

**Minutes for Approval at the Regular July 2023 Meeting  
of the Milwaukee Board of School Directors**

**PLEASE REVIEW PRIOR TO THE  
JULY 27, 2023, BOARD MEETING**

	<u>Pages</u>
June 22, 2023, Special Board Meeting .....	85-86
June 29, 2023, Regular Monthly Board Meeting .....	87-186



**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
JUNE 22, 2023**

Special meeting of the Board of School Directors called to order by President Herndon at 8:04 p.m.

Present — Directors Carr, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.

Absent and Excused — Directors Garcia and Gokalgandhi — 2.

The Board Clerk read the following call of the meeting:

June 15, 2023

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

The following 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, for consideration of the items of business listed in this notice.

SPECIAL BOARD MEETING  
6:00 p.m., Thursday, June 22, 2023

*(or immediately following the meeting of the Committee on Strategic Planning and Budget)*

1. Action on a Request to Retire to Closed Session for Consideration of and Possible Action on Employment, Compensation, and Performance-evaluation Data Relative to the Board Clerk/Chief Officer, Office of Board Governance, and the Superintendent of Schools

As is customary at the Board's special meetings, no public hearing will be given on matters discussed at this meeting.

Executive Session Notice

Pursuant to the provisions of Wisconsin Statutes, Chapter 19.85(1)(c), the Board may retire to executive session for the purpose of considering employment, promotion, compensation, or performance-evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

JACQUELINE M. MANN, Ph.D.  
Board Clerk

Director Siemsen moved to retire to closed session pursuant to Wisconsin Statute 19.85(1)(c) for the purpose of considering employment, promotion, compensation or performance-evaluation data of the Superintendent of Schools and of the Board Clerk/Chief Officer, Office of Board Governance.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.

Noes — None.

The Board retire to closed session at 8:10 p.m.

The Board adjourned from closed session at 11:03 p.m., having taken no action.

JACQUELINE M. MANN, Ph.D.  
Board Clerk



# BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN JUNE 29, 2023

Regular meeting of the Board of School Directors called to order by President Herndon at 5:35 p.m..

Present — Directors Garcia, Gokalgandhi, Jackson, Leonard, and President Herndon — 5.  
Absent and Excused — Directors Carr, O'Halloran, Siemsen, and Zombor — 4.

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

- Tonesha Brown, a school kitchen manager;
- Cheryl Bachtell, a retired teacher from Gaenslen;
- Deborah Cannon, a retired teacher from Thoreau;
- Colleen Gauthier, a retired secretary from the School Technology Support Center;
- Mary Hollinshead, a retired teacher from Auer Avenue; and
- Susan James, a retired human resource services assistant.

## APPROVAL OF MINUTES

The minutes of the special and regular board meetings of May 2023 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

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

- Increasing academic achievement and accountability
- Improving district and school culture
- Developing our staff
- Ensuring fiscal responsibility and transparency
- Strengthening communication and collaboration.

Activities from late May through mid-June are also included in the following report.

#### Senior Send-off

Milwaukee Public Schools hosted its annual Senior Send-off on Friday, June 9, at Wick Field. The event was designed to honor and to celebrate the end of high school and the start of new adventures for the graduates of the Class of 2023. Graduates had an opportunity to visit with counselors, partners, staff, and friends while enjoying food, music, games, and great prizes geared toward new beginnings. A number of graduates were nominated for Senior of the Year — an honor recognizing a senior's persistence and determination on the path to exceptional achievement. During the event, students also received words of encouragement from administration, partners, and support staff, along with information about supports available in MPS College and Career Centers during the summer.

## MPS's Annual Big Reveal

Milwaukee Public Schools announced a record high in scholarship offerings on June 15 at the District's annual Big Reveal. The class of 2023 received an astounding \$121,000,000 in scholarship offerings earned by 902 of the Class of 2023's graduates, 96 more students than those in the previous school year. Much of the students' successes is attributed to the College and Career Centers and an updated graduation policy requiring all students to complete the Free Application for Federal Student Aid (FAFSA) form.

During the 2017-18 school year, 20 College and Career Centers were established for MPS high-school students. The Centers were designed to offer free resources to support students in grades 6–12 and to provide a critical component in helping them to acquire scholarship offers. Currently, there are 21 College and Career Centers serving all MPS high schools, including our alternative locations. Throughout the 21 centers, 6,415 students were seen a total of 22,647 times during the 2022-23 school year.

With the support of the College and Career Centers throughout the year, the class of 2023 will be heading out to more than 119 colleges and universities, both in and out of state, private and public, and with dozens of majors in mind. We are proud of all of our graduates and congratulate this year's scholarship recipients.

## Response to Intervention (RtI)

In an annual report issued by the Wisconsin Response to Intervention (RtI) Center, 132 MPS schools were recognized for achievement in reading, math, and behavior and were ranked bronze, silver, gold, or platinum for the number of years in which they met standards. We are proud to announce that Reagan High School reached platinum recognition for demonstrating full implementation in all three levels and areas with evidence of improvement for a minimum of three years. Honorable mentions went to Fairview, Emerson, and Honey Creek schools for reaching gold status in all three areas.

The Wisconsin RtI Center assists Wisconsin's educational systems in building capacity, in adopting and implementing high-quality practices, in making informed decisions, and in ensuring sustainability of efforts and increased success for all students. The Center's goal is to develop and to sustain an equitable multi-level system of support to ensure success for all students. At the classroom level, RtI practices identify students who need additional support and then respond to students with individualized plans to help them succeed. The full list of the recognized MPS schools follows:

	Awards				Awards		
	Behavior	Reading	Mathematics		Behavior	Reading	Mathematics
Acad of Acc Learning	Gold	Silver	Gold	Clement Ave. Elem	Silver		
ALBA	Silver			Congress Elem	Bronze		
Alcott Elem	Silver	Silver	Silver	Cooper Elem	Silver		
Allen-Field Elem	Silver			Craig Mont. School	Silver		
Alliance	Silver			Curtin Elem	Silver		
Andrew S Douglas MS	Bronze			Doerfler Elem	Silver		
Audubon Tech/Comm	Bronze			Eighty-first St. Elem	Silver		
Auer Ave. Elem	Silver			Elm Creative Arts	Silver	Bronze	Bronze
Banner Prep	Silver			Emerson Elem	Gold	Gold	Gold
Barbee Elem	Silver			Engleburg Elem	Silver	Silver	Silver
Barton Elem	Bronze	Bronze	Bronze	Fairview Elem	Gold	Gold	Gold
Bay View HS	Silver			Fernwood Mont.	Silver	Silver	Silver
Bay View Montessori	Bronze			Fifty-third St. Elem	Silver	Bronze	
Bethune Academy	Silver			Forest Home Elem	Silver	Silver	Silver
Bradley Tech	Bronze			Franklin Elem	Bronze	Bronze	Bronze
Brown St. Academy	Silver	Silver	Silver	Garland Elem	Silver		
Browning Elem	Bronze	Bronze	Bronze	Fratney Elem	Silver		
Bruce Elem	Silver	Bronze	Bronze	Golda Meir School	Silver		
Bryant Elem	Silver	Bronze	Bronze	Goodrich Elem	Silver		
Burbank Elem	Silver	Bronze	Bronze	Grant Elem	Silver		
Burdick Elem	Silver		Bronze	Grantosa Drive Elem	Bronze		
Carson Academy	Bronze			Green Tree Prep	Bronze		
Carver Academy	Bronze	Bronze	Bronze	Greenfield Bilingual	Silver		
Cass St. Elem	Silver			Groppi HS	Bronze		
Clarke St. Elem	Bronze			Hamilton HS	Silver		Bronze
Clemens Elem	Silver	Bronze	Bronze	Hampton Elem	Bronze	Bronze	Bronze

