED MULTICATEG.	01/BA	\$60,593.47	8/27/2024
2,r	Moore,Deshana P EDUCATIONAL OPERATIONS	01/BA	\$52,827.70	8/27/2024

2,nr	Neal,Lyndsey Y GEN ELEM & K8 - ALL GRADES	01/BA	\$52,827.70	8/27/2024
5,r	Neuwirth,Ursala ENGLISH AS SECOND LANGUAGE	01/MA	\$75,578.50	8/27/2024
5,r	Rzad,Carianne KINDERGARTEN (4 YR OLDS)	01/BA	\$52,827.70	8/27/2024
2,r	Sampson,Aaliyah GEN ELEM & K8 - ALL GRADES	01/BA	\$52,827.70	8/27/2024
5,nr	Schoenmann,Cody ENGLISH	01/BA	\$52,827.70	8/27/2024
5,r	Sirna,Alexander SOCIAL STUDIES	01/BA	\$52,827.70	8/27/2024
5,nr	Sorensen,Jessica EDUCATIONAL OPERATIONS	01/BA	\$52,827.70	8/27/2024
5,r	Stracener,April Nicole IEA -WE INDIANS	01/MA	\$79,826.85	8/27/2024
5,r	Suminski,Mark J TECHNICAL SERVICES	01/BA	\$52,827.70	8/27/2024
1,r	Tovar,Haley SAGE	01/BA	\$52,827.70	8/27/2024
5,nr	Wells,Alexander SCIENCE	01/BA	\$58,651.46	8/27/2024

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**ACTION ON CERTIFICATED APPOINTMENTS -SPEECH LANGUAGE PATHOLOGISTS**

5,r	Babcock,Hailey SPEECH PATHOLOGY	01/SLP	\$59,457.73	8/27/2024
5,r	Giuffre,Caroline SPEECH PATHOLOGY	01/SLP	\$59,457.73	8/27/2024
5,r	Kircher,Bridget SPEECH PATHOLOGY	01/SLP	\$59,457.73	8/27/2024
5,nr	Klemp,Amelia SPEECH PATHOLOGY	01/SLP	\$101,925.44	8/27/2024
5,r	Majewski,Margaret SPEECH PATHOLOGY	01/SLP	\$59,457.73	8/27/2024
5,r	Matson,Kristin SPEECH PATHOLOGY	01/SLP	\$59,457.73	8/27/2024
5,r	Montgomery,Nicole SPEECH PATHOLOGY	01/SLP	\$59,457.73	8/27/2024
4,r	Pina,Fabiola SPEECH PATHOLOGY	01/SLP	\$59,457.73	8/27/2024

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**ACTION ON CERTIFICATED APPOINTMENTS - SCHOOL SOCIAL WORKER**

4,r	Rodriguez,Emily J SCHOOL SOCIAL WORK	01/2A	\$66,312.65	8/16/2024
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**ACTION ON CERTIFICATED APPOINTMENTS - OCCUPATIONAL THERAPIST**

5,nr	Cook,Amanda THERAPIST-OCCUPATIONAL	01/OTM	\$73,619.63	8/27/2024
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**ACTION ON CERTIFICATED APPOINTMENTS -SCHOOL PYSCHOLOGISTS**

5,nr	Disalvo,Kaitlyn SCHOOL PSYCH SERVICES	FLT/51C	\$68,102.85	8/16/2024
3,nr	Heng,Jin Ying SCHOOL PSYCH SERVICES	FLT/51C	\$68,102.85	8/16/2024
5,nr	Kolczaski,Abby	FLT/51C	\$68,102.85	8/16/2024

5,nr	SCHOOL PSYCH SERVICES Pokorney,Marie	FLT/51C	\$68,102.85	8/16/2024
5,r	SCHOOL PSYCH SERVICES Robrecht,Katherine	FLT/51C	\$68,102.85	8/16/2024
5,nr	SCHOOL PSYCH SERVICES Stoddard,Matthew	FLT/51C	\$68,102.85	8/16/2024
5,r	SCHOOL PSYCH SERVICES Wasmund,Nicholas L	FLT/51C	\$93,583.93	8/16/2024
2,r	SCHOOL PSYCH SERVICES Williams,Katrina N	FLT/51C	\$68,102.85	8/16/2024

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ACTION ON CERTIFICATED APPOINTMENTS -PERMIT TEACHER

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5,r	Akey,Danielle SAGE	XX/4W2	\$52,827.70	7/1/2024
2,r	Branch,Kishionda KINDERGARTEN (4 YR OLDS)	XX/4W2	\$51,888.74	8/27/2024
4,nr	Brito,Leah MULTICATEG. COMP. SEN	XX/4W2	\$52,827.70	8/27/2024
4,r	Calzada,Stephanie BILINGUAL EDUCATION	XX/4W2	\$52,827.70	8/27/2024
2,r	Champion,Temone GEN ELEM & K8 - ALL GRADES	XX/4W2	\$52,827.70	8/27/2024
4,nr	Delatorre,Jessica SAGE	XX/4W2	\$52,827.70	8/27/2024
2,nr	Galarza,Naimara GEN ELEM & K8 - ALL GRADES	XX/4W2	\$52,827.70	7/1/2024
5,r	Gonzalez,Ronna M MULTICATEG. COMP. SEN	XX/4W2	\$52,827.70	7/1/2024
6,r	Hobbs,Daven SOCIAL STUDIES	XX/4W2	\$51,888.74	8/27/2024
	Jimenez, Graciela KINDERGARTEN (4 YR OLDS)	XX/4W2	\$52,827.70	8/27/2024
4,r	Martinez,Blanca E KINDERGARTEN (4 YR OLDS)	XX/4W2	\$52,827.70	7/1/2024
4,r	McHugh,Isabel GEN ELEM & K8 - ALL GRADES	XX/4W2	\$51,888.74	8/27/2024
5,r	McWagner,Emmalyn GEN ELEM & K8 - ALL GRADES	XX/4W2	\$52,827.70	8/27/2024
5,nr	Pobiecke,Sarah B TITLE I SCHOOLWIDE	XX/4W2	\$52,827.70	8/27/2024
3,r	Prasad,Berenika GEN ELEM & K8 - ALL GRADES	XX/4W2	\$51,888.74	8/27/2024
4,nr	Ramirez Castro,Tamara REG (5 YR) KINDERGARTEN	XX/4W2	\$51,888.74	8/27/2024
5,nr	Richardson,Lydia SCIENCE	XX/4W2	\$52,827.70	8/27/2024
5,r	Rudd,Jennifer SPECIALTY PROGRAM	XX/4W2	\$52,827.70	8/27/2024
5,nr	Sharkey,Francesca GEN ELEM & K8 - ALL GRADES	XX/4W2	\$52,827.70	8/27/2024
5,nr	Spoto,Cara ENGLISH	XX/4W2	\$51,888.74	8/27/2024
1,r	Soto Huerta,Maria del Carmen SAGE	XX/4W2	\$51,888.74	8/27/2024
2,nr	Swan,Tracy A	XX/4W2	\$52,827.70	8/27/2024

5,r	MULTICATEG. COMP. SEN VanHandel,Emily	XX/4W2	\$52,827.70	8/27/2024
2,r	CAT MATH HIGH Ware-Callaway,Tiffany R	XX/4W2	\$52,827.70	8/27/2024
5,r	KINDERGARTEN (4 YR OLDS) Whalen,Katarina	XX/4W2	\$52,827.70	8/27/2024
2,r	MULTICATEG. COMP. SEN Williams,Sarah	XX/4W2	\$51,888.74	8/27/2024
5,r	SPEC ED MULTICATEG. Zimmer, Emily	XX/4W2	\$52,827.70	8/27/2024
	MUSIC			

Counts	Male	Female	Native American	African American	Asian/ Pacific Islander	Hispanic	White	Other	Two or More Ethnic Codes
			(1)	(2)	(3)	(4)	(5)	(6)	(8)
Teachers	9	52	2	11	1	10	36	1	0
SSW's	0	1	0	0	0	1	0	0	0
Psychologists	2	6	0	1	1	0	6	0	0
Other	0	1	0	0	0	0	1	0	0
<b>TOTAL</b>	<b>11</b>	<b>60</b>	<b>2</b>	<b>12</b>	<b>2</b>	<b>11</b>	<b>43</b>	<b>1</b>	<b>0</b>

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

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

The Interim Superintendent recommends that the Board approve the attached appointments of certified staff, to be effective as of the dates indicated.

**Leaves of Absence**

	Present Assignment	Effective From
Illness Leave April 2024: Jaela Ashley	Gaenslen	April 12, 2024
Illness Leave May 2024 Josephine Rivas-Castillo	Doerfler	May 14, 2024
Illness Leave September 2024: Sara Garner	Itinerant	September 12, 2024

**Certificated Resignations and Classified Retirements**

**Certificated Resignations**

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	22.0	2	Jacquelyn Aleem	AP	Hartford	08/15/2024
Retire	35.0	6	Bridget Araujo	Principal	Hampton	08/23/2024
Retire	44.9	5	Michael Biba	Teacher	Lincoln Ave	08/23/2024
Personal	18.6	2	Ralpheal Brown	AP	Hopkins Lloyd	07/25/2024
Personal	1.0	5	Kacey Campbell	Teacher	Vincent	07/11/2024
Retire	32.0	4	Christine Carrillo	LMS	Hayes	07/15/2024
Personal	10.3	5	Margot Carvill	Teacher	Allen Field	07/10/2024
Other Work	3.0	4	Cassandra Fawley	Teacher	Bradley Tech	07/25/2024
Other Dist	11.0	5	Heather Koeller	Teacher	Manitoba	07/19/2024

Personal	1.0	5	Kathleen Lavris	Teacher	MSOL	07/17/2024
Retire	30.8	5	Dawn Lubke	Teacher	Kluge	08/22/2024
Retire	34.0	2	Valerie Merriweather	APIC	Project STAY	08/19/2024
Retire	28.6	5	Alexandra Nailen	Teacher	Rogers Street	07/08/2024
Other Work	19.0	5	Abby Schaber	Teacher	Gaenslen	07/31/2024
Personal	2.0	2	Jazmyn Smith	Assoc II	Recreation	06/21/2024
Personal	6.0	5	Susan Starkman	Teacher	Craig	07/10/2024
Other Dist	1.0	4	Ingrid Ramirez Tunjano	Teacher	Fratney	07/25/2024
Personal	23.5	2	Leticia Washington	Principal	Riverwest	07/23/2024
Personal	1.9	2	Patricia Windng	Teacher	Washington	05/24/2024
Personal	5.9	2	Avyanna Young	Assoc II	Recreation	08/05/2024

**Classified Resignations**

Personal	33.5	2	Vanessa Brackenridge	FSA	Washington HS	08/31/2024
Personal	0.9	2	Darnell Brimmer	SKM Train	Bay View Mont	06/13/2024
Personal	3.0	4	Behlen Casillas	Bookkeeper	Finance	07/25/2024
Personal	6.8	2	Vivian Everett	FSA	Vincent	06/14/2024
Personal	20.8	5	Jenny Leach	Para	Bradley Tech	07/09/2024
Personal	0.9	2	Willie Lee	FSA	Lancaster	06/13/2024
Personal	1.4	4	Rebecca Marquez	Secretary I	Garland	07/15/2024
Personal	1.0	4	Miriam Meza	HR Asst	Central Svcs	07/19/2024
Other Work	6.7	4	Kathy Rodriguez	Para	Allen Field	07/26/2024
Personal	1.9	5	Christine Schalk	FSA	AAL	07/20/2024
Personal	2.1	5	Julie Schneider	Plan Asst II	Central Svcs	08/05/2024
Personal	9.8	2	Gloria Scott	FSA	Rufus King HS	07/30/2024
Personal	10.2	3	Jacqueline Smith	Para	Central Svcs	07/19/2024
Personal	1.0	2	Benita Tardy Thomas	Plan Asst II	Central Svcs	08/02/2024

Other District – 2 (Classified – 0 Certificated – 2)  
 Other Work – 3 (Classified 1 – Certificated – 2)  
 Personal – 22 (Classified 13 – Certificated – 9)  
 Retirement – 7 (Classified 0 – Certificated – 7)

Additional information on hire data and resignation data may be found in the attachments to this item.

**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 2) 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.

(2)(nr)	Michael Harris	Interim Chief, School Administration	Sch 03, Range 18A
(5)(r)	Jan Gamblin	Office of the Chief of School Administration Interim Regional Superintendent	\$193,692 Sch 03, Range 16A
(5)(r)	Dana Berlin	Office of the Chief of School Administration Interim Sr. Director, Talent Management	\$171,380 Sch 03, Range 16A
(2)(r)	Stephanie Zollicoffer	Office of the Chief of Human Resources Principal I, K-8 Thurston Woods	\$151,169 Sch 03, Range 13T
(5)(r)	Misty Kreider	Office of the Chief of School Administration Principal I, K-8 Hopkins Lloyd	\$141,104 Sch 03, Range 13T
(5)(r)	Pamela Zimmerman	Office of the Chief of School Administration Manager I, Community Recreation	\$137,125 Sch 03, Range 11A
(2)(r)	Bryan Terry	Office of the Chief of Operations Principal I, K-6 Clemens	\$135,383 Sch 03, Range 13T
(2)(r)	Cynthia Bush	Office of the Chief of School Administration Principal K-6, Hawley	\$133,060 Sch 03, Range 13T
(2)(r)	Leden Wood	Office of the Chief of School Administration Assistant Principal III, Vincent	\$118,408 Sch 03, Range 12C
(2)(r)	LaQuita Hoskin	Office of the Chief of School Administration Interim Manager I, Talent Management	\$113,846 Sch 03, Range 11A
(5)(r)	Heather Huebschen	Office of the Chief of Human Resources Assistant Principal, Parkside	\$112,139 Sch 03, Range 10C
(2)(nr)	Dalisha Moody	Office of the Chief of School Administration Assistant Principal II, Lincoln Center Arts	\$109,440 Sch 03, Range 11C
(5)(nr)	Joseph Viste	Office of the Chief of School Administration Assistant Principal, King IB High School	\$109,235 Sch 03, Range 12C
(5)(nr)	Thor Templin	Office of the Chief of School Administration Principal K-5, German Immersion	\$102,860 Sch 03, Range 13T
(5)(nr)	Alyssa Towler	Office of the Chief of School Administration Assistant Principal I, Grantosa	\$100,132 Sch 03, Range 10C
(5)(nr)	Tatiana Chaplin	Office of the Chief of School Administration Financial Planning & Budget Analyst III	\$100,045 Sch 03, Range 07A



(2)(r)	Thomas-Scholle Malone	Office of the Chief of Finance Recreation District Coordinator II	\$97,780 Sch 03, Range 07A
(2)(r)	Lynise Thompson	Office of the Chief of Operations Interim Talent Management Specialist I	\$87,134 Sch 03, Range 08A
(3)(nr)	Bhavana Potla	Office of the Chief of Human Resources Sr. Program Analyst I, Cybersecurity	\$82,961 Sch 03, Range 05A
(2)(r)	William Beason	Office of the Chief of Communications and School Performance Supervisor Safety Assistant III	\$67,340 Sch 03, Range 02C
		Office of the Chief of School Administration	\$48,563

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

(1)(r)	Milissa Hamley	Assistant Principal I, Milwaukee Sign Language Office of the Chief of School Administration	Sch 03, Range 10C \$93,923
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The Interim Superintendent has reassigned the following individual(s) to the classifications indicated for the purpose of implementing the Corrective Action Plan set forth by the Department of Public Instruction in June 2024.

(3)(r)	Mohammed Abdullah	Manager II, Financial Reporting (effective 8/12/2024)	Sch 03, Range 12A
	Previous position	Office of the Chief of Finance Director I, School Nutrition Services	\$144,426 \$147,683

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

(5)(r)	Susan Patterson	Executive Assistant Office of Board Governance	Sch 03, Range 04A \$76,276
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**Recommended LTE Contracts (To be effective upon the Boards approval)**

(5)(r)	James Gorton	Employee Rights Administration Office of the Chief of Human Resources 08/02/24 to 12/31/24	\$67.00
(2)(r)	Jo Anne Baez	School Psychologist Office of the Chief of Academics 09/03/24 to 12/20/24	\$50.00
(2)(r)	Yvette Martel	Administrator Coaching & Mentoring Office of the Chief of School Administration 07/01/24 to 12/31/24	\$40.00
(2)(r)	Beverly Conner	Administrator Coaching & Mentoring Office of the Chief of School Administration 07/01/24 to 12/31/24	\$40.00
(5)(r)	Joseph Hartlaub	Administrator Coaching & Mentoring Office of the Chief of School Administration 07/01/24 to 12/31/24	\$40.00
(2)(r)	Lolita Harden	Administrator Coaching & Mentoring Office of the Chief of School Administration 07/01/24 to 12/31/24	\$40.00

(2)(r)	John Sanchez	Administrator Coaching & Mentoring Office of the Chief of School Administration 07/01/24 to 12/31/24	\$40.00
(2)(r)	Thresessa Childs	Administrator Coaching & Mentoring Office of the Chief of School Administration 07/01/24 to 12/31/24	\$40.00
(2)(r)	Thyra Handford	Administrator Coaching & Mentoring Office of the Chief of School Administration 07/01/24 to 12/31/24	\$40.00
(2)(nr)	Janine Cano-Graber	Administrator Coaching & Mentoring Office of the Chief of School Administration 07/01/24 to 12/31/24	\$40.00
(2)(r)	Virginia McFadden	Administrator Coaching & Mentoring Office of the Chief of School Administration 07/01/24 to 12/31/24	\$40.00
(5)(r)	Jaimie Tezak	MPSU Adjunct Office of the Chief of Human Resources 07/01/24 to 08/26/24	\$40.00
(5)(r)	Carol Arendt	School Nurse Office of the Chief of Academics 09/03/24 to 12/20/24	\$40.00
(5)(r)	Joseph Conti	Intervention Teacher Office of the Chief of School Administration 09/16/24 to 03/16/25	\$33.00
(2)(r)	Alexzander Wandler	School Nutrition Office of the Chief of School Administration 09/02/24 to 02/14/25	\$31.10
(2)(r)	Awilda Aceredo	Transportation Associate Office of the Chief of School Administration 06/10/24 to 10/31/24	\$30.00
(5)(nr)	Sandra Lash	Vocal Coach Office of the Chief of School Administration 09/03/24 to 12/29/24	\$30.00
(5)(r)	Marshall Lee	Stage Technician, Theater Department Office of the Chief of School Administration 09/03/24 to 01/19/25	\$30.00
(2)(r)	Milo Lee	Scan Monitor Office of the Chief of School Administration 09/03/24 to 12/20/24	\$30.00
(5)(r)	James Tomasello	Co-Advisor/Artist in Residence Office of the Chief of School Administration 09/03/24 to 01/13/25	\$30.00
(4)(r)	Gabriella Sustache	Music Choreographer Office of the Chief of School Administration 11/16/24 to 12/21/24	\$30.00
(5)(nr)	Christopher Gieser	Piano Accompanist Office of the Chief of School Administration 09/03/24 to 12/29/24	\$30.00
(5)(r)	Alexander Zach	Special Education Intensive Support Classroom Assistant Office of the Chief of School Administration 09/03/24 to 12/23/24	\$30.00
(2)(r)	Daniel Ruiz	Youth Mentor Office of the Chief of School Administration 09/02/24 to 01/24/25	\$30.00
(2)(r)	Cassu Green	Youth Mentor	

		Office of the Chief of School Administration	\$30.00
		09/01/24 to 01/28/25	
(2)(r)	Tanesheah Ross	Youth Mentor	
		Office of the Chief of School Administration	\$30.00
		09/02/24 to 01/28/25	
(2)(r)	Danny Hamilton	Youth Mentor	
		Office of the Chief of School Administration	\$30.00
		09/01/24 to 02/28/24	
(5)(nr)	Michelle Wielebski	Team Support	\$30.00
		Office of the Chief of School Administration	
		09/01/24 to 02/28/25	
(5)(r)	Erin Scheive	Technical Director for Musical	
		Office of the Chief of School Administration	\$30.00
		11/28/24 to 12/20/24	
(5)(nr)	Erin Wolf	Radio Regan Club Advisor	\$30.00
		Office of the Chief of School Administration	
		09/03/24 to 01/14/25	
(2)(r)	Shanonda McKee	Culture and Climate Specialist	\$28.50
		Office of the Chief of School Administration	
		08/26/24 to 02/16/25	
(2)(r)	Mickell Harrell	Culture and Climate Specialist	\$28.50
		Office of the Chief of School Administration	
		08/26/24 to 02/16/25	
(2)(r)	Sheila Milton	Cellphone, Monitoring, Outside Exits	\$25.00
		Office of the Chief of School Administration	
		08/29/24 to 01/23/25	
(2)(r)	Henry Flemming	Climate Control Assistant	\$25.00
		Office of the Chief of School Administration	
		08/29/24 to 01/23/25	
(4)(nr)	Lourdes Perez	Climate Assistance	\$25.00
		Office of the Chief of School Administration	
		08/29/24 to 01/23/25	
(2)(r)	Angela Chojnacki	School Kitchen Manager Mentor	\$25.00
		Office of the Chief of School Administration	
		08/14/24 to 02/13/25	
(5)(r)	Dawn Butler	School Kitchen Manager Mentor	\$25.00
		Office of the Chief of School Administration	
		08/14/24 to 02/13/25	
(4)(r)	Alma Lopez	School Secretary	\$21.69
		Office of the Chief of School Administration	
		08/05/24 to 02/05/25	

- 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.

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

Ayes — Directors Garcia, Gokalgandhi, Leonard, O’Halloran, Zombor, and President Herndon — 6.  
Noes — None -0.

\* \* \* \* \*

**(Item 3) Report with Possible Action on Limited-Term Employees, January-June 2024**

Your Committee reports having received the following report. Although this item was noticed for possible action, not action was taken.

**Background**

Per Administrative Policy 6.37, the Administration on a semi-annual basis, in August and February, shall present a report on all Limited-Term Employees (LTEs) active during that period, their life-to-date earnings as LTEs, and an indicator of how long each individual has served as an LTE.

The current list of LTEs active during January through June 2024 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**

Admin Policy 6.19 - Positions: Staff

**Fiscal Impact Statement**

Authorized expenditures were previously approved in the FY25 budget.

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

\* \* \* \* \*

**(Item 4) Action on Authorization to Enter into a Contract with Hazard, Young, Attea & Associates for Superintendent Search Services**

**Background**

Cooperative Authorization to Enter into a Contract with Hazard, Young, Attea & Associates for Superintendent Search Services

The Administration is requesting authorization to enter into a contract with Hazard, Young, Attea & Associates (HYA) for superintendent search services. Contractor will be used to assist the District in its search for its next superintendent. Services will include, but not be limited to: recruitment services,

stakeholder engagement in the search process, development of a candidate profile, interview support, background screening, and post-appointment services.

Hazard, Young, Attea & Associates is one of the oldest and largest search firms with over 35 years of experience and takes a collaborative research-based approach to the superintendent search process. HYA has assisted over 1,600 School Boards select leadership personnel and can bring local and national perspectives, knowledge, and experience to each search. In addition, HYA has served districts with enrollments ranging from 500 to over 640,000 students.

This contract is made under Educational and Institutional (E&I) Cooperative Services Contract #EI00276~2022MA.

This contract will run from September 1, 2024 through August 31, 2026, and the total cost of the contract will not exceed \$75,000.00.

Budget Code: BOE-0-0-BSD-B1-ECTS (Bd of School Directors).....	\$75,000.00
Hazard, Young, Attea & Associates	
HUB PARTICIPATION	
Required .....	NA
Proposed.....	NA
\$ Value 0 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**

Your Committee recommends that the Board approve the contract with Hazard, Young, Attea and Associates, as presented in the attachment.

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

\* \* \* \* \*

**(Item 5) Action on a Request to Revise a Memorandum of Understanding (MOU) with the Milwaukee Public Schools Foundation, Inc.**

**Background**

The Milwaukee Board of School Directors (MBSD) maintains a relationship with the MPS Foundation, a tax-exempt 501(c)(3) entity, through a Memorandum of Understanding (MOU). The most current MOU was approved by the Board in March of 2023 and provides for the Foundation to receive various

financial and in-kind support from MPS. Specifically, it provides for loaned MPS employees to the Foundation to perform work for the Foundation and support its purpose.

The attached MOU contains updated language to ensure clarity regarding the role of the Office of Accountability and Efficiency - Audit Services under Board Governance Policy 2.12 for these taxpayer funded positions.

The draft MOU 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

**Committee’s Recommendation**

Your Committee recommends the approval of the revised MOU, as determined in the best interests of the district.

*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; Reports on Change Orders In Excess Of \$25,000 and Cumulative Purchases In Excess Of \$50,000; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations.**

**Purchases**

Cooperative Authorization to Issue a Purchase Order to Learning A-Z, LLC for a Literary-Focused Digital Platform Subscription

The Administration is requesting authorization to issue a purchase order to Learning A-Z, LLC for a subscription to their literary-focused digital platform. The District has utilized this platform since 2008.

The Learning A-Z platform makes it easy to target the skills, strategies, and points of emphasis associated with curriculum and state standards. The district-wide licenses include Raz-Plus, Science A-Z, Vocabulary A-Z and RAZ-Plus Espanol add-on.

With the online correlation tools, teachers can quickly find resources correlated to

Wisconsin Standards for English Language Arts, Wisconsin Standards for Science, HMH Into Reading®, and language proficiency standards.

Complimentary program orientation webinars are included; four sessions are available to be scheduled each year.

This purchase is made under the Pavilion Cooperative Agreement #19-022S.

The subscription will run from July 15, 2024, through July 15, 2026, and will not exceed \$1,894,090.

Budget Code: GEN-0-0-INV-DW-ENTB ..... \$1,894,090.00

Learning A-Z, LLC

HUB PARTICIPATION

Required ..... 0%

Proposed..... 0%

\$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

**Cooperative Authorization to Issue a Purchase Order to Really Good Stuff for At-Home Family Engagement Learning Kits**

The Administration is requesting authorization to make a one-time purchase with Really Good Stuff, for at-home family engagement kits. The purchase of these kits will encourage families to become active participants in their child’s academic growth and development. These teacher-developed supplemental curriculum kits are designed with interactive activities that help build literacy, math, and social-emotional skills. These kits are grade specific and focus on the key competencies for each grade. All kits include journals, manipulatives, dry-erase reusable practice boards, and activity guides in English and Spanish to provide fun-filled at-home learning that aligns with Common Core Standards.

This year the items that are being purchased will be school specific and will be used by school staff to support family engagement programming for literacy, math, and science nights. It is more practical for schools to have items to keep on hand that they can reuse for family engagement for the long-term verses sending items home. This purchase will support items for 92 schools.

This purchase is made under the TIPS Cooperative Contract #220303.

The total cost of goods purchased from Really Good Stuff will not exceed \$91,945.11.