	Awards				Awards		
	Behavior	Reading	Mathematics		Behavior	Reading	Mathematics
Hartford Ave. Elem	Bronze			Morgandale Elem	Silver	Silver	Silver
Hawley Environmental	Bronze			Morse MS	Bronze		
Hawthorne Elem	Bronze	Silver	Silver	Neeskara Elem	Silver		
Hayes Bilingual	Silver			Ninety-fifth St. Elem	Silver	Bronze	Bronze
Hi-Mount Elem	Bronze			North Division HS	Bronze		
Holmes Elem	Silver	Bronze	Bronze	Obama SCTE	Silver		
Honey Creek Elem	Gold	Gold	Gold	Parkview Elem	Silver		
Hopkins Lloyd Comm.	Silver	Bronze	Bronze	Pratt Elem	Silver		
Humboldt Park Elem	Silver	Silver	Silver	Project STAY	Bronze	Bronze	Bronze
IDEAL	Silver			Pulaski HS	Bronze		
Jackson Elem	Silver			Reagan College Prep	Platinum	Platinum	Platinum
JJMAC	Bronze			Riley Dual Lang Mont.	Bronze		
Kagel Elem	Silver			River Trail Elem	Bronze		
Keefe Ave. Elem	Silver			Riverside HS	Bronze	Bronze	Bronze
Kilbourn Elem	Silver	Bronze	Bronze	Riverwest Elem	Silver		
King International	Bronze			Rogers St. Academy	Bronze		
King IB MS	Bronze			Roosevelt MS	Bronze		Bronze
King, Jr., Elem	Silver			Sherman Elem	Bronze		
Kluge Elem	Silver			Siefert Elem	Silver		
LaFollette Elem	Silver			South Division HS	Bronze	Bronze	Bronze
Lancaster Elem	Bronze	Bronze	Bronze	Starms Discovery	Bronze		
Lincoln Ave. Elem	Silver			Starms EC	Bronze		
Lincoln MS	Silver			Story Elem	Bronze		
Longfellow Elem	Silver	Bronze	Bronze	Stuart Elem	Silver		
Lowell Interna'l Elem	Silver			Thoreau Elem	Silver		
MacDowell Mont.	Silver	Bronze	Bronze	Thurston Woods Elem	Bronze		
Manitoba Elem	Silver	Silver	Silver	Townsend St. Elem	Bronze	Silver	Bronze
Maple Tree Elem	Bronze			Transition HS	Silver		
Marshall HS	Silver	Bronze	Bronze	Trowbridge St. School	Silver	Bronze	Bronze
Maryland Mont.	Silver	Silver	Silver	Victory Elem	Silver		
Metcalfe Elem	Silver			Vieau Elem	Silver		
MACL	Bronze			Vincent HS	Bronze	Bronze	Bronze
Milw German Imm.	Gold	Gold	Silver	Washington HS	Bronze		
Milw HS/Arts	Silver	Bronze	Bronze	Wedgewood Park	Bronze		
Milw French Imm.	Silver			Westside Academy	Silver		
Milw Parkside School	Silver	Bronze	Bronze	Whitman Elem	Silver	Silver	Silver
Milw School of Lang	Bronze			Whittier Elem	Silver	Silver	Silver
Milw Sign Lang Elem	Bronze			WCLL	Bronze		
Milw Spanish Imm.	Silver	Silver	Silver	Zablocki Elem	Silver	Bronze	Bronze
Mitchell Elem	Silver	Bronze	Bronze				

### Free Summer Meals

Milwaukee Public Schools offers free summer meals for children under the age of eighteen. No application or registration is needed to receive a meal — children simply visit one of the designated food sites during meal time and receive a meal. The MPS 2023 Summer Food Service program sites are:

Host Site	Address	Program	Dates	Times			No-service Days
				Breakfast	Lunch	Dinner	
ALBA	1712 S 32 <sup>nd</sup> St	CLC	6/20/2023-7/28/2023	7:30-9:00	12:00-12:30	3-3:30	7/4
Allen Field	730 W Lapham Blvd	Summer School	6/26/2023-7/28/2023	7:45-8:15	11:45-12:15	—	7/3 and 7/4
Allen-Field	730 W Lapham Blvd	CLC	6/20/2023-7/28/2023	7:30-8:00	11:30-12:00	3-3:30	7/4
Audubon	3300 S 39 <sup>th</sup> St	CLC	6/20/2023-7/28/2023	—	11:30-12:00	4:00-4:30	7/4
Audubon	3300 S 39 <sup>th</sup> St	Summer School Specialty Course	6/6/2023-6/22/2023	8:00-8:30	12:30-1:00	—	6/19

Host Site	Address	Program	Dates	Times			No-service Days
				Breakfast	Lunch	Dinner	
Bay View	2751 S Lenox St	CLC	6/20/2023-7/28/2023	—	11:30-12:00	5:30-6:00	7/4
Bay View	2751 S Lenox St	Twilight Program	06/06/2023-08/11/2023	—	—	6:30-7:30	6/19, 7/3, and 7/4
Bethune	1535 N 35 <sup>th</sup> St	CLC	6/20/2023-7/28/2023	7:30-8:00	12:00-12:30	3-3:30	7/4
Bethune	1535 N 35 <sup>th</sup> St	Summer School	6/26/2023-7/28/2023	7:30-8:00	12:00-12:30	—	7/3 and 7/4
Bradley Tech	700 S 4 <sup>th</sup> St	CLC	6/20/2023-7/28/2023	—	11:30-12	5:00-5:30	7/4
Bradley Tech	700 S 4 <sup>th</sup> St	Summer School	6/26/2023-7/28/2023	7:30-8:00	11:00-11:30	—	7/3 and 7/4
Brown Street	2029 N 20 <sup>th</sup> St, 53205	CLC	6/20/2023-7/28/2023	7:30-8:00	12:00-12:30	3-3:30	7/4
Browning	5440 N 64 <sup>th</sup> St	Safe Place	6/20/2023-7/28/2023	7:30-9:00	11:30-12:30	3-3:30	7/4
Browning	5440 N 64 <sup>th</sup> St	Summer School	6/26/2023-7/28/2023	7:30-8:00	12:00-12:30	—	7/3 and 7/4
Carmen Northwest	5496 N 72 <sup>nd</sup> St	Summer School	6/22/2023-7/14/2023	7:45-7:55	11:05-11:30	—	7/3 and 7/4
Carmen Southeast	2500 W Oklahoma Ave	Summer School	6/22/2023-7/14/2023	7:45-7:55	11:05-11:30	—	7/3 and 7/4
Carmen South	1712 S 32 <sup>nd</sup> St	Summer School	6/22/2023-7/14/2023	7:45-7:55	11:05-11:30	—	7/3 and 7/4
Carson	4920 W Capitol Dr	CLC	6/20/2023-7/28/2023	8:30-9:00	12:00-12:30	3-3:30	7/4
Cass St.	1647 N Cass St	CLC	6/20/2023-7/28/2023	7:30-8:00	12:00-12:30	3-3:30	7/4
Cass St.	1647 N Cass St	Summer School	6/26/2023-7/28/2023	7:30-8:00	12:00-12:30	—	7/3 and 7/4
Clarke St.	2816 W Clarke St	CLC	6/20/2023-7/28/2023	8:00-8:30	12:00-12:30	3-3:30	7/4
Clemens	3600 W Hope Ave	Summer School	6/26/2023-7/28/2023	7:30-8:00	12:00-12:30	—	7/3 and 7/4
Doerfler	3014 W Scott St	CLC	6/20/2023-7/28/2023	8:30-9:00	12:00-12:30	3-3:30	7/4
Douglas	3620 N 18 <sup>th</sup> St, 53206	Twilight Program	06/06/2023-08/11/2023	—	—	6:30-7:30	6/19, 7/3, and 7/4
Eighty-first St.	2964 N. 81 <sup>st</sup> St.	CLC	6/20/2023-07/28/23	8:30-9	12:00-12:30	3-3:30	on 7/4
Fernwood Montessori	3239 S Pennsylvania Ave	Summer School	6/26/2023-7/28/2023	7:30-8:00	12:00-12:30	—	7/3 and 7/4
Fifty-third St.	3618 N 53 <sup>rd</sup> St	CLC	6/20/2023-7/28/2023	7:30-8:00	12:00-12:30	3-3:30	7/4
Forest Home Ave.	1516 W Forest Home Ave	Safe Place	6/20/2023-07/28/23	7:30-9:00	11:30-12:30	3-3:30	7/4
Grantosa	4850 N 82 <sup>nd</sup> St	CLC	6/20/2023-07/28/23	7:30-8:00	12:00-12:30	3-3:30	7/4
Grantosa	4850 N 82 <sup>nd</sup> St	Summer School	6/26/2023-7/28/2023	7:30-8:00	12:00-12:30	—	7/3 and 7/4
Greenfield-	1711 S 35 <sup>th</sup> St	CLC	6/20/2023-7/28/2023	8:30-9:00	12:00-12:30	3-3:30	7/4
HAPA	4601 N 84 <sup>th</sup> St	Summer School-Session 1	6/26/2023-6/30/2023	8:00-8:30	12:00-12:30	—	7/4