Budget Code: PRT-0-S-9D4-IF-ESUP (ESSER Project 355 - Supplies).....\$91,945.11

Really Good Stuff

HUB PARTICIPATION

Required .....0%

Proposed.....0%

\$ Value NA STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

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

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

Contract:C031388

TregoED Inc

On April 1, 2023, the Milwaukee Board of School Directors and TegoED Inc entered into Professional Services Contract number C031388 (“Contract”), with a term of April 1, 2023, through December 31, 2023, to implement the process to improve recruitment and retention in CSI school. On December 4, 2023, a Request to Change Contract (RCC) was approved to extend the contract through June 30, 2024, and add funds of \$48,000.

Original Contract Amount: ..... \$ 48,000.00

RCC 12/4/2023 ..... 48,000.00

Ending amount: ..... \$ 96,000.00

Contract: C029938

Parallel Employment Group, Inc.

On April 21, 2021, the Milwaukee Board of School Directors and Parallel Employment Group, Inc. entered into Professional Services Contract number C029938 (“Contract”), with a term of May 1, 2021, through April 30, 2022, to provide staffing services for teachers across the District. On October 29, 2021, a Request to Change Contract (RCC) was submitted for additional funds of \$60,000 to be added to the contract to cover additional substitute teachers. On December 20, 2021, an RCC was submitted for additional funds of \$100,000 were added to cover additional needs for teachers and to add paraprofessionals to the contract and the contract extended through December 31, 2022. On May 27, 2022, additional funds of \$100,000 were added to the contract as paraprofessionals were added to support para vacancies as well as substitute teacher shortages across the District. On August 2, 2022, additional funds of \$200,000 were added as additional external support was needed to cover classrooms in our schools. On October 24, 2022, an RCC was submitted to extend the contract through December 31, 2023, with funds of \$600,000. On November 14, 2022, an RCC was submitted to add compensation to ensure we have the support staff to cover student supervision and classroom coverage. On June 28, 2023, an RCC was submitted for additional funds of \$390,000 for paraprofessional substitute teacher coverage. On August 14, 2023, an RCC was approved to add \$546,885 to support staffing schools with substitute teachers and paraprofessionals. On October 13, 2023, an RCC was approved to add \$600,000 to ensure services are not disrupted. On December 14, 2023, an RCC was approved at add \$490,000 to ensure all invoices will be processed.

Original Contract Amount: \$ 49,999.00	
RCC 10/29/21.....	60,000.00
RCC 12/20/21.....	100,000.00
RCC 5/27/2022.....	100,000.00
RCC 8/2/2022.....	200,000.00
RCC 10/24/2022.....	600,000.00
RCC 11/14/2022.....	800,000.00
RCC 6/28/2023.....	390,000.00
RCC 8/14/2023.....	546,885.00
RCC 10/13/2023.....	600,000.00
RCC 12/14/2023.....	490,000.00
Ending amount: .....	\$3,936,884.00

**Monthly Financial Reports**

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
<b>Monetary Donations Over \$5,000</b>			
German Immersion School	Consulate General	15,901.50	General School Supplies
<i>Total Monetary Donations Over \$5,000</i>		<i>15,901.50</i>	
<b>Monetary Donations</b>			
Academia De Lenguaje Y Bellas Artes (ALBA)	David Saldana	400.00	8th Grade Completion



Location	Donor	Amount	Gift or Purpose
Bay View Montessori School	Bay View Montessori PTO	141.06	Ms. Emily's Classroom #23 Class Project Supplies
Bay View Montessori School	Wisconsin Montessori Association	500.00	Nature's Classroom
Burbank School	Matthew & Marianne Robbins	200.00	PBIS Incentives
Clara Barton School	Retha McCoy	100.00	PTO Events
Fernwood School	WMA - Phil Dosmann	500.00	Support Students with Financial Needs
Fernwood School	Nickie Rouleau	500.00	Support Arts Programming
Fratney Street School	Marlene Studee	300.00	Folk Fair Field Trip
Goodrich School	Mequon Nature Preserve	388.13	Bus to Mequon Nature Preserve
James Fenimore Cooper School	Wells Fargo Advisors	349.36	K4 and K5 Donation
Keefe Avenue School	Pauli Boyd	100.00	PBIS
King High School	Anonymous	60.00	RKHS Cross Country Team
King High School	Jason Parry	100.00	RKHS Baseball
King High School	Charles Miller	100.00	RKHS Baseball
King High School	Irma Yepez-Klassen	100.00	RKHS Cross Country Student Uniforms
King High School	Erin O'Donnell	100.00	RKHS Cross Country Student Uniforms
King High School	Nathan Elliott	100.00	RKHS Cross Country Student Uniforms
King High School	Great Midwest Bank	100.00	RKHS Boy's Soccer Program
King High School	Tory Kress	150.00	RKHS Cross Country Student Uniforms
King High School	Jennifer Ketz	150.00	RKHS Baseball
King High School	Aphisack Senboutaraj	200.00	RKHS Cross Country Team
King High School	Bruce Keyzer	10.00	RKHS Baseball
King High School	* Suzanne Wozniak	40.00	RKHS Baseball
King High School	Emily Laga	50.00	RKHS Cross Country Student Uniforms
King High School	Catherine Tanner	50.00	RKHS Cross Country Student Uniforms
King High School	Catherine Tanner	50.00	RKHS Cross Country Team
King High School	Jeremy Nichols	300.00	RKHS Baseball
King High School	Jason Parry	300.00	RKHS Baseball
King High School	Diane Evans	500.00	RKHS Band Music Program
King High School	Thomas Wozniak	600.00	RKHS Baseball
King High School	Jason Parry	1,000.00	RKHS Cross Country Team
Lafollette School	Urbain Boufyou	20.00	Cheerleading
Lincoln Middle School	Sara Herrick	220.00	Bus for Field Trip
Maple Tree School	West Granville Presbyterian Church	100.00	Support the Holiday party

Location	Donor	Amount	Gift or Purpose
	Reverend * Dee M. Anderson		
Maryland Avenue Montessori School	Anonymous	20.00	Room 32 Class
Maryland Avenue Montessori School	Anonymous	40.00	Room 22 Class
Meir School	Rebecca Murphy	50.00	PTO
Meir School	We Energies Adopt-A-School - Deneria Rutherford	300.00	Prizes for PTO Bingo
Mitchell School	Kiwanis Club of Milwaukee Inc	2,000.00	RIF Program
Office of Academics - Curriculum and Instruction - Montessori	Montessori Connections LLC (ETC Montessori) via Amanda Childers	500.00	Open House Celebration at Grant Gordon
Pulaski High School	Eric Bert	10.00	Sponsorship of racer in Pulaski's Run, Walk, & Roll-A-Thon
Pulaski High School	* Jessica Scott	20.00	Sponsorship of racer in Pulaski's Run, Walk, & Roll-A-Thon
Pulaski High School	* Patricia Rudd	30.00	Sponsorship of racer in Pulaski's Run, Walk, & Roll-A-Thon
Pulaski High School	* Rodolfo Aldape	40.00	Sponsorship of racer in Pulaski's Run, Walk, & Roll-A-Thon
Riley School	Wisconsin Montessori Association	500.00	General School Supplies
Trowbridge School	Patricia Cadorin	100.00	Madison Trip
Trowbridge School	Kathryn Dirkse	300.00	Madison Trip
Trowbridge School	Martin Schreiber	500.00	Madison Trip
Victory School	Coccia Foundation	2,500.00	Coccia-Inserra Award
Victory School	Coccia Foundation	2,500.00	Coccia-Inserra Award
Vincent High School	Milwaukee County Farm Bureau	3,500.00	Farm Bureau
	<i>Total Monetary Donations</i>	<i>20,788.55</i>	
<b>Non-Monetary Donations</b>			
Albert E Kagel School	DonorsChoose	430.46	Chairs for Small Groups
Allen-Field School	DonorsChoose	178.02	Keep Focus and Snack On!
Bay View Montessori School	DonorsChoose	419.97	Board Game Clubs
Bradley Trade & Tech	DonorsChoose	657.21	Lab Equipment
Brown Street School	DonorsChoose	191.26	Educational Kits & Games
Burbank School	DonorsChoose	249.09	STEM Time!!
Burbank School	DonorsChoose	504.73	Technology for Students
Burbank School	DonorsChoose	1,060.39	Organization Is the Key!
Carver Academy	DonorsChoose	852.84	Snacks for Teens!
Doerfler School	DonorsChoose	188.30	Helping Boo-Boo's
Doerfler School	DonorsChoose	198.29	Stop the Winter Blues
Doerfler School	DonorsChoose	247.15	Instructional Technology

Location	Donor	Amount	Gift or Purpose
Doerfler School	DonorsChoose	344.38	Freeze Winter
Dr. B Carson Academy of Science	DonorsChoose	183.19	Necessary Clothes
Dr. B Carson Academy of Science	DonorsChoose	223.68	Beautiful Bulbs
Dr. B Carson Academy of Science	DonorsChoose	293.85	Future Urban Gardeners
Dr. B Carson Academy of Science	DonorsChoose	540.40	First Year K4 Teacher!
Fernwood School	Grant Gehweiler	212.00	Book Case
French Immersion School	DonorsChoose	163.83	Books for Every Feeling
Gaenslen School	DonorsChoose	174.21	Fidgets For All!
Garland School	DonorsChoose	547.07	Classroom Basics
German Immersion School	DonorsChoose	514.00	Morning STEM Bins
Goodrich School	DonorsChoose	150.96	'Tis the Season!
Goodrich School	DonorsChoose	233.00	Learning Activities!
Goodrich School	DonorsChoose	244.77	Help My Students Stay Hydrated
Goodrich School	DonorsChoose	264.78	Hats and Mittens
Goodrich School	DonorsChoose	278.44	Classroom Snacks!
Goodrich School	DonorsChoose	334.93	Food, Clothing & Hygiene
Goodrich School	DonorsChoose	394.31	Snack Attack!
Grant School	DonorsChoose	545.22	It's Great to be Odor Free!
Gwen T. Jackson School	DonorsChoose	498.28	Educational Kits & Games
Hamilton High School	Skogen's Festival Foods - Carolyn Hietala	250.00	Clothes Closet Gift Card
Hartford University School	DonorsChoose	481.72	Super Snacks
Hi-Mount School	DonorsChoose	225.12	Books
Hi-Mount School	DonorsChoose	305.22	The Best Christmas Ever
Hi-Mount School	DonorsChoose	350.24	Food, Clothing & Hygiene
Holmes School	DonorsChoose	290.54	Books
Kilbourn School	DonorsChoose	316.83	Crafty K3's!
Kilbourn School	DonorsChoose	491.46	Much Needed General Supplies!
Kilbourn School	DonorsChoose	508.59	Books
King High School	DonorsChoose	8.03	Classroom Basics
King High School	DonorsChoose	512.28	In Classroom Hydroponics
King High School	DonorsChoose	681.64	Lab Equipment
Lincoln Avenue School	DonorsChoose	131.50	Multiply Our Learning!
Lloyd Barbee Montessori	DonorsChoose	147.16	Wonderful Woodworking Part 2
Longfellow Elementary	DonorsChoose	268.83	Community Green Space Project
Longfellow Elementary	DonorsChoose	399.81	Food, Clothing & Hygiene
Longfellow Elementary	DonorsChoose	491.47	Keeping It Real With Math!
Manitoba School	DonorsChoose	252.03	Classroom Basics
Manitoba School	DonorsChoose	373.44	Successful Supplies
Milwaukee School of Languages	DonorsChoose	302.60	Educational Kits & Games
Milwaukee School of Languages	DonorsChoose	559.42	Art Supplies

Location	Donor	Amount	Gift or Purpose
Mitchell School	DonorsChoose	496.00	Food, Clothing & Hygiene
Morgandale School	DonorsChoose	655.67	Snack Attack!
Ninety-Fifth Street School	DonorsChoose	221.38	Phonics Instruction Materials
Ninety-Fifth Street School	DonorsChoose	284.58	Phonics Intervention Program
Ninety-Fifth Street School	DonorsChoose	286.07	Holiday Cheer
Ninety-Fifth Street School	DonorsChoose	329.45	Collaborating Flexibly
Ninety-Fifth Street School	DonorsChoose	485.33	Teens Self Care Starter Kit
Obama School of Career and Technical Education	DonorsChoose	246.80	Hope Looks Like You Book Club
Office of Academics - Gender & Identity Inclusion	Open Books - Keiko Feldman	25,536.00	Set of 16 Books to Every School
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Maureen O'Reilly	100.00	MPS Mitten Tree
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Aurora Health Care	120.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Nancy Romaine	120.00	MPS Mitten Tree
Location	Donor	Amount	Gift or Purpose
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Victoria Brody	140.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Theresa Braun	200.00	MPS Mitten Tree
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Kohls	600.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Carly Gerads/David P. Hollander	1,500.00	MPS Mitten Tree
Pulaski High School	Adam Bader	4,473.00	Vehicle
Pulaski High School	DonorsChoose	306.97	Food, Clothing & Hygiene
Pulaski High School	DonorsChoose	436.12	Instructional Technology
Riverside High School	DonorsChoose	341.72	Bridge The Gap
Riverwest Elementary	Becky Godfrey	350.00	School Supplies
Riverwest Elementary	DonorsChoose	207.02	Sensory Exploration to Learn!
Riverwest Elementary	DonorsChoose	356.13	Hygiene Kits & Storage
Riverwest Elementary	DonorsChoose	591.16	Food, Clothing & Hygiene
Spanish Immersion School	DonorsChoose	455.53	Classroom Basics
Spanish Immersion School	DonorsChoose	947.46	Spanish Readers Workshop
Starms Early Childhood School	DonorsChoose	315.07	B Is for Books!