Host Site	Address	Program	Dates	Times			No-service Days
				Breakfast	Lunch	Dinner	
HAPA	4601 N 84 <sup>th</sup> St	Summer School-Session 2	7/10/2023-7/28/2023	8:00-8:30	12:00-12:30	—	7/4
Hayes Bilingual	971 W Windlake Ave	CLC	6/20/2023-07/28/23	8:30-9	12:00-12:30	3-3:30	7/4
Humboldt Park-NSLP Snack	3230 S Adams Ave	Summer School	6/26/2023-7/28/2023	7:30-8:00	12:00-12:30	—	7/3 and 7/4
Kagel	1210 W Mineral St	Safe Place	6/20/2023-7/28/2023	7:30-9:00	11:30-12:30	3-3:30	7/4
King IB Mid	121 E Hadley St	CLC	6/20/2023-7/28/2023	7:30-8:00	12:00-12:30	3-3:30	7/4
King Jr El NSLP Snack	3275 N 3 <sup>rd</sup> St	Summer School	6/26/2023-7/28/2023	7:30-8:00	12:00-12:30	—	7/3 and 7/4
Kluge	5760 N. 67 <sup>th</sup> St.	CLC	6/20/2023-7/28/2023	7:30-8:00	12:00-12:30	3-3:30	7/4
LaCausa	1643 S 2 <sup>nd</sup> St	Summer School	6/26/2023-7/28/2023	7:45-8:00	12:00-12:30	—	7/4
Lincoln Ave.	1817 W Lincoln Ave	CLC	6/20/2023-7/28/2023	8:30-9:00	12:00-12:30	3-3:30	7/4
Lincoln Center of the Art	820 E Knapp St	CLC	6/20/2023-7/28/2023	—	11:30-12:00	4:30-5:00	7/4
Longfellow	1021 S 21 <sup>st</sup> St	CLC	6/20/2023-7/28/2023	7:30-8:00	12:00-12:30	3-3:30	7/4
Manitoba	4040 W Forest Home Ave	Summer School	6/26/2023-7/28/2023	7:30-8:00	11:00-11:30	—	7/3 and 7/4
Maple Tree	6644 N 107 <sup>th</sup> St	CLC	6/20/2023-07/28/23	7:30-8:00	12:00-12:30	3-3:30	7/4
Maple Tree	6644 N 107 <sup>th</sup> St	Summer School	6/26/2023-7/28/2023	7:30-8:00	12:00-12:30	—	7/3 and 7/4
Maryland	2418 N Maryland Ave	CLC	6/20/2023-7/28/2023	7:30-8:00	12:00-12:30	3-3:30	7/4
MSOL	8400 W Burleigh St	Summer School	6/26/2023-7/27/2023	7:30-8:00	11:00-11:30	—	7/3 and 7/4
North Division	1011 W Center St, 53206	CLC	6/20/2023-7/28/2023	8:00-8:30	12:00-12:30	3-3:30	7/4
North Division	1011 W Center St, 53206	Twilight Program	06/06/2023-08/11/2023	—	—	7:00-8:00 PM	6/19+7/3 + 7/4
Obama	5075 N Sherman Blvd,	Twilight Program	06/06/2023-08/11/2023*	—	—	7:00-8:00 PM	6/19, 7/3, and 7/4
Pulaski	2500 W Oklahoma Ave	Twilight Program	06/06/2023-08/11/2023	—	—	7:00-8:00 PM	6/19, 7/3 and 7/4
Rogers Street	2430 W Rogers St	CLC	6/20/2023-8/25/2023	8:30-9:00	12:00-12:30	3-3:30	7/4
Rogers Street	2430 W Rogers St	Summer School	6/26/2023-7/28/2023	7:30-8:00	12:00-12:30	—	7/3 and 7/4
Sherman Multicultural Arts	5110 W Locust St	CLC	6/20/2023-7/28/2023	7:30-8:00	12:00-12:30	3-3:30	7/4
Sherman Multicultural Arts	5110 W Locust St	Summer School	6/26/2023-7/28/2023	7:30-8:00	12:00-12:30	—	7/3 and 7/4
Starms Discovery Learning	2035 N 25 <sup>th</sup> St.	CLC	6/20/2023-7/28/2023	9:00-9:30	12:00-12:30	3-3:30	7/4
Story	3815 W Kilbourn Ave	Safe Place	6/20/2023-7/28/2023	7:30-9:00	11:30-12:30	3-3:30	7/4
Townsend	3360 N Sherman Blvd	CLC	6/20/2023-7/28/2023	7:30-8:00	12:00-12:30	3-3:30	7/4

Host Site	Address	Program	Dates	Times			No-service Days
				Breakfast	Lunch	Dinner	
Vieau	823 S 4 <sup>th</sup> St	CLC	6/20/2023-7/28/2023	7:30-8:00	12:00-12:30	3-3:30	7/4
Vincent	7501 N Granville Rd	School-to-Work- Ship-out Location	06/06/2023-6/27/2023	8:30-9:30 AM	11:00-12:00 PM		7/3 and 7/4
WCLL	1017 N 12 <sup>th</sup> St, 53233	Summer School (Session I)	6/6/2023-6/22/2023	7:30-8:00	11:00-11:30	—	6/19
WCLL	1017 N 12 <sup>th</sup> St, 53233	Summer School (Session II)	6/26/2023-7/27/2023	7:30-8:00	11:00-11:30	—	7/3 and 7/4
Zablocki	1016 W Oklahoma Ave	CLC	6/20/2023-7/28/2023	7:30-8:00	12:00-12:30	3-3:30	7/4

\* Monday, Wednesday, Friday program only

**Summer Recreational and Academic Opportunities**

Summer recreational opportunities are still available for all ages. Milwaukee Recreation offers Community Learning Centers, camps, camping, swimming, open playgrounds, twilight centers, driver’s education, space science, archery, and a host of other opportunities. Many activities are free for students. For a full list of opportunities, see the Summer Recreation Guide.

Summer learning is available through the MPS Summer Academy. More information is available in the Summer Academy Enrollment Guide. If you have questions about Summer Academy, please contact the Extended Learning Office at [elo@milwaukee.k12.wi.us](mailto:elo@milwaukee.k12.wi.us).

**Milwaukee Public Schools Is Hiring**

Become a member of the Milwaukee Public Schools family! Do you want to make a difference in the lives of our students? MPS is seeking exceptional educators and support staff to join our team, along with building-service workers and food-service workers.

MPS offers great benefits for full-time employees (30 hours or more per week):

- health insurance
- dental insurance
- life insurance
- vision insurance
- flexible health savings account
- flexible dependent care savings account
- generous vacation and sick leave
- pension
- 403b participation (voluntary)
- tuition reimbursement.

The next hiring fair is July 12, from 5:00 p.m. to 7:00 p.m., at the Central Administration Building located at 5225 West Vliet Street. District personnel will share information about the hiring process, full-time and part-time openings, license requirements, and competitive pay and benefits. Residency in Milwaukee is not required.

View open positions, read more about benefits, and apply at [mpsmke.com/careers](http://mpsmke.com/careers).

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**(Item 2) Action on a Request to Approve a Memorandum of Understanding with the Friends of Jimmy Banks for a Mural of Jimmy Banks at the Obama School of Career and Technical Education’s Stadium**

*This item was withdrawn at the request of the Administration.*

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

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

The Board's Legislative Policy Specialist presented the monthly update on legislative activities affecting MPS.

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

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

#### **Fiscal Impact Statement**

NA

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## **REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY**

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

#### **Background**

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

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

The following report includes activities from late May through mid-June.

#### **Report to the Milwaukee Board of School Directors**

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

June is the last month of the OAE's fiscal year 2023 (FY23) Work Plan, a copy of which has been provided under separate cover. A final report on work completed as part of the FY23 Work Plan will be transmitted to the Board subsequently to the close of FY23 on June 30, 2023. Implementation of the FY24 Work Plan will begin on July 1, 2023.

#### **Accountability and Efficiency Services**

Between May 13, 2023, and June 17, 2023, Accountability and Efficiency Services fulfilled 16 requests for information/research, three constituent inquiries, and five special projects. Accountability and Efficiency Services also fulfilled two requests for the assignment of an impartial hearing officer.

Accountability and Efficiency Services began its collaboration with the Office of Finance to improve the efficiency of various financial activities by leveraging data models that are used in the OAE. This will reduce the amount of time and effort required by Finance's staff to obtain and to query financial data from the financial system.

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

**Contract Compliance Services (CCS)**

During the reporting period, Contract Compliance Services (CCS) staff members focused on HUB and student-engagement programming.

CCS, in collaboration with the Department of Procurement, is piloting an RFB/RFP training session that will provide instructions to potential contractors and vendors on how to successfully complete proposals. Additionally, the session is designed to attract more contractors/vendors who are interested in conducting business with Milwaukee Public Schools and to eliminate any confusion around completing required documentation related to responses to proposals. CCS will use the opportunity to educate potential new vendors with detailed steps on completing all mandatory forms and schedules.

Lastly, CCS plans to maximize our student-internship opportunities to the fullest extent during summer break. This summer, we will provide paid internships for more than 70 MPS high-school students. CCS is sponsoring paid internships for 46 students in various career industries with our mission-aligned partner, Lead2Change. The internships will provide students exposure to industries from administrative services to construction. In addition to partnering with Lead2Change, 25 students were interviewed for internships in actuarial services, construction, human resources, technology, transportation, and tutoring services. 10 students were successfully placed.

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

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

\* \* \* \* \*

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

**(Item 1) Action on the Reports of the Independent Hearing Officers of the Milwaukee Board of School Directors (Student Expulsions)**

The Board Clerk presented 11 reports of the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times:

- June 6, 2023, at 9:00 a.m., 10:00 a.m., 11:30 a.m., 1:00 p.m., and 2:00 p.m.;
- June 7, 2023, at 9:00 a.m., 10:30 a.m., and 12:00 p.m.;
- June 8, 2023, at 9:00 a.m.;
- June 15, 2023, at 9:00 a.m.; and
- June 21, 2023, at 9:00 a.m.

Also presented under separate cover for the Board’s information were the monthly expulsion summaries.

Director Garcia moved to accept the reports of the Independent Hearing Officers of June 6, 7, 8, 15, and 21, 2023.

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

- Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, Zombor, and President Herndon — 5.
- Noes — None.