Location	Donor	Amount	Gift or Purpose
Starms Early Childhood School	DonorsChoose	434.98	M is for Math and Manipulatives
Trowbridge School	DonorsChoose	113.41	Mice... Where Are You?
Trowbridge School	DonorsChoose	132.72	STEM - New Markers
Trowbridge School	DonorsChoose	133.51	Art Supplies
Trowbridge School	DonorsChoose	136.30	Polar Express & Hot Chocolate!
Trowbridge School	DonorsChoose	139.57	Polar Express Party
Trowbridge School	DonorsChoose	142.46	White Boards - Win
Trowbridge School	DonorsChoose	158.21	Hangry Are We???
Trowbridge School	DonorsChoose	212.43	Supplies for Super Students!
Trowbridge School	DonorsChoose	411.15	We Love Number Blocks
Victory School	DonorsChoose	444.14	Organize It!
Vieau School	DonorsChoose	142.38	Bilingual and Biliterate!
Vieau School	DonorsChoose	204.61	Stick It to 'Em
Vieau School	DonorsChoose	216.19	It's The Little Things
Vieau School	DonorsChoose	366.77	Engaging in Learning
Vincent High School	DonorsChoose	294.02	Art Supplies
Wisconsin Conservatory	DonorsChoose	270.23	Classroom Basics
<i>Total Non-Monetary Donations</i>		<i>62,721.48</i>	
<i>Total Value of Donations</i>		<i>99,411.53</i>	
<i>* Donations from MPS Alumni</i>		<i>230.00</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 in the attachment.

**Committee's Recommendation**

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

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

\* \* \* \* \*

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

**Background**

Exception Authorization to Issue a Purchase Order to The Art of Education University LLC for Curriculum Suite Licenses

The Administration is requesting authorization to issue a purchase order to The Art of Education University LLC for 125 Curriculum Suite licenses.

Included is yearly access for 125 teachers to both winter and summer NOW conference events through 2027. Licenses include on-demand access to instructional resources exclusively for art educators as well as product training and implementation support. Licenses also include on-demand access to lesson plans and instructional resources exclusively for art education and includes product training and implementation support.

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

The purchase will be for a period of three years from September 1, 2024 through August 31, 2027, and will not exceed \$380,572.50.

Budget Code: ART-0-I-LAM-DW-ECTS (Curriculum & Instruction) \$380,572.50

The Art of Education University LLC  
HUB PARTICIPATION

Required ..... 0%

Proposed..... NA

\$ Value NA

STUDENT ENGAGEMENT (Hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

**Exception Authorization to Issue a Purchase Order to Committee for Children for Supplemental Materials for the Second Step Curriculum**

The Administration is requesting authorization to issue a purchase order to Committee for Children for supplemental materials for the Second Step curriculum.

Materials purchased will include Second Step Early Learning (EL) kits, Bullying Prevention Units (BPU), Child Protection Units (CPU), and the Out-of-School Time (OST) program in both English and Spanish. MPS has been utilizing the Second Step curriculum in all K3-8th grade classrooms since 2017.

The EL, BPU, and CPU kits will be used to replace incomplete materials, for distribution to new K3 and K4 units, and to provide schools requesting additional copies of school-wide use. The OST program will be provided to MPS schools with MPS-sponsored after-school programming opportunities for reinforcement of skills and continuity of language into the afterschool space.

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

The total cost of the goods purchased will not exceed \$58,881.60

Budget Code: SDV-0-S-605-DE-ETXB (Ex Ed/Supportive Services) ..... \$58,881.60

Committee for Children

HUB PARTICIPATION

Required ..... 0%

Proposed..... 0%

\$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

**Exception Authorization to Enter into a Contract with Compost Crusader LLC for Food Waste Pick Up Services**

The Administration is requesting authorization to enter into a contract with Compost Crusader LLC for food waste collection and hauling services. Contractor will be used to collect food waste and related services as needed for ten schools over the 2024-2025 and 2025-2026 school years. The ten schools include

Clement Avenue School	Bradley Tech
River Trail School of Agriculture Science	Manitoba
Vincent High School of Agriculture Science	Bethune
Milwaukee German Immersion	Cass Street
MacDowell Montessori	Kagel

In support of Board Resolution 1920R-016, the District Sustainability Team identified that waste reduction was one of four key focus areas targeted for planning and implementation of sustainable practices. This food waste collection and composting program will be the first major initiative the district will undertake toward significant waste reduction. Compost Crusader is the leading food waste hauler in the region and was a significant contributor to the grant application.

The exception to bid has been granted on the basis of grant: This vendor is required to be used for these services, pursuant to an existing grant (Administrative Policy 3.09(2)(c)).

The contract will run from September 2, 2024 through June 30, 2026, and will not exceed \$152,000.

Budget Code: AGU-0-I-YQ4-CI-ECTS (Curriculum & Instruction)..... \$152,000.00

Compost Crusader LLC

HUB PARTICIPATION

Required .....0%

Proposed..... NA

\$ Value NA

STUDENT ENGAGEMENT (Hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

**Exception Authorization to Enter into a Contract with GPS Education Partners, Inc., to Provide Career Awareness and Work-Based Learning Experiences**

The Administration is requesting authorization to enter into a contract with GPS Education Partners, Inc. (“GPS”) to provide career awareness and work-based learning services during the first and second semesters of the 2024-2025 school year at Barack Obama School of Career and Technical Education, Bay View High School, Harold S. Vincent High School, and Washington High School of Information Technology (WHS).

GPS will facilitate career awareness and exposure opportunities for approximately 480 MPS tenth and eleventh grade students and arrange work-based learning readiness opportunities for a minimum of 120 tenth through twelfth-grade students. These services include career awareness/exposure activities, such as in-person career conversations with local employers; work-readiness opportunities to help students prepare for work-based learning opportunities, such as job shadows and interactive site tours; and student internships and youth apprenticeships.

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)).

This contract will run from September 1, 2024 through June 30, 2025. The total cost of the contract shall not exceed \$60,000.00.

Budget Code: GOE-0-S-CA5-EO-ECTV.....\$60,000.00

GPS Education Partners, Inc.

HUB PARTICIPATION

Required ..... 0%

Proposed..... 0%

\$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Enter into a Contract with Integrated Fitness, LLC to Provide Physical Education Services at Dr. George Washington Carver Academy of Mathematics and Science

The Administration is requesting authorization to enter into a contract with Integrated Fitness, LLC, for \$108,600 to provide physical education services to Dr. George Washington Carver Academy of Mathematics and Science during the 2024-2025 school year.

Currently MPS is facing a teacher shortage. The district currently has vacancies in physical education that have not been able to be filled. Most of these are in K-8/elementary settings.

Integrated Fitness, LLC will provide physical activity lessons and instruction, health lessons and recess support for all students at Carver in grades K4-8. Each class will receive the following per week: two-45-minute physical education sessions, one-30-minute health lesson and 25 minutes of structured recess time. Integrated Fitness, LLC will work with Carver to create schedules, and they will follow district adopted standards.

Integrated Fitness, LLC will provide services 5 days per week for 6.5 hours per day for 181 days. Classroom teachers will be responsible for grading and being in the classes while the vendor is teaching. The teachers and vendor will work collaboratively to ensure that all students are receiving these physical education, health, and recess services.

This is the 3rd year of Integrated Fitness, LLC providing service to Carver Academy.

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 be for a term of September 1, 2024 through June 30, 2025, and will not exceed \$108,600.

Budget Code:

HPE-PI-AMP-PA-ECTS ..... \$23,400.00

HPE-PI-LAM-PA-ECTS ..... \$85,200.00

Integrated Fitness, LLC

HUB PARTICIPATION

Required ..... 0%

Proposed..... 0%

\$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS



**Exception Authorization to Extend a Contract with Language Learning Network for Bilingual Montessori Licensed Teachers and Language Specific Teachers**

The Administration is requesting authorization to extend into a contract with Language Learning Network to provide the school district with bilingual Montessori licensed teachers, and language specific teachers in specific content areas to include math, social studies, science and special education as well as World Language positions for the FY25 school year.

This partnership will support the Department of Talent Management by providing licensed teachers in World Language, bilingual Montessori and content specific areas in Spanish or other languages offered by the district. These teachers are identified as fully licensed and/or required to hold emergency license to be placed in these vacant positions in the district.

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 September 1, 2024 through August 31, 2025, and the total cost of the contract will not exceed \$519,231.60.

Budget Code: GEN-0-I-BDL-DW-ECTS .....	\$519,231.60
Language Learning Network	
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	

**Exception Authorization to Enter into a Contract with Milwaukee Area Technical College to Provide College Courses Leading to Transferrable College Credits for MPS High School Students through Dual Enrollment & Concurrent Enrollment and M3 College Connections**

The Administration is requesting authorization to enter into a contract with Milwaukee Area Technical College (“MATC”) to serve the MPS through provision of college courses leading to transferrable college credits for high school students through Dual Enrollment (on MATC campus), Concurrent Enrollment (at MPS high schools) and M3 College Connections.

This contract is for Dual Enrollment & Concurrent Enrollment and M3 College Connections courses taken through Milwaukee Area Technical College.

MPS high school students will enroll in college courses that enable them to earn both high school credit and college credit simultaneously. College courses will be provided to students in one of three ways:

Contractor will provide a MATC employed instructor to teach the course(s) at Contractors campus, as determined by both parties in advance of the course start date. All courses in the M3 College Connections program will be taken through this modality.

Contractor will provide a MATC-employed instructor to teach the course(s) at one or more of the MPS high school site(s).

Contractor will evaluate, approve, and authorize MPS high school teacher(s) to teach the course(s) at MPS school sites. Courses selected to be offered to students may be from a variety of content areas, including but not limited to English, Math, Science, World Language, and Career and Technical Education.

M3 College Connections is an innovative dual enrollment program between Milwaukee Public Schools (MPS), Milwaukee Area Technical College (MATC), and University of Wisconsin-Milwaukee (UWM), that allows eligible students to complete their high school graduation requirements while earning college credits in one of 3 pathways (General, Nursing, and Education).

College course costs vary by discipline and credits earned with an estimate of \$300/credit. For all courses taken in any of the three modalities, the total cost for MPS students to earn college credits will not exceed \$495,000.00.

In addition, students enrolled in more than 6 credits will receive M-Passes through MATC. For students enrolled in less than 6 credits in a semester, MATC will provide M-Passes as needed at \$50 per student.

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 September 1, 2024 through July 30, 2025, and the total cost shall not exceed \$500,000.00.

Budget Code: GEN-0-0-AAC-DW-ECTS..... \$ 500,000.00

Milwaukee Area Technical College

HUB PARTICIPATION

Required ..... 0%

Proposed..... 0%

\$ Value 0

STUDENT ENGAGEMENT (Hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Enter into Contracts with Mental Health America of Wisconsin, Children’s Hospital of Wisconsin Community Services, Sebastian Family Psychology Practice LLC, Sixteen Street Community Health Centers Inc, Lutheran Social Services of Wisconsin & Upper Michigan Inc for School Community Partnership for Mental Health (SCPMH) Services

The Administration is requesting authorization to enter into contracts with Mental Health America of Wisconsin, Children’s Hospital of Wisconsin Community Services, Sebastian Family Psychology Practice LLC, Sixteen Street Community Health Centers Inc, and Lutheran Social Services of Wisconsin & Upper Michigan Inc to provide mental health services and supports to students/families/staff. These contractors provide collaboration, direct services to students and families, professional development, staff and parent training.

Contractors will provide direct/indirect mental health services to students, family members and staff within the SCPMH parameters and guidelines. Services may include professional development with staff, parent education, student education, teacher consultation, critical incident debriefing, connecting with other agencies with specialized competencies, and mental health consultation. The schools served under these contracts are as follows:

Mental Health America of Wisconsin

- Burdick School
- Clemens School
- Golda Meir School
- Grantosa Drive School
- Jackson School

Childrens Hospital of Wisconsin Community  
Auer Avenue School

- James Madison High School
- Services MLK Jr. Elementary
- Milwaukee High School of the Arts
- Milwaukee School of Languages
- Reagan High School
- Riverwest School
- Rufus King High School
- Sebastian Family Psychology Practice LLC
  - Audubon
  - Bethune Academy
  - Engleburg School
  - Fifty-Third Street
  - Franklin School
  - Hopkins-Lloyd School
  - Humboldt Park School
  - International Newcomer Center (located at the Milwaukee Academy of Chinese language)
  - Keefe Ave School
  - Oliver Wendell Holmes School
  - Pulaski High School
  - Riverside University High School
  - Shalom High School
  - Sherman School
  - Thoreau School
  - Westside Academy
  - Zablocki School
- Sixteenth Street Community Health Centers Inc
  - Bay View High School
  - Doerfler School
  - Forest Home Avenue School
  - Kagel School
  - Lincoln Avenue School
- Lutheran Social Services of Wisconsin & Upper Michigan Inc
  - Andrew Douglas Middle School
  - Lafollette School
  - Metcalfe School
  - North Division High School
  - Marvin Pratt Elementary School

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

The contract will run from October 1, 2024 through September 30, 2026, and the total cost of these contracts will not exceed \$2,000,000 as follows:

Mental Health America of Wisconsin .....	\$250,000.00
Childrens Hospital of Wisconsin Community Services .....	\$400,000.00
Sebastian Family Psychology Practice LLC .....	\$850,000.00
Sixteenth Street Community Health Centers Inc.....	\$250,000.00
Lutheran Social Services of Wisconsin & Upper Michigan Inc.....	\$250,000.00
Budget Code: CDV-0-S-DX5-DE-ECTS (Contracted Services, System Wide Costs) .....	\$2,000,000.00

HUB and Student Engagement information may be found in the attachments to your Committee’s meeting.