\* \* \* \* \*

**REPORTS OF THE STANDING COMMITTEES**

Separate consideration was requested of the Report of the Committee on Accountability, Finance and Personnel, Item 5, Action on Recommended FY24 Plan of Audits and Report on District Risk-

assessment Plan, which had been set aside because it had been forwarded to the Board without recommendation.

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

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, Zombor, and President Herndon — 5.  
Noes — None.

## REPORT OF THE 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

#### Classified Personnel Transactions

Code	Name	Position	Salary	Date
<b>New Hires</b>				
2	Robin Finney	Building Service Helper I	\$19.08/hr.	05/22/2023
2	Terence Members	Building Service Helper I	\$15.90/hr.	05/22/2023
2	Troy Moore	Building Service Helper I	\$15.90/hr.	05/08/2023
2	Angelo Newman	Building Service Helper I	\$15.90/hr.	05/22/2023
2	Shericka Nelson	Children's Health Assistant	\$20,827.00	05/01/2023
2	Deyonto Southern	Food Service Assistant	\$15.90/hr.	05/29/2023
2	Marion Combs	Paraprofessional	\$19,758.00	05/01/2023
4	Nivario Grice	Paraprofessional	\$19,758.00	05/09/2023
4	Magaly Gutierrez Lopez	Paraprofessional	\$21,699.00	05/03/2023
4	Elizabeth Pagan Cruz	Paraprofessional	\$19,758.00	05/03/2023
2	Monet Walker	Paraprofessional	\$22,418.00	05/24/2023
4	Cailia Arroyo	School Secretary I — 10-month	\$26,329.00	05/02/2023
2	Leslie Hill	School Kitchen Manager I	\$29,022.00	05/08/2023
2	Dontasia Stewart	School Kitchen Manager Trainee	\$18.18/hr.	03/28/2023
2	Deajaha Brown Trotter	Youth Apprentice	\$13.50/hr.	04/02/2023
2	Tanaya Craig	Youth Apprentice	\$13.50/hr.	04/02/2023
2	Joseph Franklin	Youth Apprentice	\$13.50/hr.	05/02/2023
2	Antwanita Hayes	Youth Apprentice	\$13.50/hr.	04/03/2023
2	James Malone	Youth Apprentice	\$13.50/hr.	04/02/2023
2	Desmond Mann	Youth Apprentice	\$13.50/hr.	04/03/2023
2	James Mathews	Youth Apprentice	\$13.50/hr.	04/03/2023
2	Ashley Stewart	Youth Apprentice	\$13.50/hr.	04/02/2023
2	Aarron Whitlock	Youth Apprentice	\$13.50/hr.	04/02/2023
<b>Promotions</b>				
2	Mya Simmons Ward	Paraprofessional	\$23,147.00	05/02/2023
2	Kenturah Edwards	School Engineer II	\$57,582.00	05/28/2023
2	Marlena Gladney	School Engineer II	\$60,131.00	05/28/2023
2	Andre Howard	School Engineer II	\$63,956.00	05/28/2023
2	Michael Nash	School Engineer II	\$65,231.00	05/28/2023
7	Craig Ninham Jr	School Engineer II	\$58,857.00	05/28/2023
2	Avery Robinson	School Engineer II	\$61,407.00	05/28/2023
5	Shannon Witkowski	School Engineer II	\$61,407.00	05/28/2023
2	Betty Ross	School Engineer III	\$67,494.00	05/28/2023
2	Nathan Wade	School Engineer IV	\$76,170.00	05/28/2023

Code	Name	Position	Salary	Date
4	Orlando Gonzalez Rivera	School Kitchen Manager II	\$30,835.00	05/15/2023
2	Tasha Cruse	School Kitchen Manager Trainee	\$16.75/hr.	05/15/2023
4	Susana Flores Baez	School Kitchen Manager Trainee	\$16.27/hr.	05/15/2023
2	Phyllis Howard	School Kitchen Manager Trainee	\$21.04/hr.	05/15/2023

**Rehires**

2	Lamont Clark	Building Service Helper I	\$16.96/hr.	05/22/2023
2	Antonia Buford	Food Service Assistant	\$16.85/hr.	05/11/2023
4	Mariana Molina	Food Service Assistant	\$15.90/hr.	05/04/2023
2	LaQueesha Blockton	Paraprofessional	\$23,876.00	05/08/2023
7	Genesis Gaytan Garcia	School Secretary I — 10-month	\$28,332.00	05/15/2023

**Codes:**

1	Native American	4	Hispanic	7	Two or more ethnic codes
2	African American	5	White		
3	Asian/Oriental/Pacific Islander	6	Other		

**Certificated Appointments**

Codes	Name	Appointment	Level	Salary	Date
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**School Counselor**

2, nr	Ford, Shawanda	Guidance	01/MA	\$74,765.00	5/18/2023
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**Permit Teacher**

5, r	Pluchek, Haley	SAGE	XX/4W2	\$46,144.00	8/8/2022
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Codes	Teachers	SSWs	Psychs	Other	Total
1 Native American	0	0	0		
2 African American	0	0	0	1	1
3 Asian/Oriental/Pacific Islander	0	0	0	0	0
4 Hispanic	0	0	0	0	0
5 White	1	0	0	0	1
6 Other	0	0	0	0	0
7 Two or more ethnic codes	0	0	0	0	0
Male	0	0	0	0	0
Female	1	0	0	1	2
r Resident					
nr Non-resident					

**Levels**

- B, BA Bachelor's Level (Teachers)
- C, MA Master's Level (Teachers)

**Certificated Leaves of Absence**

	Present Assignment	Effective From
Illness Leave, April 2023 Marieva Holt	Congress School	April 25, 2023
Personal Leave, May 2023 Greg Domanico	Bradley Tech High School	May 18, 2023

**Report on Certificated Resignations and Classified Retirements**

Reason	Yrs Svc	Code	Name	Position	Location	Date
<b>Certificated Resignations</b>						
Other Dist	7.3	5	Spencer Anhalt	Teacher	MHSA	05/24/2023
Other Dist	3.3	2	Jaela Ashley	Teacher	Roosevelt	05/24/2023
Other Dist	6.7	2	DaNisha Avery	Teacher	Carver	06/16/2023
Personal	1.9	5	Jenna Brown	Teacher	Curtin	06/16/2023
Retire	9.8	5	Lynnette Buzzell	Teacher	81st Street	06/16/2023

Reason	Yrs Svc	Code	Name	Position	Location	Date
Personal	1.9	5	Katie Carlson	Teacher	Meir	05/24/2023
Retire	34.7	5	James Chucks	Mentor Tchr	North Division	06/01/2023
Personal	8.7	4	Rebeca Cobian	Teacher	Hayes	06/16/2023
Retire	37.7	5	Jane Connell	Teacher	Audubon HS	06/02/2023
Retire	33.4	2	Carolyn Davis	Teacher	Kluge	06/16/2023
Other Dist	6.4	5	Renee Feltz	Teacher	Thurston Woods	08/15/2023
Personal	1.8	5	Stephanie Forster	Teacher	Metcalfe	05/24/2023
Retire*	10.8	5	Michael Foti	Teacher	Central Svcs	08/31/2023
Other Work	9.9	5	Anthony Frank	AP	Hamilton	05/31/2023
Personal	0.9	5	Hope Goes	Teacher	Parkside	05/31/2023
Retire	31.9	2	Indyria Graham Wilson	Principal	Congress	06/30/2023
Retire	29.0	2	Lolita Harden	Principal	Pulaski	07/31/2023
Retire	28.8	4	John Hegelmeyer	Teacher	MSL	05/31/2023
Other Dist	1.9	5	Rachel Hegreberg	Teacher	LaFollette	07/01/2023
Retire	23.9	5	Kelly Heigl	SST	Alcott	06/16/2023
Other Dist	2.8	5	Erin Hemze	Teacher	Goodrich	06/17/2023
Retire	31.3	5	Daniel Hennessey	Manager III	Central Svcs	06/30/2023
Personal	0.5	5	Kailey Hoffmann	Teacher	Lincoln MS	05/24/2023
Personal	17.1	2	Rhonda Holmes	Teacher	Marshall	05/24/2023
Personal	4.8	5	Aliza Jens	Teacher	Longfellow	06/16/2023
Retire	23.9	2	Diane Johnson	Teacher	Congress	05/24/2023
Retire	21.9	5	Laura Jorgensen	Teacher	Maple Tree	06/16/2023
Retire	26.8	5	Kathleen Kelley	Teacher	Whitman	06/16/2023
Personal	14.9	5	Steven Krull	Principal	Garland	06/30/2023
Personal	10.2	5	Renee LaCroix	Teacher	Fairview	06/16/2023
Retire	25.7	2	Melinda Laster	Teacher	Carver	06/18/2023
Personal	1.3	5	Daniel Leedy	Teacher	Central Svcs	05/22/2023
Other Dist	10.6	5	Megan Lehman	Teacher	Pulaski	05/24/2023
Other Dist	9.6	5	Kristina Lent	Teacher	Spanish Imm	06/16/2023
Retire	31.5	5	Kathryn Lerner	Teacher	MSL	06/16/2023
Personal	1.7	5	Maria Linares	Teacher	Hayes	06/16/2023
Personal	7.8	7	Jessica Lowery	Tchr Ldr	Technology	06/01/2023
Other Dist	2.8	4	Anthony Macadaeg	Teacher	Hampton	06/16/2023
Retire	23.9	5	Lynn Maholias	Teacher	Pratt	05/23/2023
Retire	1.9	5	Diane Mantei	Nurse	Bradley Tech	06/01/2023
Retire	15.0	4	Erkies Marin Ortiz	Teacher	Greenfield	06/15/2023
Personal	4.8	5	Jessica Martin	Teacher	Riley	06/16/2023
Other Dist	4.0	2	TreQuan Martin	Teacher	Lancaster	06/16/2023
Personal	2.3	4	Amapola Martinez Anez	Teacher	Riley	06/16/2023
Personal	1.9	5	Nicole McGillicuddy	SLP	Longfellow	06/16/2023
Personal	8.9	5	Susan Meyer	Psych	Central Svcs	06/01/2023
Other Dist	5.8	5	Emma Milek	Psych	Browning	06/22/2023
Personal	0.4	5	Madelyn Morgen	Teacher	Lincoln MS	05/24/2023
Personal	6.4	7	Angela Mosby	Counselor	Riverside	05/26/2023
Personal	0.9	5	Gerrit Mulder	Teacher	Rufus King MS	05/24/2023
Other Dist	2.9	5	Emily Oates	Teacher	Meir	05/24/2023
Personal	7.8	4	Samaria Ortiz Colon	SSW	Allen Field	06/22/2023
Personal	0.4	5	Randi Pankoff	Rec Assoc II	Central Svcs	06/12/2023
Other Dist	3.9	5	Alison Patton	Teacher	Jackson	06/30/2023
Other Work	0.9	5	Kayla Paul	Teacher	Clement Ave	06/16/2023
Retire	34.7	2	Cynthia Peppers	Teacher	Thurston Woods	06/16/2023
Retire	30.3	2	Christine Qualls	Teacher	Carver	06/16/2023
Retire	24.9	5	Tracy Quarino	Teacher	Lincoln MS	05/24/2023
Personal	2.1	4	Ana Quezada	Teacher	Whitman	06/16/2023
Personal	3.9	5	Lauren Racey	Teacher	Jackson	06/16/2023
Personal	2.8	2	Shameka Redd	SSW	Barton	06/22/2023
Retire	25.5	4	Miguelina Ricardo	Teacher	Greenfield	06/16/2023
Personal	6.8	5	Emily Rivera	Teacher	Bradley Tech	05/24/2023
Personal	0.9	1	Leyla Salomon Saba	Teacher	Kagel	06/30/2023
Retire	31.3	5	Christine Santos	Teacher	Clement Ave	06/16/2023