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

The Administration is requesting authorization to extend a contract with United Way of Greater Milwaukee & Waukesha County (United Way) to provide services in the continued development and implementation of the Community Schools model. The schools to be serviced under the contract in the 2024-2025 school year are: Auer Avenue Community School, Bradley Tech High School, Browning Elementary, Hopkins Lloyd Community School, James Madison Academic Campus, Lincoln Avenue School, Longfellow School, North Division High School, South Division High School, Washington High School, Westside Academy, Zablocki Elementary, Alexander Mitchell School, Martin Luther King Jr, Grantosa Drive School, O. W. Holmes School, and additional school(s) that follow the approved Community Schools application process determined at a later date.

United Way shall serve as a backbone partner for the Milwaukee Community Schools Partnership (MCSP). The role United Way plays is instrumental to the MCSP as a collective strategy to assist in transforming schools into a place where students, families, staff, and the surrounding community can work together to ensure every student is successful. While each Community School may use different strategies and activities to improve its school and community, each share the guiding practices of shared leadership, equity and cultural relevance. The Community Schools strategy is focused on collaboration and collective action: engaging multiple stakeholders, collectively building aspirations and removing barriers through data while developing priorities and aligning partnerships, initiatives, and policies, to ensure every student is successful.

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

The original contract provided for two additional one-year extensions upon the mutual written consent of parties; with an initial term of August 1, 2022 through July 31, 2023. The contract was subsequently extended for the first additional one-year term, from September 1, 2023 through July 31, 2024, and shall now be extended for the second additional one-year term, from September 1, 2024 through July 31, 2025 under the same terms and conditions as set forth in the original Contract except for those specifically modified in this second extension.

The total cost of the contract in this second extension year will not exceed \$300,000. These board funds do not cover the full cost of the project; MPS and UW will partner to apply for relevant government, foundation and corporate support.

Budget Code: OSC-0-S-1T4-LS-ECTS.....	\$300,000.00
United Way of Greater Milwaukee & Waukesha County	
HUB PARTICIPATION	
Required .....	0%
Proposed.....	0%
\$ Value N/A	
STUDENT ENGAGEMENT (hours per 12-month contract)	
Paid Student Employment Hour Commitment: 0 HOURS	
Student Career Awareness Commitment: 0 HOURS	

**Exception Authorization to enter into a Contract with the Board of Regents of the University of Wisconsin System to Evaluate the Milwaukee Partnership School Project and Milwaukee Early Literacy League**

The Administration is requesting authorization to enter into a contract with Board of Regents of the University of Wisconsin System to evaluate the Milwaukee Partnership School Project (Year 10) and the Milwaukee Early Literacy League (Learning Year). The contractor will analyze the results from the Milwaukee Partnership (Year 10) and the Milwaukee Early Literacy League (Learning Year) and produce an evaluation report by September 2, 2025. Contractor will also summarize fidelity of implementation and

student progress data for key stakeholders in the form of reports, and participate in meetings to discuss data collection, fidelity of implementation, and student progress as specified under the Milwaukee Early Literacy League project logic model.

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 October 1, 2024 through September 30, 2025, and will not exceed \$162,365.00.

Budget Code:

SDV-H-S-M45-CI-ECTS (Milwaukee Partnership Schools Grant – Contract Services).....	\$162,365.00
Board of Regents of the University of Wisconsin System	
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: 10 HOURS	

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

The Administration is requesting authorization to enter into a contract with Board of Regents of the University of Wisconsin System to evaluate the Milwaukee Partnership School Project.

Contractor shall provide formative data regarding the implementation of the Milwaukee Partnership Schools Project and the activities from the Milwaukee Early Literacy League Learning Year to the project team members. The evaluation will focus on the metrics of early reading within the Milwaukee Early Literacy League and collaboration within the Milwaukee Partnership Schools. The evaluator will provide user-friendly data for continuous improvement. The evaluator will focus on sustainability of collaborative practices and systems developed throughout the Milwaukee Partnership (Year 10) and the Milwaukee Early Literacy League Learning Year.

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 October 1, 2024 through September 30, 2025, and the total cost of the contract in the initial term shall not exceed \$159,000.00.

Budget Code:

SDV-H-S-M45-CI-ECTS (Milwaukee Partnership Schools Grant – Contract Services).....	\$159,000.00
Board of Regents of the University of Wisconsin System	
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: 10 HOURS	

**Exception Authorization to Contract with University of Wisconsin-Board of Regents to Provide College Courses for MPS High School Students through Dual Enrollment & Concurrent Enrollment and M3 College Connections**

The Administration is seeking authorization to enter into a contract with the University of Wisconsin-Board of Regents on behalf of the University of Wisconsin-Milwaukee to provide MPS high school students the opportunity to earn transferrable college credits through its Dual Enrollment (on UWM campus), Concurrent Enrollment (at MPS high schools), and M3 College Connections programs. MPS high school students enroll in college courses that enable them to earn high school credit and college credit, simultaneously.

College courses will be provided to students in one of three ways:

Contractor will provide a UW-Milwaukee (UWM)-employed instructor to teach the course(s) at the contractor’s campus. All courses in the M3 College Connections program will be taken through this modality.

Contractor will provide a UW-Milwaukee-employed instructor to teach the course(s) at one or more of the MPS high school site(s).

Contractor will evaluate, approve, and authorize MPS high school teacher(s) to teach the course(s) at MPS school sites. The course offered to students may be from various content areas, including but not limited to English, Math, Science, and World Language. Courses will be offered beginning with UWMs Fall semester. Additional courses will be offered in UWM’s summer term.

M3 College Connections is an innovative dual enrollment program between Milwaukee Public Schools (MPS), Milwaukee Area Technical College (MATC), and University of Wisconsin-Milwaukee (UWM), that allows eligible students to complete their high school graduation requirements while earning college credits in one of 3 pathways (General, Nursing, and Education).

Up to 100 MPS students will attend classes at the UWM Campus once a week. There will be a maximum of six sections of each class. Ethnic Studies is taken in Fall and Educational Psychology is taken in Spring. In addition, transportation, M-Passes will be provided to students as needed.

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 September 1, 2024 through July 30, 2025, and the total cost of the contract in the initial term shall not exceed \$390,000.00.

Budget Code: GEN-0-0-AAC-DW-ECTS \$390,000.00  
Board of Regents of the University of Wisconsin System

**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: 0HOURS

**Exception Authorization to Contract with WasteCap Resource Solutions Inc for Waste Audits**

The Administration is requesting authorization to enter into a contract with WasteCap Resource Solutions Inc for waste audits in three to five of ten schools participating in a food waste collection project. Contractor will be used to conduct pre and post waste audits to understand how to effectively implement a food waste collection program and understand the efficacy of the program. The three to five schools will be selected from the following:

Clement Avenue School

Bradley Tech

River Trail School of Agriculture Science	Manitoba
Vincent High School of Agriculture Science	Bethune
Milwaukee German Immersion	Cass Street
MacDowell Montessori	Kagel

In support of Board Resolution 1920R-016, the District Sustainability Team identified that waste reduction was one of four key focus areas targeted for planning and implementation of sustainable practices. This food waste collection and composting program will be the first major initiative the district will undertake toward significant waste reduction. WasteCap is a leading nonprofit organization supporting sustainable waste management solutions and was a major contributor to the grant application.

The exception to bid has been granted on the basis of grant: This vendor is required to be used for these services, pursuant to an existing grant (Administrative Policy 3.09(2)(c)).

The contract will run from September 1, 2024 through June 30, 2026, and will not exceed \$60,000.

Budget Code: AGU-0-I-YQ4-CI-ECTS (Curriculum & Instruction)..... \$60,000.00

HUB PARTICIPATION

Required .....0%

Proposed..... NA

\$ Value NA

STUDENT ENGAGEMENT (Hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09 - Purchasing and Bidding Requirements

**Fiscal Impact Statement**

This item authorizes expenditures as indicated in the attachments.

**Implementation and Assessment Plan**

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

**Committee's Recommendation**

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

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

\* \* \* \* \*

**(Item 8) Action on the Award of Professional Services Contracts**

**Background**

**Cooperative Authorization to Enter into a Blanket Contract with ODP Business Solutions, LLC for Office Supplies**

The Administration is requesting authorization to enter into a blanket contract with ODP Business Solutions, LLC (Office Depot) for office supplies.

ODP Business Solutions, LLC participates in the America Saves Cooperative #010418 between ODP Business Solutions, LLC and lead agency, Oakland County, Michigan. This cooperative offers competitively bid prices thru September 2026. There are no participation fees for Milwaukee Public Schools to piggyback under this cooperative.

Office Depot provides office supplies at discounted rates to MPS schools and departments. Within this cooperative, MPS can continue to purchase:

- Cleaning and Breakroom Supplies
- Copy and Print Depot
- Filing and Binding
- Furniture
- Ink and Toner
- Writing and Drafting Materials
- Labels and Forms
- Miscellaneous Items
- Office Essentials
- Paper
- Technology

The blanket contract will be for a term from September 1, 2024, through August 31, 2026. The total amount of the contract will not exceed \$12,000,000.00.

Budget Codes: Various ..... \$12,000,000.00

Office Depot

**HUB PARTICIPATION**

Required ..... 0%

Proposed..... NA

\$ Value NA

**STUDENT ENGAGEMENT (hours per 12-month contract)**

Paid Student Employment Hour Commitment:0 HOURS Student Career Awareness Commitment: 0 HOURS

RFP 1082..... Authorization to Extend Contracts with DotCom Therapy Inc now Huddle Up Care, Inc., and Kennedy’s Circle of Wellness for Teletherapy Services

The Administration is requesting authorization to extend contracts with DotCom Therapy Inc now Huddle Up Care, Inc., and Kennedy’s Circle of Wellness for teletherapy services. These contractors will be used to provide limited term, virtual (maximum of 8 sessions at 45 minutes per session) intensive support, including family therapeutic supports such as family sessions involving parent/guardian and/or siblings, for students with acute mental health needs, precipitated by the experience of a traumatic event.

DotCom Therapy Inc is undergoing a name change and will be recognized as Huddle Up Care, Inc. for the extension period.

Contractors were chosen pursuant to RFP 1082, which closed on May 19, 2022. The contract extensions will run from October 1, 2024 through July 31, 2025, and will not exceed a total of \$200,000, as follows:

Vendor Amount

DotCom Therapy Inc now Huddle Up Care, Inc.....\$100,000.00



Kennedy’s Circle of Wellness..... \$100,000.00  
 Budget Code: OHM-0-I-HU5-DE-ECTS....(Specialized Services-Contracted Services)....\$200,000  
 Huddle Up Care, Inc.

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? ..... No  
 Total # of Employees .....263  
 Total # of Minorities .....23  
 Total # of Women .....247

HUB PARTICIPATION

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

STUDENT ENGAGEMENT (hours per 12-month contract) Paid Student Employment Hour  
 Commitment: 300 HOURS Student Career Awareness Commitment: 10 HOURS

Kennedy’s Circle of Wellness

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? ..... No  
 Total # of Employees .....6  
 Total # of Minorities .....5  
 Total # of Women .....6

HUB PARTICIPATION

Required .....0  
 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 contracts will begin as indicated in the attachments.

**Committee’s Recommendation**

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

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

\* \* \* \* \*

**(Item 9) Action on Monthly Facilities Matters: FMS Award of Construction, Construction Services Contracts, and Change Order Recommendation**

**Construction Contract**

TOT LOT REPLACEMENT

McNair Academy

Prime Contractor

Lee Recreation, LLC

260 West Main Street

Cambridge, WI 53523

Low Bidder, Base Bid of.....\$163,824.00

HUB

Certified HUB Vendor?.....No

Total # of Employees .....0

Total # of Minorities .....0

Total # of Women .....0

Required .....0%

Submitted .....0%

\$ Value \$0.00

COIN

Required .....0%

Student Engagement

Paid Employment (Required Hours) .....0 Hours

Career Education Activity (Required Hours) .....0 Hours

In accordance with 3.09(7) (E) 1a, the District has not directly engaged in a competitive procurement process for these services. Instead, these services will be obtained pursuant to the cooperative purchasing agreement with Sourcewell Cooperative Contract 010521-BUR for Playground Systems, Installation, Services and Related Items.

Funds are available for the Tot Lot Replacement project from account code MTN 00 FLR FM ECTS (Project No 8729). The project contract start date is scheduled for August 30, 2024, and completion date is October 31, 2024.

Total construction contract dollars awarded.....\$163,824.00

Total dollars HUB participation .....\$0.00

% of HUB participation.....0%

% Minority employees within company.....0%

% Women employees within company .....0%

### **Construction Services Contract**

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The Administration requests that the Board approve the following construction services contract:

Authorize the Administration to enter into a Construction Services Contract with the selected provider to provide Construction Manager at Risk services for the Milwaukee Recreation Community Center (MRCC) and Browning Playfield project development.

RFP #24-009 Construction Manager at Risk (CMAR) – Milwaukee Recreation Community Center (MRCC) and Browning Playfield

A Request for Proposal for Construction Management at Risk services was issued by the Department of Facilities and Maintenance Services. The selected provider will comply with Board Policy 3.09 for the implementation of the construction project for the development of the Milwaukee Recreation Community Center (MRCC) and Browning Playfield.

Per the rate schedules provided in the responses to RFP 24-009, the approved provider will enter into construction contracts for the development of the Milwaukee Recreation Community Center (MRCC) and Browning Playfield, by obtaining competitive bids for construction, and provide construction and management services for the project.

The responses to the RFP were reviewed by a committee made up of six MPS representatives from the Department of Recreation, the Department of Facilities and Maintenance Services and the Owners Representative.