Reason	Yrs Svc	Code	Name	Position	Location	Date
Retire	24.9	5	Amy Schultz	Teacher	AAL	06/16/2023
Other Dist	1.9	5	Karen Spiewak	Teacher	Washington HS	05/24/2023
Personal	6.8	5	Christopher Stancato	Psych	Brown Street	06/22/2023
Retire	7.9	5	Linda Steffens	Teacher	MSoL	06/22/2023
Retire	17.5	5	Nancy Sterling	Teacher	Central Svcs	06/16/2023
Retire	34.7	4	Wanda Varela Katz	Principal	Siefert	06/23/2023
Personal	0.3	2	William Vasquez	Teacher	WCLL	05/24/2023
Personal	5.1	5	Rebecca Vonesh	Teacher	MSL	05/24/2023
Personal	10.8	5	Vanessa Weber	Teacher	MSL	05/24/2023
Personal	26.7	3	George Weinman	Teacher	Browning	06/16/2023
Other Dist	1.8	2	LaQuashia Williamson	Teacher	Roosevelt	05/24/2023
Personal	0.9	5	Sophia Woychik	Teacher	MACL	06/16/2023

**Classified Retirements**

Retire	33.7	5	Lucia Armiros	Interpreter	Central Svcs	05/25/2023
Retire	31.2	2	Sherman Dixon	CHA	Riverside	06/02/2023
Retire	24.1	5	Michael Eheler	Electrician	Elec Shop	06/02/2023
Retire	3.6	4	Genevieve Gutierrez	Para	Greenfield	05/19/2023
Retire	14.7	5	William Harvill	Para	MSL	05/25/2023
Retire	25.4	5	Lynne Malsack	Para	WCLL	05/25/2023
Retire	27.2	4	Ana Montanez	SWA II	Ronald Reagan	05/26/2023
Retire	25.4	2	Gwendolyn Perry	CHA	Central Svcs	06/01/2023
Retire	33.1	2	Terry Roby	CHA	Obama SCTE	06/01/2023
Retire	42.4	5	Linda Tate	Para	Hamilton	05/25/2023
Retire	21.5	3	Lyvong Vang	Para	JMAC	05/27/2023
Retire	25.1	5	Linda Wrench	Secretary	Bay View HS	06/02/2023

\*Change in effective date only

**Summary**

Other District..... 15  
 Other Work ..... 3  
 Personal ..... 33  
 Retirement..... 39 (12 Classified & 27 Certificated)

**Codes:**

- 1 Native American
- 2 African American
- 3 Asian/Oriental/Pacific Islander
- 4 Hispanic
- 5 White
- 6 Other
- 7 Two or more ethnic codes

**Affirmative Action Report**

The Affirmative Action monthly personnel transaction report for May 2023 is attached to the minutes of your Committee’s meeting. This is an informational item, and no action is required.

**Committee’s Recommendation**

Your Committee recommends that the Board approve the promotions, appointments, and leaves as listed, 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 60 Days**

**Recommended Appointments**

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

Codes	Name	Appointment	Assignment	Salary		
				Sched	Range	Amount
5, nr	Stephen Wildbruber	Manager I, Civil Engineer	Office of the Chief of Operations	03	11A	\$115,490
2, r	Derrick Jenkins	Principal I, K-8, Hi-Mount Elementary	Office of the Chief of School Administration	03	13T	\$111,467
2, r	Kasongo Kalumbula	Principal II, Bethune Academy	Office of the Chief of School Administration	03	14T	\$107,844
5, r	Roosevelt Stewart	Assistant Principal III, MacDowell Montessori	Office of the Chief of School Administration	03	12C	\$105,231
5, r	Larry Cote	Director II, Employment Relations	Office of the Chief of Human Resources	03	15A	\$101,757
1, nr	Kelly Riviera	Budget Analyst III	Office of the Chief of Finance	03	07A	\$93,563
5, r	Audrey Olscheske	Assistant Principal III, Hamilton High School	Office of the Chief of School Administration	03	12C	\$80,820
1, r	Milissa Hamley	Assistant Principal III, Milwaukee School of Languages	Office of the Chief of School Administration	03	12C	\$79,764
5, nr	Dakota Berg	Assistant Principal III, MHSA	Office of the Chief of School Administration	03	12C	\$78,188
5, nr	Brenda Seekins	Associate II, Recreation Supervisor	Office of the Chief of Operations	03	04A	\$78,681
2, r	Caroline Robbins	Assistant Principal I, Maryland Ave Montessori	Office of the Chief of School Administration	03	10C	\$76,956
2, r	Clarice Robinson	Budget Analyst III	Office of the Chief of Finance	03	07A	\$74,116
1, nr	Robert Borchardt	Associate III, Design & Marketing	Office of the Chief of Communications & School Performance	03	05A	\$73,516
2, r	Jacquay Eichelberger	Analyst I, Senior Programmer Student Information Systems	Office of the Chief of Communications & School Performance	03	05A	\$60,746
3, r	Maivang Xiong	Budget Analyst I	Office of the Chief of Finance	03	05A	\$59,885
2, r	TreQuan Martin	Dean of Students, Lincoln Center of the Arts	Office of the Chief of School Administration	03	06C	\$58,027
5, r	Lisa Sheffield	Transportation Associate II	Office of the Chief of School Administration	03	04A	\$55,749
2, r	Latasha Lewis	Benefits Associate I	Office of the Chief of Human Resources	03	03A	\$53,508

### **Recommended Salary Increases**

Your Committee recommends that the following individuals' salaries be increased as indicated, to be effective upon approval by the Board.

Codes	Name	Position	Assignment	Salary		
				Sched	Range	Amount
5, r	Matthew Chason	Sr. Director, Accountability & Efficiency	Office of Accountability & Efficiency	03	16A	\$137,679
5, r	Eric Steimel	Accountant II	The Office of the Chief of Finance	03	04A	\$80,000

### **Recommended Limited-term Employment (LTE) Contracts Exceeding 60 Days**

Your Committee recommends that the Board approve the following limited-term employment (LTE) contracts exceeding 60 days, pursuant to Administrative Policy 6.23(4)(b), to be effective as indicated.

Codes	Name	Position	Assignment	Hourly	Dates
				Wage	
5, r	Annie Kubes	Department of Recreation and Community Services	Office of the Chief of Operations	\$40.00	06/01/23-12/01/23

Codes	Name	Position	Assignment	Hourly Wage	Dates
5, r	Christina Flood	Education Pathway	Office of the Chief of Academics	\$40.00	10/04/23-12/31/23
2, r	Erika Brown	College and Career Readiness	Office of the Chief of Academics	\$40.00	06/01/23-11/30/23
2, r	Sara Deida	Bilingual Multicultural Education	Office of the Chief of Academics	\$35.00	06/17/23-01/17/24
5, r	Todd Siefert	Summer/Fall Warehouse Support	Office of the Chief of Communications & School Performance	\$30.00	06/01/23-11/30/23
2, nr	Heather Harper	College and Career Readiness	Office of the Chief of Academics	\$30.00	06/01/23-11/30/23
2, r	Tiffany Hill	College and Career Readiness	Office of the Chief of Academics	\$30.00	06/01/23-11/30/23
2, r	Teshonda Marion	College and Career Readiness	Office of the Chief of Academics	\$30.00	06/01/23-11/30/23
2, r	Venice Grayson	College and Career Readiness	Office of the Chief of Academics	\$24.00	06/01/23-11/30/23
5, nr	Mariella Kuehn	School Bookkeeper	Office of the Chief of Finance	\$30.00	07/01/23-12/31/23
5, r	Kris Imobersteg	SSIMS Support	Office of the Chief of Academics	\$30.00	05/29/23-11/13/23
5, r	Melanie Zurheide	Evaluation Teams Building Coordinator	Office of the Chief of Academics	\$30.00	05/25/23-11/23/23
5, nr	Devin Lazo	Planning Assistant II	Office of the Chief of Academics	\$30.00	06/01/23-12/01/23
5, r	Malin Ehram	Law Clerk	Office of the Chief of Human Resources	\$20.00	06/06/23-12/06/23
5, r	John Babington	Law Clerk	Office of the Chief of Human Resources	\$20.00	06/01/23-12/01/23

Codes:

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

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

\* \* \* \* \*

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

**Background**

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

- PAMPS
- MTEA — Bookkeepers/Accountants
- MTEA — Educational Assistants
- MTEA — Teachers

Each agreement has a term of one year (July 1, 2023, through June 30, 2024) and provides for a base-wage increase of 8.0% to be implemented on July 1, 2023.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

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

**Fiscal Impact Statement**

The funding for the base wage increases will be incorporated into the FY24 budget.

**Implementation and Assessment Plan**

Upon approval of the Board, the base-wage increases will be implemented on July 1, 2023.

**Committee’s Recommendation**

Your Committee recommends that the Board approve the collective-bargaining agreements as attached to the minutes of your Committee’s meeting.

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

\* \* \* \* \*

**(Item 4) Action on Approval of the 2023-24 Salary Schedules**

**Background**

On May 25, 2023, the Board approved salary increases across the board, to be effective July 1, 2023. Below are the salary schedules for 2023-24.

**Salary Schedules**

**Administrators & Supervisors**

This group includes positions ranging from administrative assistants through cabinet-level and can be either classified or certificated.

Salaries range from 200 to 260 days, as indicated by Grade: A = 260; C & D = 200; T = 220.

Grade	Job Title	Salary		
		Min	Mid	Max
00A	Assistant	\$41,845	\$47,037	\$52,231
01A	Assistant I	\$51,949	\$60,758	\$69,568
02A	Assistant II, Paralegal	\$53,897	\$64,330	\$74,762
02C	Assistant II	\$46,642	\$55,638	\$64,636
03A	Assistant III, Associate I, Technician I, Accountant I	\$55,993	\$68,184	\$80,376
04A	Associate II, Technician II, Accountant II, Performance Auditor I	\$60,209	\$73,340	\$86,470
05A	Associate III, Analyst I, Accountant III	\$64,676	\$78,866	\$93,057
05D	Associate III, Analyst I, Accountant III	\$53,128	\$68,748	\$84,368
06A	Coordinator I, Analyst II, Accountant IV, Performance Auditor II	\$72,584	\$88,563	\$104,543
06C	Coordinator I, Analyst II, Accountant IV, Performance Auditor II	\$62,669	\$76,405	\$90,141
07A	Coordinator II, Analyst III	\$76,038	\$92,801	\$109,565
07C	Coordinator II, Analyst III	\$65,626	\$80,033	\$94,441
08A	Coordinator III, Specialist I	\$79,679	\$97,269	\$114,859
08C	Coordinator III, Specialist I	\$68,761	\$83,871	\$98,981
09A	Supervisor I, Specialist II	\$83,557	\$101,976	\$120,395
09C	Supervisor I, Specialist II	\$72,023	\$87,872	\$103,723
10A	Supervisor II, Specialist III	\$87,497	\$106,851	\$126,204
10C	AP I - Elem, Supervisor II, Specialist III	\$75,448	\$92,070	\$108,692
11A	Manager I, Specialist IV	\$91,693	\$111,998	\$132,303
11C	AP II - MS, Manager I, Specialist IV	\$79,043	\$96,481	\$113,917
12A	Manager II	\$96,106	\$117,408	\$138,712
12C	Manager II, AP III-HS	\$82,787	\$101,075	\$119,364
13A	Manager III	\$100,732	\$123,084	\$145,437
13T	Principal I, K-6; Principal I, K-8	\$95,424	\$116,562	\$137,698
14A	Director I; Principal I, 9-12; Principal I, K-12	\$105,597	\$129,048	\$152,500
14T	Principal I, 6-8; Principal II, K-8	\$99,312	\$121,830	\$144,347

Grade	Job Title	Salary		
		Min	Mid	Max
15A	Director II; Comptroller; Principal II, 9-12; Principal II, K-12	\$110,695	\$135,304	\$159,913
16A	Sr. Director, Regional Superintendent	\$116,056	\$141,878	\$167,698
18A	Chief	\$163,807	\$179,895	\$195,983

**Teachers' Unit**

Steps	Bachelor's		Physical Therapist,	Occupational Therapist,	Speech Language Pathologist,	Nurses,	School Worker,	Traveling Music Teacher,
	191 days	Master's, 191 days	191 days	191 days	191 days	200 days	200 days	191 days
99	\$50,737	\$54,233	\$58,388	\$54,391	\$57,105	\$58,269	\$63,689	\$25.48
1	\$52,601	\$56,273	\$60,428	\$56,429	\$59,143	\$60,309	\$65,728	\$26.54
2	\$54,467	\$58,312	\$62,467	\$58,469	\$61,183	\$62,347	\$67,768	\$27.60
3	\$56,331	\$60,353	\$64,506	\$60,509	\$63,222	\$64,387	\$69,806	\$28.66
4	\$58,196	\$62,391	\$66,546	\$62,548	\$65,262	\$66,426	\$71,846	\$29.72
5	\$60,060	\$64,431	\$68,585	\$64,588	\$67,300	\$68,467	\$73,885	\$30.78
6	\$61,925	\$66,471	\$70,626	\$66,626	\$69,340	\$70,507	\$75,925	\$31.84
7	\$63,789	\$68,510	\$72,665	\$68,666	\$71,380	\$72,545	\$77,965	\$32.90
8	\$65,654	\$70,549	\$74,704	\$70,707	\$73,419	\$74,585	\$80,003	\$33.96
9	\$67,518	\$72,588	\$76,744	\$72,746	\$75,459	\$76,624	\$82,043	\$35.02
10	\$69,384	\$74,628	\$78,783	\$74,785	\$77,498	\$78,664	\$84,082	\$36.08
11	\$71,248	\$76,668	\$80,822	\$76,824	\$79,538	\$80,703	\$86,122	\$37.15
12	\$73,113	\$78,706	\$82,862	\$78,864	\$81,578	\$82,742	\$88,161	\$38.21
13	\$74,977	\$80,746	\$84,901	\$80,904	\$83,617	\$84,782	\$90,201	\$39.27
14	\$76,842	\$82,785	\$86,941	\$82,942	\$85,656	\$86,821	\$92,241	\$40.33
15	\$78,706	\$84,825	\$88,979	\$84,982	\$87,695	\$88,860	\$94,280	\$41.39
16	\$80,571	\$86,865	\$91,019	\$87,021	\$89,735	\$90,900	\$96,320	\$42.45
17	—	\$88,903	\$93,058	\$89,061	\$91,775	\$92,939	\$98,359	—
18	—	\$90,944	\$95,098	\$91,100	\$93,813	\$94,980	\$100,398	—
19	—	\$92,983	\$97,138	\$93,139	\$95,853	\$97,019	\$102,438	—
20	—	\$95,023	\$99,176	\$95,179	\$97,892	\$99,058	\$104,477	—