Firm Selected: CG Schmidt

Authorization Term: August 30, 2024 – December 31, 2026

Requested Expenditure Authority: \$52,100,000.00

Budget Code: CSV 00 RFI RC ECNC

### **Change Order**

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

2024 Green Infrastructure Upgrades

MSL & Morse Middle School

Property Solutions Contracting Corp, 7245 West Concord Creek Drive, Mequon, WI 53092

Total Amount of Change Order: \$75,500.00

### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 3.09 - Purchasing and Bidding Requirements

### **Fiscal Impact Statement**

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This item authorizes expenditures for:

Construction Contract:

Total Construction Contracts Requested = \$163,824.00

Construction Services Contract:

Total Construction Services Contract Requested = \$52,100,000.00

Change Order:

Total Change Order Requested = \$75,500.00

### **Implementation and Assessment Plan**

Upon Board approval, the attached construction contract, construction services contract, and change order shall be executed.

### **Committee's Recommendation**

Your Committee recommends that the Board approve the attached construction contract, construction services contract, and change order.

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

\* \* \* \* \*

### **(Item 10) Action on a Request for Authorization to Enter Into a Master License Agreement with T-MOBILE CENTRAL, LLC a Delaware Limited Liability Company for Telecommunication Sites.**

#### **Background**

The Administration is requesting authority to enter into a Master License Agreement with T-MOBILE CENTRAL, LLC a Delaware limited liability company, to erect cellular antennas at sites to be determined utilizing a Master License Agreement (MLA). As sites are identified and approved, the Administration will enter into a Site License Agreement (SLA) for the specific site, in accordance with the agreed upon MLA.

The Board has previously approved leases with T-MOBILE CENTRAL, LLC at several schools including Hamilton, Hampton, Hopkins-Lloyd, Lloyd-Barbee, MacDowell, Milwaukee High School of the Arts, King Elementary, South Division and Vincent. As modifications to the existing leases are requested by Licensee or as existing leases expire and require renewal, the Administration will enter into an SLA agreement with the Licensee associated with this MLA.

Lease Term will be Five years, with the option to extend five (5) additional five-year terms.

The construction of transmitter towers is regulated by the City of Milwaukee Zoning Code, Chapter 295 of the Milwaukee Code of Ordinances. As such, any wireless communications facility provider will be required to obtain approval from the City of Milwaukee for the construction of the proposed tower.

The draft agreement 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**

Administrative Policy 5.03 - Wireless Communication Facilities

#### **Fiscal Impact Statement**

This item does not authorize expenditures. All costs associated with the installation, maintenance, and operation of the antenna will be borne by T-MOBILE CENTRAL, LLC.

In addition to the \$2,500 New Site Application fee and the Review fee in the amount of \$1,500, MPS will receive initial rent for each site, which will increase by three and a half (3.5)percent every year. Typical rents for a site are approximately \$30,000 - \$40,000 per year and will be negotiated on a site-by-site basis and identified in each SLA. Projected revenue for the first five-year term for each school will be approximately \$150,000. The revenue will be shared with the school per Administrative Procedure 5.01(3).

Under Administrative Procedure 5.01(3), Rentals and Services (Leases), and Administrative Policy 5.03, Wireless Communication Facilities, "Any revenue generated by the lease fees at school sites that exceed district expenses shall be placed in the local school budget."

### **Implementation and Assessment Plan**

Upon Board approval and receipt of varying agency approvals for each Master License Agreement, the Administration will finalize and execute the agreements.

### **Committee's Recommendation**

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Your Committee recommends that the Board approve the site license agreement described above.

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

\* \* \* \* \*

### **(Item 11) Action on a Request to Terminate a Lease Agreement with Groundwork Milwaukee, Inc. at Golda Meir School Located at 227 West Pleasant Street**

#### **Background**

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Under the Adopt-A-School program that allows businesses and community organizations to work specifically with Milwaukee Public Schools, a partnership has been established between Golda Meir School and Groundwork Milwaukee, Inc. to offer Milwaukee Public Schools students a unique opportunity to learn about the many facets of agriculture through Groundwork's Young Farmers and Green Team Programs.

Members of Groundwork Milwaukee, Inc., worked alongside Golda Meir's high school teaching staff and the district's curriculum specialists to develop this specialized curriculum, ensuring the program meets Milwaukee Public Schools standards. Some of the highlights included:

- \* Summer employment opportunities for students;
- \* Curriculum support to environmental science teachers at Golda Meir; and
- \* Expansion of the Green Team Program to elementary and middle school students

The Board approved a lease agreement commencing on August 1, 2018, and terminating July 31, 2023, with an option to extend the lease for two additional five year terms. Groundwork Milwaukee, Inc. requested to exercise the option of extending an additional 5 year term on March 13, 2023. In June 2024, Groundwork Milwaukee, Inc. requested to terminate their lease agreement as of September 30, 2024.

Documents related to this agreement are attached to the minutes of your Committee's meeting.

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

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 5.02 - Use of School Facilities

#### **Fiscal Impact Statement**

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There are no expenditures associated with this item.

#### **Implementation and Assessment Plan**

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Upon Board approval, the attached Termination of the Lease Agreement with Groundwork Milwaukee, Inc. will be executed.

### **Committee's Recommendation**

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Your Committee recommends that the Board approve the attached Termination of the Lease Agreement with Groundwork Milwaukee, Inc.

*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) Update with Possible Action on Enhancing Educational Communities and School Climate**

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

**Background**

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Milwaukee Public School's vision is to cultivate a positive school climate across the district by enhancing educational communities. Being intentionally strategic, Milwaukee Public Schools employs proactive strategies and interventions, within a multi-tiered system of support, that aims to provide an educational and nurturing platform for all students. The overarching goal is to foster an equitable school climate district wide. School teams and district administration collaborate closely, utilizing up-to-date data to implement best practices with Tier 1 supports, and focus is given to individual students that require additional supports.

A primary goal of Milwaukee Public Schools is to reduce discipline disproportionality across the district. The following is an update on the activities that support creating a positive and inclusive educational community and equitable school climate.

**Climate Pathways within School Improvement Plans**

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For the 2023–2024 school year, all schools had a variety of activities within their School Improvement Plans (SIP) aligned to improve school climate and lower disciplinary disproportionality. The four primary pathways laid out to address school climate are the Positive Behavioral Interventions and Supports (PBIS) framework, mental wellness practices, restorative practices (RP), and anti-racism/anti-bias practices. Schools worked on developing all four pathways and selected a primary focus pathway.

Throughout the year, professional development was provided for all four pathways at the district level through the Learning Management System (LMS) as well as at the school level upon request. The PBIS team conducted a walk-through at all district schools with their regional PBIS coach, school leader, and members of the school-based PBIS team using a rubric they created together. Results from the walk-through rubric were used to guide school-based decisions as evidence for the SIP and artifacts for Educator Effectiveness as well as to guide the level of support provided from the school's regional PBIS coach. At the end of the school year, all school teams completed the Tiered Fidelity Inventory (TFI) to provide a valid and reliable instrument that can be used over time to guide both implementation and sustained usage of PBIS. PBIS coaches used this data to ensure that the schools with the greatest needs are provided with support. PBIS coaches worked with all schools to create an action plan to improve the implementation of PBIS at all tiers to meet the diverse needs of students.

The Violence Prevention (VP) team focused on the priorities of increasing fidelity of Second Step implementation, supporting implementation of comprehensive mental wellness activities, and promoting proactive classroom management strategies as a means for creating predictable, respectful learning environments. The VP team trained schools and departments in a variety of topics related to social and emotional learning (SEL), trauma-sensitive strategies, the Classroom Organization and Management Program (COMP), historical trauma, and Youth Mental Health First Aid (YMHFA) training. The implementation phase of the MPS RISE grant is well under way at each of the six grant schools.

The Department of Restorative Practices (RP) provided regular coaching support to 19 schools throughout the district within the restorative practices implementation plan, which is aligned to the district strategic plan. Schools interested in implementing a whole-school approach to restorative practices started in the exploration stage and build readiness skills. Schools in the exploration cohort attended required professional development; attended monthly after-school coaching sessions; and received weekly site visits. Schools that have completed the exploration stage have been assigned a full-time restorative practices coach. Schools in this cohort will continue to receive monthly leadership development and administrative support along with team facilitation, professional development, and classroom coaching throughout the multiyear process. The department completed two days of the restorative practices training series. School staff

members, along with department staff from across the district, enrolled in one of six sessions being presented. The department collaborated with Community Schools, specifically supporting efforts of developing shared leadership, student voice, and culturally responsive practices through a whole-school approach to restorative practices implementation. Restorative practices coaches supported Community Schools through involvement in the two-year community assessment process to help establish goals for the next two years.

Every school identified a climate equity liaison, who received best-practice training for interrupting bias and addressing discipline disproportionality as well as regular updates from the district discipline manager. Each month, a focus strategy was shared with climate equity liaisons regarding addressing discipline disproportionality. In addition, networking and other opportunities were provided for staff members to engage utilizing the Courageous Conversations About Race framework to increase racial consciousness in staff members and the educational system. Modules are available through LMS as well as at the school level upon request on various topics regarding anti-racism and anti-bias.

### **Stakeholder Engagement**

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Student discipline committees continue to meet monthly at the 30 middle and high schools across the district. These committees are organized as a professional learning community that has been researching an area of concern and gathering additional insight from other students at the school. This work culminated at the district's Student Leadership Summit at UW-Milwaukee on April 19, 2024, with 221 students attending. At the summit, each school presented their overall problem of practice that students discussed throughout the year, recommendations, and support needed for next steps. Presentations occurred in small groups with students from other district schools. Some of the problems of practice that were presented included student engagement and motivation; bullying awareness; staff and student community building; restorative practices; procedures in the hallways and passing time; and student leadership opportunities.

The Department of Gender and Identity Inclusion, specifically the Girls of Color program, held its third annual Denim Day on April 24, 2024. The department launched the event in response to feedback from listening sessions held at 30 schools. Over 200 students attended the third annual MPS Denim Day at UW-Milwaukee as part of Sexual Assault Awareness Month. Students participated in workshops and question-and-answer sessions intended to create awareness of sexual assault, consent, and trauma. The event also provided resources for reporting assault and recovering from assault.

The Department of Black and Latino Male Achievement (BLMA) held its third annual Mental Health Awareness Symposium on April 22, 2024. Over 100 students gathered at Marquette University for this event and participated in workshops focused on raising awareness of mental health, breaking down the stigma of mental wellness, and providing avenues to support.

Each year, MPS staff members complete a year-end discipline survey looking at recommendations regarding school discipline and support needed to continue to improve climate district-wide. For the 2023–2024 school year, over 1,700 staff members completed the survey. Some highlights from the survey include the following:

42.2% of staff indicated that they took time to build relationships daily, and an additional 40.5% took time multiple times a week to build relationships.

70.8% of staff indicated that they agreed or strongly agreed that their school uses data to make informed decisions.

The most common support needed regarding discipline included administrator follow-up; collaboration time with colleagues; additional strategies; guidance from school and district leadership; and coaching support and professional development.

The most utilized proactive practices included repeating requests, use of calm requests, community building, and pre-correction.

The most utilized classroom strategies after a behavior occurred included one-on-one conversation, parent contact, mindfulness/brain breaks, restorative conversation, and a recovery area in the classroom/buddy classroom.

The most requested professional development topics included re-entry, alternatives to suspension, classroom management, restorative practices, student voice, culturally responsive problem solving, and microaggressions.

On May 29, 2024, a variety of departments across MPS collaborated to plan and host a community event, Equity Conversations: Discipline in MPS, to engage community and MPS families in a conversation about what programs and practices MPS has implemented to reduce discipline disproportionality. During this event, community and family members heard from different departments, including PBIS, restorative

practices, student services, and Violence Prevention, about how their programs are working to move the needle on disproportionality as well as reduce the number of behavior incidents overall in the district. Attendees also had a chance to experience the programs themselves through interactive activities and to engage in deeper dialogue with MPS employees about how the district can continue to make progress in this area.

### **Courageous Conversations About Race and District Equity Leadership Team**

As part of phase two of Courageous Conversations About Race integration, Movie Mondays started in March 2024. Each Monday, a documentary discussing anti-racism or educational equity is played with participants having the opportunity to engage in conversation afterward utilizing the Courageous Conversations About Race framework.

In addition, the district equity leadership team (DELT) continues to meet monthly to utilize Courageous Conversations protocols to discuss district policy, practices, and systems through a lens of race and equity. In April 2024, this team utilized the systems thinking model of the ladder of inference and the iceberg model to reflect on district systems and mental models throughout the district.

Below are updates on the implementation of Courageous Conversations about Race since starting our collaboration on March 1, 2021.

Timeline	Number of Sessions Held
March 2021–July 2021	17
August 2021–July 2022	31
August 2022–June 2023	45
August 2023–April 2024	43
Total for three-year plan	136
Staff who have attended	9,300

### **Next Steps**

Looking forward, we are planning the following activities:

- Beyond Diversity seminars in August
- Additional refreshers and advanced seminars on anti-racism and anti-bias
- Networking opportunities
- Updating Culture, Climate, and Alternatives to Suspension Toolkit
- Five Components of School Climate alignment
- Teaming in Equitable Education Coaching and Holistic Support (TEECHS) collaboration team

### **Disciplinary Data Review**

The use of specific strategies for classroom-managed behaviors are documented within PLP Classroom Behavior notes. Total documented strategies through June 30, 2024, are found below.

Strategy	Total
BB: Brain breaks	1,411
BC: Behavior contract	1,330
BR: Rewind/broken record	2,357
BT: Buddy classroom	5,903
C: Community service	340
CP: Collect property	2,348
EO: Engagement opportunities	1,478
GO: GoGuardian	589
IW: Independent work	703
M: Mindfulness	874
MS: Move their seat	5,267
OO: One-on-one conversation	54,171



Strategy	Total
P: Proximity control	8,969
P5: Praise 5:1	459
PC: Parent contact	34,928
PI: Planned ignoring	10,661
Redirection	34,968
RA: Recovery area (within room)	3,221
RB: Referral to BIT	593
RC: Restorative conversation	2,641
RE: Restorative circle	171
Secret signal	121
SC: Support staff consultation	15,974
SM: Self-monitoring	866
Tangible acknowledgment system	1,466
TS: Reflection sheet	1,371
V: VABB	44

All schools have a building intervention team (BIT) whose team members ensure that students in need of additional support are offered Tier 2 and Tier 3 interventions within the PBIS framework. Below are the number of students who received Tier 2 and Tier 3 interventions throughout the 2023–2024 school year.