Steps	Bachelor's					Master's				
	1C, 191 days	1D, 200 days	1E, 260 days	1G, 191 days	2F, 200 days	1C, 191 days	1D, 200 days	1E, 260 days	1G, 191 days	2F, 200 days
99	\$55,938	\$58,574	\$62,405	\$53,274	\$53,128	\$59,792	\$62,610	\$66,705	\$56,945	\$56,789
1	\$57,993	\$60,726	\$64,697	\$55,232	\$55,080	\$62,041	\$64,965	\$69,213	\$59,087	\$58,925
2	\$60,049	\$62,879	\$66,990	\$57,190	\$57,034	\$64,289	\$67,319	\$71,721	\$61,228	\$61,060
3	\$62,105	\$65,031	\$69,284	\$59,147	\$58,986	\$66,538	\$69,674	\$74,229	\$63,369	\$63,196
4	\$64,160	\$67,184	\$71,578	\$61,106	\$60,938	\$68,786	\$72,027	\$76,738	\$65,511	\$65,330
5	\$66,217	\$69,337	\$73,871	\$63,063	\$62,891	\$71,034	\$74,382	\$79,246	\$67,652	\$67,467
6	\$68,273	\$71,491	\$76,165	\$65,021	\$64,843	\$73,283	\$76,736	\$81,755	\$69,794	\$69,603
7	\$70,329	\$73,643	\$78,458	\$66,979	\$66,795	\$75,531	\$79,091	\$84,263	\$71,936	\$71,738
8	\$72,384	\$75,795	\$80,751	\$68,936	\$68,748	\$77,780	\$81,446	\$86,772	\$74,076	\$73,874
9	\$74,440	\$77,948	\$83,046	\$70,896	\$70,701	\$80,028	\$83,799	\$89,280	\$76,218	\$76,008
10	\$76,496	\$80,100	\$85,338	\$72,852	\$72,653	\$82,277	\$86,155	\$91,788	\$78,359	\$78,144
11	\$78,552	\$82,253	\$87,631	\$74,812	\$74,605	\$84,525	\$88,508	\$94,296	\$80,501	\$80,280
12	\$80,607	\$84,405	\$89,925	\$76,769	\$76,558	\$86,775	\$90,864	\$96,806	\$82,642	\$82,416
13	\$82,663	\$86,558	\$92,218	\$78,727	\$78,511	\$89,022	\$93,217	\$99,314	\$84,783	\$84,551
14	\$84,719	\$88,711	\$94,511	\$80,685	\$80,462	\$91,272	\$95,572	\$101,821	\$86,925	\$86,686
15	\$86,775	\$90,864	\$96,806	\$82,642	\$82,416	\$93,520	\$97,926	\$104,331	\$89,067	\$88,822
16	\$88,830	\$93,016	\$99,099	\$84,600	\$84,369	\$95,769	\$100,281	\$106,839	\$91,207	\$90,958
17	—	—	—	—	—	\$98,017	\$102,636	\$109,347	\$93,349	\$93,093
18	—	—	—	—	—	\$100,264	\$104,989	\$111,856	\$95,490	\$95,228
19	—	—	—	—	—	\$102,514	\$107,344	\$114,364	\$97,632	\$97,364
20	—	—	—	—	—	\$104,762	\$109,698	\$116,872	\$99,774	\$99,500

1C includes Emp Training Specialist, Teacher-Verizon

1D includes District Mentor, Library Coach, Innovation Coach, PBIS Coach, Literacy/Math Leader, Math/Science Spec, Teacher Leader, Climate Justice Coach, Teacher-Restorative Practices

1E includes 12-month Teacher

1G includes O&M Teacher

2F includes Library Media Spec, Teacher Trauma Coach

\*Substitute teachers are paid \$27.00/hr,

\*\*Substitute teachers with benefits are paid \$30.50/hr.

\*\*\*Substitute teachers' long-term pay adjustment will be an additional \$3.50 per hour, starting the 20th day in the same assignment.

\*\*\*\*Part-time teachers are paid \$35.00-45.00/hr., depending on experience.

\*\*\*\*\*Part-time nurses are paid\$32.00-\$55.00/hr., depending on experience.

**Permit/Intern Teachers, 191 days**

Steps	Salary
98*	\$49,836.00
99	\$50,737.00
1*	\$52,601.00

\*New permit/intern professionals start at step 98. After one full year in that role, they will move to step 99.

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

**Psychologists, 200 days**

Steps	Salary	Steps	Salary	Steps	Salary
99	\$65,408	6	\$81,723	12	\$98,038
1	\$68,127	7	\$84,443	13	\$100,759
2	\$70,847	8	\$87,161	14	\$103,477
3	\$73,565	9	\$89,881	15	\$106,195
4	\$76,286	10	\$92,600		
5	\$79,004	11	\$95,320		

Psychometric Assistant=\$36.72/hr.

**Engineers, 260 days**

Steps	Boiler Attendant Trainee	Boiler Attendant	School Engineer I	School Engineer II	School Engineer III	School Engineer III+	School Engineer IV
99	\$41,953	\$47,781	\$53,608	\$59,435	\$65,262	\$69,923	\$75,750
1	\$43,258	\$49,052	\$54,902	\$60,811	\$66,788	\$71,386	\$77,053
2	\$44,563	\$50,324	\$56,197	\$62,188	\$68,314	\$72,848	\$78,356
3	\$45,867	\$51,597	\$57,490	\$63,566	\$69,840	\$74,311	\$79,659
4	\$47,172	\$52,868	\$58,784	\$64,942	\$71,367	\$75,774	\$80,961
5	\$48,477	\$54,140	\$60,078	\$66,319	\$72,893	\$77,237	\$82,264
6	\$49,781	\$55,412	\$61,372	\$67,696	\$74,419	\$78,700	\$83,567
7	\$51,085	\$56,684	\$62,667	\$69,072	\$75,945	\$80,162	\$84,869
8	\$52,390	\$57,955	\$63,960	\$70,450	\$77,472	\$81,625	\$86,172
9	\$53,694	\$59,227	\$65,255	\$71,827	\$78,998	\$83,087	\$87,476
10	\$54,999	\$60,499	\$66,549	\$73,203	\$80,524	\$84,550	\$88,778
11	\$56,304	\$61,771	\$67,842	\$74,579	\$82,049	\$86,014	\$90,081

**Building Service Helper (BSH) I and II, 260 Days**

Step	BSH I (Hourly)		BSH II (Salaried)		BSH I (Hourly)		BSH II (Salaried)		
	Hourly, Grade	Annual	Hourly	Annual, Grade	Hourly, Grade	Annual	Hourly	Annual, Grade	
99	\$17.17	\$ 35,718.00	\$19.34	\$40,233	7	\$21.18	\$ 44,052.00	\$23.51	\$48,904
1	\$17.74	\$ 36,908.00	\$19.94	\$41,469	8	\$21.75	\$ 45,242.00	\$24.11	\$50,140
2	\$18.32	\$ 38,099.00	\$20.53	\$42,704	9	\$22.32	\$ 46,433.00	\$24.70	\$51,375
3	\$18.89	\$ 39,290.00	\$21.14	\$43,962	10	\$22.90	\$ 47,624.00	\$25.29	\$52,611
4	\$19.46	\$ 40,480.00	\$21.73	\$45,198	11	\$23.47	\$ 48,814.00	\$25.89	\$53,846
5	\$20.03	\$ 41,671.00	\$22.32	\$46,433					
6	\$20.61	\$ 42,861.00	\$22.92	\$47,669					

**1616 — Support Staff**

Steps	IT Technician I,	IT Technician II,	Social Work Aide II,	Truck Driver, Inventory, Supply Clerk,	Groundskeeper,	Instrument Spec, Small-engine Mechanic,	Instrument Specialist, 10M,	Information Specialist,	Kitchen Driver,
	260 days	260 days	187 days	260 days	260 days	260 days	187 days	260 days	260 days
99	\$58,022	\$59,471	\$19,668	\$54,120	\$52,317	\$47,285	\$36,130	\$43,376	\$26.64
1	\$59,172	\$60,651	\$20,241	\$55,195	\$53,356	\$48,231	\$36,853	\$44,807	\$27.14
2	\$60,322	\$61,830	\$20,814	\$56,269	\$54,394	\$49,177	\$37,575	\$46,239	\$27.63
3	\$61,473	\$63,008	\$21,386	\$57,342	\$55,433	\$50,123	\$38,299	\$47,671	\$28.11
4	\$62,623	\$64,188	\$21,958	\$58,416	\$56,472	\$51,069	\$39,020	\$49,102	\$28.61
5	\$63,773	\$65,366	\$22,532	\$59,490	\$57,510	\$52,014	\$39,743	\$50,534	\$29.10
6	\$64,923	\$66,545	\$23,104	\$60,565	\$58,550	\$52,960	\$40,467	\$51,965	\$29.59
7	\$66,073	\$67,723	\$23,676	\$61,639	\$59,589	\$53,906	\$41,189	\$53,397	\$30.08
8	\$67,223	\$68,903	\$24,249	\$62,712	\$60,627	\$54,851	\$41,910	\$54,828	\$30.57
9	\$68,373	\$70,081	\$24,821	\$63,786	\$61,666	\$55,797	\$42,634	\$56,259	\$31.06
10	\$69,524	\$71,260	\$25,393	\$64,860	\$62,705	\$56,743	\$43,357	\$57,690	\$31.55
11	\$70,675	\$72,440	\$25,966	\$65,935	\$63,744	\$57,688	\$44,079	\$59,122	\$32.04