Tier 2/Tier 3 Intervention	Number of Students
Check-In/Check-Out (CICO)	2,279
Individualized CICO	778
Social Academic Instructional Group (SAIG)	1,984
Behavior Assessment/Intervention Plan (BAIP)	227
FBA/BIP	358
Educational Wraparound	58
RENEW	74

The following table shows total suspension events by race for year-to-date through June 30, 2024.

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Total Suspensions	3,459	135	309	18,801	9	564	470	23,747

The following table shows total suspension events by grade level through June 30, 2024.

	K4	K5	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade
	47	198	331	464	736	1,001	1,343
	6th Grade	7th Grade	8th Grade	9th Grade	10th Grade	11th Grade	12th Grade
	2,478	3,104	3,067	5,884	2,938	1,492	664

The following alternatives to suspension were utilized by administrators through June 30, 2024.

Alternatives to Suspension Utilized	Total
Conference	2,100
Counsel	15,736
Detention	1,602
Mediation	961
Referral to building intervention team	248
Referral to support staff	393
Repairing harm circle	252
Restorative conference	593

**Strategic Plan Compatibility Statement**

Goal 2, Student, Family and Community Engagement

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

Administrative Policy 1.06 - Equity in MPS

**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 Request to Approve the Instrumentality Charter School Contract with Academia de Lenguaje y Bellas Artes, Inc. for Academia de Lenguaje y Bellas Artes (ALBA)**

**Background**

Academia de Lenguaje y Bellas Artes (ALBA) was established as an instrumentality charter school beginning with the 2004-2005 school year. The current contract is for a maximum of 650 full-time equivalent (FTE) pupils in grades K4 through 8. ALBA is located at 1712 S. 32nd Street. Since inception, ALBA has received a five-year contract for each renewal cycle.

ALBA’s mission is founded on the conviction that bilingual students can reach their full potential academically, in English and Spanish when challenged through a rigorous curriculum that develops critical thinking, problem solving and creativity through the integration of the fine arts. ALBA’s students will develop self-confidence and self-worth as their Hispanic cultural identity is both recognized and valued through the curriculum as they prepare to be internationally minded life-long learners. Parents are vital partners in this mission.

On December 21, 2023, the Board approved a five-year renewal recommendation for ALBA and authorized the Administration, in collaboration with the Board’s Designee and the Office of the City Attorney, to begin contract negotiations with representatives from ALBA.

From March through July 2024, representatives from ALBA, the MPS Office of Board Governance, the Office of the City Attorney and the MPS Administration reviewed and negotiated the proposed modifications to the model instrumentality charter school contract and agreed to the attached redline contract.

Contingent upon the Board’s approval, ALBA accepts the attached instrumentality charter contract with the modifications as outlined in the attachments to this item.

The Administration recommends that the Board approve the attached, five-year, instrumentality charter school contract with Academia de Lenguaje y Bellas Artes, Inc. for Academia de Lenguaje y Bellas Artes (ALBA) to begin with the 2024-2025 school year and end on the last regularly Schd day of the 2028-2029 school year.

The draft contract and related documents 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**

The funds for this charter school contract are included as part of the FY25 budget process.

**Implementation and Assessment Plan**

Upon approval, the contract will be effective starting with the 2024-2025 school year and ending with the 2028-2029 school year.

A copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

The Administration recommends that the Board approve the attached, five-year, instrumentality charter school contract with Academia de Lenguaje y Bellas Artes, Inc. for Academia de Lenguaje y Bellas Artes (ALBA) to begin with the 2024-2025 school year and end on the last regularly Schd day of the 2028-2029 school year.

**Committee’s Recommendation**

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

Director Garcia moved to approve a one year instrumentality charter school contract with ALBA beginning with the 2425 school year, with the leadership to report on updates and movement on alignment between the teacher cooperative, the school governance board and administration, in the spring 2025, in January.

Director Gokalgandhi moved a substitute, to approve a five-year contract for a teacher-led school, with the Board further directing the Administration to bring back in February, with ALBA staff to be given notice of the meeting.

Director Gokalgandhi withdrew the motion and offered another substitute to:

1. approve the five-year contract with the current language; and
2. direct the Administration to provide an update in February that is noticed and communicated to teachers and staff so that they have the ability to communicate with the Board.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Leonard, O’Halloran, Zombor, and President Herndon — 6.  
Noes — None -0.

\* \* \* \* \*

**(Item 2) Report with Possible Action Regarding Bilingual Education**

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

## Background

### Report with Possible Action Regarding Bilingual Education

Through Administrative Policy 7.15 the Milwaukee Board of School Directors recognizes, endorses, and approves the implementation of bilingual education kindergarten through grade 12. This policy promotes bilingualism through the enhancement of one-way and two-way bilingual dual language programs.

The goals related to bilingual education are designed for students to attain high levels of bilingualism and biliteracy, high levels of academic achievement in both languages (Spanish and English), and sociocultural competence.

The presentation will define bilingual education, program goals, pedagogical framework, language allocation, content allocation, fidelity of implementation, and detail bilingual program schools.

## Bilingual Dual Language Goals

- High levels of bilingualism and biliteracy
- High levels of academic achievement in both languages (English and Spanish)
- Sociocultural competence

## Bilingual Dual Language Schools

K-5	K-8	6-8
Allen-Field	ALBA	Audubon
Forest Home Avenue	Doerfler	Lincoln MS
Fratney	Greenfield	Wedgewood
Lincoln Avenue	Hayes	
	Kagel	9-12
	Longfellow	Hamilton
	Mitchell	Pulaski
	Riley (K-6)	Riverside
	Rogers	South Division
	Vieau	

## Language Allocation

Grade	Spanish-English Allocation	Daily Spanish Instruction (in minutes)	Daily English Instruction (in minutes)
K5	90% – 10%	210	30
1 <sup>st</sup>	80% – 20%	190	50
2 <sup>nd</sup>	70% – 30%	170	70
3 <sup>rd</sup>	60% – 40%	150	90
4 <sup>th</sup> - 5 <sup>th</sup>	50% – 50%	130	125
6 <sup>th</sup> – 8 <sup>th</sup>	50% – 50%	140	140
9 <sup>th</sup> – 12 <sup>th</sup>	50% – 50%	Determined by course	

## Content and Language Allocation Plan

Grade	Spanish-English Allocation	Content Allocation – Spanish	Content Allocation - English
K5	90% – 10%	Mathematics	English Language Arts
1 <sup>st</sup>	80% – 20%	Science	English Language Development
2 <sup>nd</sup>	70% – 30%	Social Studies	
		Spanish Language Arts	
3 <sup>rd</sup>	60% – 40%	Mathematics	Social Studies, English
4 <sup>th</sup>	50% – 50%	Science	Language Arts, English
5 <sup>th</sup>	50% – 50%	Spanish Language Arts	Language Development

6 <sup>th</sup> – 8 <sup>th</sup>	50% – 50%	Social Studies Spanish Language Arts	Mathematics, Science, English Language Arts, English Language Development
9 <sup>th</sup> – 12 <sup>th</sup>	50% – 50%	Social Studies Science	Mathematics, English Language Arts, English Language Development

**ICM Longitudinal Data**

% Ideal/Acceptable Use	2017-18	2018-19	2019-20	2022-23	2023-24
Student Oracy	59%	63%	62%	56%	53%
Teacher Oracy/Concrete Activity	56%	56%	60%	55%	58%
Teacher Academic Language	80%	88%	88%	87%	90%
Classroom Language Indicator	17%	46%	68%	64%	62%
Classroom Reflection of the CLAP	58%	83%	91%	93%	96%

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 7.15 - Bilingual Instruction and Bicultural Education

**Fiscal Impact Statement**

This item does not authorize expenditures.

**Implementation and Assessment Plan**

NA

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**(Item 3) Report with Possible Action on ACCESS for ELLs and Spring Star Results**

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

**Background**

This report will present an overview of student performance data from two key assessments: the ACCESS for ELLs and the Star screener. The ACCESS for ELLs assessment measures English language proficiency among students identified as English Learners (ELs). This part of the presentation will focus on the English proficiency levels achieved by our EL students during the 2023-2024 school year. The Star screener, administered to students in grades 1 through 10, evaluates performance and growth in early literacy, reading, and math. This part of the presentation will analyze data from the Spring 2024 administration of the Star screener and compare it with the results from the 2022-2023 school year. The review will also include a breakdown of performance by race/ethnicity, students with disabilities, English learners, and socioeconomic status.

ACCESS Testing

- ACCESS for ELLs ® measures the English Proficiency of students that are English Learners (ELs) in the district

• Federal and state laws require that students identified as English Learners (ELs) be assessed annually to determine their level of English language proficiency (ELP) and ensure that they are progressing in achieving full English proficiency

**2023-24 English Proficiency Levels**

Entering	25.5%
Beginning	24.2%
Developing	31.9%
Expanding	15.1%
Bridging	2.6%

**Progress in EL**

Baseline	Progress Goal Met	Achieved Proficiency	Support Needed	Proficient Past Target Date	Not Enough Data
20.3%	18.4%	1.4%	53.3%	1.0%	5.6%

**Analysis of 2023-24 Star Spring Data**

Star Assessments are used as a Universal Screener in the areas of Math, Reading, and Early Literacy Provide instructional insight into student learning and the classroom, school, and district levels.

**Star Math Percent on Target and Above Trends**

Fall 22	Fall 23	Winter 23	Winter 24	Spring 23	Spring 24
9.0%	8.8%	12.0%	13.1%	12.2%	15.4%

**Star Reading Percent on Target and Above Trends**

Fall 22	Fall 23	Winter 23	Winter 24	Spring 23	Spring 24
12.4%	13.3%	14.2%	15.8%	13.9%	17.1%

**Star Early Literacy Percent on Target and Above Trends**

Fall 22	Fall 23	Winter 23	Winter 24	Spring 23	Spring 24
15.5%	12.3%	23.5%	25.0%	27.6%	32.4%

**Next Steps**

Assessments related to Act 20  
Future use of Star and data analysis

**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**

No fiscal impact

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**(Item 4) Report with Possible Action Regarding the MPS Equity Guidebook**

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

## **Background**

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The purpose of the Equity Guidebook is to support all MPS employees in building, nurturing, engaging in, and sustaining equitable practices that address disparities and marginalization impacting students, staff, and families.

Diverse resources are provided to foster and develop awareness, knowledge, and skills across a range of equity, access, and inclusion related topics including but not limited to academic achievement, social emotional learning, race, ethnicity, culture, language, gender, and enhanced learning opportunities.

The five goals in the guidebook

- 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 are aligned with the district's Equity Administrative Policy and Procedure 1.06, Five Priorities for Success, and Five-Year Strategic Plan in addition to a diverse range of districtwide equity, access, and inclusion initiatives to ensure continuous, measurable, and diverse efforts toward equity.

## **Equity Guidebook**

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### **Content**

Introduction and Background Information

Part I: Equity Goals

Part II: Appendices and Resources

Part III: Glossary

## **Evidence of Progress Toward the Goal**

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### **Goal 1: Equity in Academics**

- Scored 58.0 on the state report card, earning the designation of Meets Expectations.
- Fifty-six schools met one or more of the district's key academic metrics. Seventeen of the schools were Comprehensive School Improvement schools.
- Implemented Ambitious Instruction Accelerating Learning, which was monitored through the Comprehensive School Improvement plan.
- Adopted textbooks in the areas of social studies, music, writing, handwriting, spelling, reading, and mathematics.
- Seven hundred eighty-four juniors have opted into Direct Admit Milwaukee (UWM and MATC), and 386 have opted into Direct Admit Wisconsin (selected University of Wisconsin campuses).
- Collaboration among Milwaukee Public Schools, Wisconsin Department of Public Instruction, and Urban School Transformation.

### **Goal 2: Equity in Cultural and Linguistic Awareness and Responsiveness**

- All staff hired through spring 2024 have received the Courageous Conversations About Race professional development.
- There are 21 bilingual schools, 4 language immersion schools, and 24 traditional schools offering English learner instruction to students from around the world who represent over 80 languages.
- Over 200 seniors from 12 high schools pursued the Seal of Biliteracy, representing 15 languages.
- Through its mentoring support, Black and Latino Male Achievement served 13 schools and 220 students. Thirteen schools and 40 students participated in ambassador opportunities, 16 schools and 320 students benefited from being a part of the buddies initiative, and 240 students at 6 schools participated in the Manhood Development Academy.
- Gender/Sexuality Alliances are active in over 40 schools, and through the Open Book Donation Initiative, 135 schools received LGBTQ-inclusive books.
- Fifteen schools launched the Girls of Color pilot partnership program, and over 300 students participated in Denim Day.

**Goal 3: Equity in Human Resources**

- Engaged in 85 recruitment events throughout the community.
- By July 2023, the district had hired over 1,680 staff to fill districtwide vacancies.
- The MPS New Educator Institute onboarded over 400 teachers and paraprofessionals.
- New international teachers engage in monthly professional development.
- Continued to expand online and print recruitment advertisements to include local, national, and international recruitment sites.
  - Hosted hiring events for graduating seniors to start, succeed, and stay in the district

**Goal 4: Equity in Finance**

- Ninety-four percent of the district's budget supports schools.
- Ninety-two percent of students had music classes, and 90 schools had new musical instruments.  
Currently, 122 music staff members serve schools. Over 400 students performed at the Wisconsin State Music Association Solo and Ensemble event, with more than 100 students advancing to perform at the state competition. At the MPS 50th Biennial Music Festival, over 5,000 students performed as part of a vocal or instrumental group.
  - Over 4,600 pre-K to grade 2 students in 64 schools benefited from in-classroom modeling of the Counting Collections curriculum by the mathematics team.
  - In 2023–24, 98 K4–grade 5 students, 159 grades 6–8 students, and 616 grades 9–12 students were enrolled in the MPS Virtual Program. The program also graduated 75 participating seniors.
  - The \$252 million, four-year, phased-in revenue limit referendum to support education promoted community engagement.
  - The district is working on a corrective action plan to address financial challenges and will undergo an external budget audit to address fiscal responsibility and transparency

**Goal 5: Equity for Students, Families, Educators, and Community Stakeholders**

- Engaged diverse stakeholders in providing feedback as a part of the Five-Year Strategic Plan process and as a part of the Wisconsin Department of Public Instruction's Five-Year Equality Self-Evaluation process to identify areas of growth and areas of need.
  - Facilitated Superintendent's Student Advisory Council meetings, fall and spring Student Leadership Summits, and Research 101 –Student-Created Equity Evaluation Tool and offered a variety of workshops and presentations to promote student leadership and student voice.
  - Offered a variety of programs to support social-emotional learning and mental health and wellness that include Second Step, taught at all schools with K4–grade 8 students, and the School Community Partnership for Mental Health, which provides a range of services from licensed clinicians. As of April 2024, 539 students attending 38 schools received individual therapy provided by SCPMH.
  - Community Learning Centers served 4,887 students in K4–grade 12 at 41 schools throughout the 2022–23 school year and 3,094 students at 39 sites in summer 2023. CLCs offer educational, recreational, and social activities.
    - College tours were planned to meet the diverse needs of students, especially students of color and/or first-generation college attendees. Over 4,000 students participated in a variety of in-state and out-of-state college tours. In addition, high school students have had opportunities to participate in credit-bearing college courses, internships, apprenticeships, work-study, ROTC, school-to work programs, and other pre-graduation opportunities.
    - Milwaukee Recreation offers a wide variety of activities to promote health and wellness as well as learning opportunities to foster and enhance interests and talents across all ages and abilities. The diverse programming needs provide employment opportunities for young people and adults.

**Next Steps**

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**September–November 2024**

- Host two community conversations in September.
- Make additional revisions and edits to the guidebook based on feedback in September.
- Present the 2024–25 Equity Guidebook at the October SASI Committee meeting.



- Place the 2024–25 Equity Guidebook on the Equity, Access, and Inclusion web page, and provide professional development for school leaders at the November or December Principal Leadership Institute

**Strategic Plan Compatibility Statement**

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

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

Administrative Policy 1.06 - Equity in MPS

**Fiscal Impact Statement**

N/A

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**(Item 5) Transmittal of and Possible Action on the Achievement Gap Reduction Program's End-of-Semester Report**

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

**Background**

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

State legislation was passed in 2015 that concluded the SAGE program and authorized the Achievement Gap Reduction (AGR) program per Wisconsin Acts 53 and 71. School districts were given the option to continue SAGE for an additional year (2015-16). Effective in the 2016-2017 school year, all SAGE schools transitioned to the Achievement Gap Reduction program.

MPS has 63 traditional schools and one non-instrumentality charter school that currently participate in the AGR program. The program serves 10,386 students, 21.8% of whom are English language learners, 22.6% of whom are students with disabilities, and 85.5% of whom are economically disadvantaged

Milwaukee Public Schools leverages the following strategies when implementing this program:

- Instructional coaching for teachers provided by a licensed teacher in grades K5 through 3rd; and
- Maintenance of 18:1 or 30:2 classroom ratios in K5 and provision of professional development in small group instruction.

The AGR program requires that each school describe its implementation of the program and report its objectives and success in achieving them to the school board every semester.

AGR Trimester Data

Comparative FY24 Trimester 1 and Trimester 3 Data

<i>AGR Percentage of Advanced and Proficient Scores</i>	English Language Arts		Reading	
	Tri 1	Tri 3	Tri 1	Tri 3
Grade K5	31.0%	40.3%	31.3%	40.3%
Grade 01	27.3%	32.1%	27.6%	33.1%
Grade 02	24.1%	29.8%	25.2%	29.6%
Grade 03	23.7%	28.6%	25.9%	28.0%
Grand Total	26.4%	32.5%	27.3%	32.4%

**AGR Tier 1 Support**

Lexia Core5 implemented at ten (nine AGR) schools with positive results.

## **Accomplishments and Next Steps**

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### **AGR Accomplishments**

- Implemented the Lexia Core 5 reading program within nine AGR schools
- Monitored AGR enrollment and coaching support plans
- Tier 1 support in the areas of literacy, math, and SEL provided by district coaches
- Provided specific early childhood professional development opportunities
- Resources provided through Early Childhood Newsletters (Winter and Spring)
- Submitted 64 strategy reports that allowed for continues funding for the AGR program

### **AGR Next Steps**

- Increase coaching and support within AGR schools for FY25
- Monitor support provided to AGR schools
- Support the onset of district-wide LETRS training
- Continue embedding early childhood information within the Ambitious Instruction Plan
- Increase production and distribution of the Early childhood Newsletter with resources to three times per year (Fall, Winter, Spring)

### **Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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

### **Fiscal Impact Statement**

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N/A

### **Implementation and Assessment Plan**

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N/A

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### **(Item 6) Overview with Possible Action on 2023 Wisconsin Act 20**

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

#### **Background**

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Act 20 is a statewide law that specifies the types of reading curriculum and instruction that schools receiving public funding must provide to students in kindergarten through third grade. The law is designed to ensure that all schools in Wisconsin provide science-based early literacy instruction to kindergarten through third grade students.

#### **District Requirements Under Act 20**

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- Reading curriculum aligned to Act 20
- Training in science-based early literacy instruction
- Assessments
- Personal reading plans for identified students
- Required family notifications and promotion policy
- Reading interventions for students
- Data collection and reporting

#### **Reading Curriculum Aligned to Act 20**

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Systemic and Explicit Instruction in

- Phonological Awareness
- Phonetic Awareness
- Phonics
- Reading Fluency
- Oral Language
- Background knowledge
- Writing
- Vocabulary
- Comprehension
- Prohibition of MSV

### **Training in Science-based Early Literacy Instruction**

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#### **What the Law Requires**

By July 1, 2024, 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.

To meet this professional development requirement, Milwaukee Public Schools has chosen Language Essentials for Teachers of Reading and Spelling (LETRS).

#### **Assessments**

A single reading readiness screener will be administered to Wisconsin students enrolled in public school districts and independent charter schools in K4 through grade 3 beginning in the 2024–25 school year

#### **Personal Reading Plans for Identified Students**

Any child in kindergarten through third grade who scores below the 25th percentile on the reading readiness screener must receive a personal reading plan.

#### **Required Family Notifications and Promotion Policy**

Beginning in the 2024–25 school year, parents and families must be provided with results of the reading readiness screener in an understandable format no later than 15 days after the assessment is scored. Reading Interventions for Students

Act 20 requires schools to provide reading interventions for K5 to third grade students identified as “at risk” on a universal screening assessment or diagnostic assessment.

#### **Data Collection and Reporting**

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By July 15, 2025, MPS must report the following to DPI:

Number of students...

- identified as “at risk” on both the screener and the diagnostic assessments,
- who received reading interventions,
- who received a personal reading plan,
- who exited reading interventions,
- for whom a special education referral was made based on the diagnostic reading assessment.

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

Goal 1, Academic Achievement

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

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Administrative Policy 7.01 - Teaching and Learning Goals

#### **Fiscal Impact Statement**

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NA

**(Item 7) Report with Possible Action Regarding the Climate Justice Curriculum Advisory Committee and District Sustainability Team**

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

**Background**

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At its March 17, 2020, meeting, the Board adopted Resolution 1920R-016. In response to the Board's action, the Administration is providing its regular quarterly report relative to implementing the resolution. The Board's original action directed that a Climate Justice Curriculum Advisory Committee and a District Sustainability Team be established to carry out implementation of the resolution. The Office of Academics is leading the Climate Justice Curriculum Advisory Committee, and the Office of School Administration is leading the District Sustainability Team. To ensure alignment to the resolution and consistency, there is cross-representation between them.

The update includes recent accomplishments from the District Sustainability Team, upcoming plans and information about potential federal grants. District Sustainability Team members and The Grant Department have been pursuing federal grant opportunities while collaborating with Citizen Action Group.

**Energy Management**

- Participated in Department of Energy's Energy Class Prize program. The district received a total of \$150,000.
- Awarded \$50,000 grant from WI Public Service Commission to hire a firm to conduct a carbon emissions inventory of the district.

**Waste Reduction**

- Received a \$375,000 USDA grant to launch a two-year food waste diversion pilot program in schools across the district.

**ReFlo Green Schoolyards**

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*Fall 2023*

- Construction was completed on five schoolyards
- \$7 million in grants and partnerships
- 190,000 square feet of asphalt removed
- 187 trees planted

*Summer 2024*

- Scaling up green school impacts
- 280,000 square feet of asphalt removed
- 325 trees planted

**USDA Forestry Grant Partnership**

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- \$2.5 million to MPS & MKE Recreation
- Remove pavement and plant 800 trees

**Climate Education**

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- Climate Education Hub for the State of Wisconsin
- Creation & facilitation of a Climate Health Equity Course for Educators Book Collection
- Alignment of Climate Education lessons to existing science curriculum

**Looking Ahead**

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Resuming District Sustainability Team meetings in fall 2024.

- Discuss strategy to develop a district sustainability action plan
- Provide feedback to carbon emissions assessment project City of Milwaukee passed energy benchmarking ordinance in July 2024.
- MPS will be required to submit annual energy use for electricity, steam and natural gas for all buildings in U.S.
- Environmental Protection Agency Tool-Energy Star Portfolio Manager
- Applying for EPA Community Change Grant in fall 2024.
- Design and construct new green infrastructure
- Schoolyard maintenance, curricular connections & youth employment over 3 years

**About Citizen Action**

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Mission: Citizen Action of Wisconsin is dedicated to advancing social, economic, and environmental justice through grassroots organizing and advocacy. We aim to build a better Wisconsin for all by empowering communities and influencing policy.

**Citizen Action Programs and Initiatives**

- Organizing Co-op: Building local power by training community leaders.
- Green Futures: Local initiatives to combat climate change and create green jobs.

**Work with MPS**

- Expertise: Providing technical assistance and research to MPS on federal grant opportunities, notably the Inflation Reduction Act (IRA)
- Community Convening: Bringing in partners to assist in work
- MPS Collaboration: Bringing MPS staff together to work towards planning and fund application

**Federal Opportunities**

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**Inflation Reduction Act (IRA)**

- Grants: Department of Energy, Department of Education, Department of Agriculture, etc.
- State Funding: Additional funding from state resources.

**School Funding Priorities**

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- 1) Energy Efficiency Upgrades
- 2) Renewable Energy Installations
- 3) Green Technology Adoption
- 4) Educational and Training Programs
- 5) Infrastructure Improvements
- 6) Community Engagement and Partnerships

**Strategic Plan Compatibility Statement**

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

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

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

**Fiscal Impact Statement**

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N/A

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## REGULAR ITEMS OF BUSINESS

### (Item 1) Reports of the Board's Delegates

Delegates were given an opportunity to present reports. None were given.

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

I'm delighted to share the highlights of our activities and achievements for the month of August. It's been a busy and productive time, and I'm proud of the progress we've made together.

#### Effective and Efficient Operations

We've been working hard to ensure everything runs smoothly and efficiently.

We had a very productive meeting of the Committee on Accountability, Finance and Personnel this month, where we discussed our financial strategies and personnel updates. It was good to see that we are meeting many of our key metrics for staffing and have far fewer vacancies than we had last year at this time. Thank you to our Human Resources teams for all of your efforts to get us here.

I attended four detailed audit status meetings this month. These meetings are essential for keeping on track with our compliance activities and goals and ensuring that the Board stays updated on our audit work.

I also had four strategic meetings with our Kane Communications partners. These discussions were focused on how we can take proactive steps to keep the public informed.

I had several engaging discussions with our Superintendent. We addressed some critical issues and aligned on priorities for the coming months.

We also reviewed our long-range facilities master plan and discussed the updates to our website. I encourage you to take a look at the new "Places" page to learn more about our facilities and infrastructure needs.

I participated in three meetings with our Executive Officers from the Office of Board Governance, the Office of the Superintendent, and the Office of Accountability and Efficiency. Each week, we are using these meetings to coordinate our efforts and enhance our operational effectiveness.

At this month's meeting of the Committee on Student Achievement and School Innovation we had some good discussions about student achievement, data and other support initiatives.

One of the most important things we did as a Board this month is to convene a special board meeting to select a firm to assist us with our search for our next superintendent. We expect to be able to begin our work after tonight's Board meeting, pending approval of that contract.

#### Student, Family, and Community Engagement

I had a planning meeting with the James Madison Academic Campus Advisory Board and got to see the building and program improvements there. I was just amazed by all that has been done and all we have to offer.

It was an honor for me to deliver a keynote speech at the New Educator Institute. It was wonderful to welcome our new educators and share insights on our district's goals and expectations.

Lastly, I participated in the annual Run Back to School event. It was fantastic to engage with students, parents, and community members, promoting school spirit and wellness. A special thank you to all of the district staff who contributed to putting on another great event.

I am grateful to everyone for the continued support and dedication. Together, we are making great strides in our mission to provide the best education and support for our students.

The Board adjourned at 6:58 p.m.

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