Steps	Nutrition Tech,	Nutrition Tech,	LAB,	Engine Mechanic,	Auto Mechanic,	Auto Mechanic,
	260 days	187 days	260 days	260 days	260 days	Foreman, 260 days
99	\$34,819	\$27,644	\$19.16	\$49,136	\$55,543	\$61,097
1	\$35,718	\$28,402	\$19.54	\$50,602	\$57,197	\$62,917
2	\$36,616	\$29,159	\$19.93	\$52,068	\$58,853	\$64,738
3	\$37,515	\$29,917	\$20.31	\$53,534	\$60,508	\$66,558
4	\$38,413	\$30,674	\$20.69	\$55,000	\$62,162	\$68,378
5	\$39,312	\$31,432	\$21.08	\$56,467	\$63,818	\$70,199
6	\$40,211	\$32,189	\$21.46	\$57,932	\$65,472	\$72,019
7	\$41,109	\$32,948	\$21.84	\$59,399	\$67,128	\$73,840
8	\$42,008	\$33,705	\$22.23	\$60,864	\$68,782	\$75,660
9	\$42,906	\$34,463	\$22.61	\$62,331	\$70,437	\$77,481
10	\$43,805	\$35,220	\$22.99	\$63,796	\$72,093	\$79,301
11	\$44,703	\$35,977	\$23.38	\$65,262	\$73,748	\$81,122

**1053 — Clerical Staff (non-ASC)**

Step	22C	A3B	A3E	A3A	A4E		
	Hourly	10-month, Annual, 200 days	11-month, Annual, 220 days	Hourly	Annual, 260 days	Hourly	Annual, 260 days
99	\$17.77	\$28,435	\$31,279	\$17.17	\$35,714	\$19.03	\$39,585
1	\$18.45	\$29,517	\$32,469	\$17.85	\$37,133	\$19.80	\$41,191
2	\$19.12	\$30,598	\$33,658	\$18.53	\$38,548	\$20.58	\$42,798
3	\$19.80	\$31,679	\$34,848	\$19.21	\$39,963	\$21.35	\$44,405
4	\$20.48	\$32,762	\$36,037	\$19.89	\$41,379	\$22.12	\$46,013
5	\$21.15	\$33,843	\$37,227	\$20.57	\$42,794	\$22.89	\$47,620
6	\$21.83	\$34,925	\$38,416	\$21.25	\$44,209	\$23.67	\$49,227
7	\$22.50	\$36,006	\$39,606	\$21.93	\$45,624	\$24.44	\$50,833
8	\$23.18	\$37,088	\$40,796	\$22.62	\$47,040	\$25.21	\$52,441
9	\$23.86	\$38,169	\$41,985	\$23.30	\$48,455	\$25.98	\$54,048
10	\$24.53	\$39,250	\$43,176	\$23.98	\$49,870	\$26.76	\$55,655
11	\$25.21	\$40,339	\$44,373	\$24.66	\$51,285	\$27.53	\$57,273
This group includes Sch Secretary (Hourly), 10-month; Sch Secretary I, 10-month; and Sch Secretary I, 11-month				This group includes: Sch Secretary I, 12-month; Dupl Equip Operator I; Telephone Operator		This group includes: Secretary II; Dupl Equip Operator II; Print Prod Designer	

Step	AF3		AF5		AF7	
	Hourly	Annual, 260 days	Hourly	Annual, 260 days	Hourly	Annual, 260 days
99	\$18.37	\$38,203	\$21.22	\$44,141	\$25.67	\$53,401
1	\$19.01	\$39,540	\$21.96	\$45,685	\$26.36	\$54,819
2	\$19.65	\$40,878	\$22.71	\$47,230	\$27.04	\$56,237
3	\$20.30	\$42,217	\$23.45	\$48,773	\$27.72	\$57,655
4	\$20.94	\$43,555	\$24.19	\$50,318	\$28.40	\$59,073
5	\$21.58	\$44,892	\$24.93	\$51,861	\$29.08	\$60,491
6	\$22.23	\$46,231	\$25.68	\$53,406	\$29.76	\$61,909
7	\$22.87	\$47,569	\$26.42	\$54,949	\$30.45	\$63,327
8	\$23.51	\$48,907	\$27.16	\$56,494	\$31.13	\$64,745
9	\$24.16	\$50,245	\$27.90	\$58,037	\$31.81	\$66,163
10	\$24.80	\$51,583	\$28.65	\$59,582	\$32.49	\$67,581
11	\$25.45	\$52,931	\$29.39	\$61,132	\$33.17	\$68,996
This group includes Accounting Asst I; HR Services Asst; Payroll Asst I			This group includes Accounting Asst II; Payroll Asst II; Data Support Assistant		This group includes Accounting Asst III	

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

Step	FSA		SKM		SKM I, Annual, Grade	
	FSA, Hourly, Grade	In Charge, Hourly, Grade	Trainee, Hourly, Grade	SKM I, Hourly, Grade	SKM I, Annual, Grade	SKM I, Annual, Grade
Step	GEN B5	GEN B5A	GEN B6	SKM I	FLT B1	
99	\$17.17	\$17.46	\$17.57	\$18.31	\$27,985	
1	\$17.69	\$17.97	\$18.09	\$18.86	\$28,824	
2	\$18.20	\$18.49	\$18.60	\$19.41	\$29,664	
3	\$18.72	\$19.00	\$19.12	\$19.96	\$30,503	
4	\$19.23	\$19.52	\$19.63	\$20.51	\$31,344	
5	\$19.75	\$20.03	\$20.15	\$21.06	\$32,183	
6	\$20.26	\$20.55	\$20.66	\$21.61	\$33,023	
7	\$20.78	\$21.06	\$21.18	\$22.16	\$33,862	
8	\$21.29	\$21.58	\$21.69	\$22.71	\$34,702	
9	\$21.81	\$22.09	\$22.21	\$23.26	\$35,541	
10	\$22.32	\$22.61	\$22.72	\$23.81	\$36,380	
11	\$22.84	\$23.12	\$23.24	\$24.36	\$37,220	
Step	SKM II	FLT B3	SKM III	FLT B5	CKM II	FLT B6
99	\$19.46	\$29,734	\$20.60	\$31,483	\$22.32	\$34,106
1	\$20.04	\$30,626	\$21.23	\$32,445	\$22.98	\$35,107
2	\$20.63	\$31,518	\$21.86	\$33,407	\$23.63	\$36,107
3	\$21.21	\$32,410	\$22.49	\$34,369	\$24.29	\$37,108
4	\$21.79	\$33,302	\$23.12	\$35,331	\$24.94	\$38,109
5	\$22.38	\$34,194	\$23.75	\$36,293	\$25.59	\$39,108
6	\$22.96	\$35,086	\$24.38	\$37,255	\$26.25	\$40,109
7	\$23.55	\$35,979	\$25.01	\$38,216	\$26.90	\$41,110
8	\$24.13	\$36,870	\$25.64	\$39,179	\$27.56	\$42,111
9	\$24.71	\$37,762	\$26.27	\$40,141	\$28.21	\$43,110
10	\$25.30	\$38,654	\$26.90	\$41,103	\$28.87	\$44,111
11	\$25.88	\$39,546	\$27.53	\$42,065	\$29.52	\$45,112

**Children's Health Assistant, 189 days**

Step	Hourly	Annual			
		6-hour, Grade MM B9A	6.5-hour Grade MM B9C	7-hour Grade MM B9B	8-hour Grade MM B9
99	\$18.09	\$20,511	\$22,219	\$23,929	\$27,347
1	\$18.67	\$21,171	\$22,935	\$24,699	\$28,228
2	\$19.25	\$21,832	\$23,651	\$25,470	\$29,109
3	\$19.83	\$22,493	\$24,367	\$26,242	\$29,990
4	\$20.42	\$23,153	\$25,083	\$27,013	\$30,871
5	\$21.00	\$23,814	\$25,798	\$27,784	\$31,753
6	\$21.58	\$24,475	\$26,515	\$28,554	\$32,634
7	\$22.17	\$25,136	\$27,231	\$29,325	\$33,515
8	\$22.75	\$25,797	\$27,947	\$30,096	\$34,395
9	\$23.33	\$26,458	\$28,663	\$30,867	\$35,276
10	\$23.91	\$27,118	\$29,378	\$31,638	\$36,157
11	\$24.50	\$27,779	\$30,094	\$32,409	\$37,039

**School Nursing Associate, 189 days**

Step	Hourly	7.5 Hours, Annual, Grade MM B1A
		99
1	\$27.69	\$39,252
2	\$28.57	\$40,492
3	\$29.44	\$41,732
4	\$30.32	\$42,972
5	\$31.19	\$44,212
6	\$32.05	\$45,452
7	\$32.93	\$46,692
8	\$33.80	\$47,932
9	\$34.68	\$49,172
10	\$35.55	\$50,412
11	\$36.43	\$51,652

\*Part Time SNA \$24-31.00/hr., depending on experience

**Paraprofessional, 187 days**

Steps	Hourly, Grade GEN 04E	Annual				
		6-hour, Grade GEN 4A1	6.5-hour Grade GEN 4A2	7-hour, Grade GEN 4A3	7.5-hour, Grade GEN 4A8	8-hour, Grade GEN 4A4
99	\$19.02	\$21,339	\$23,117	\$24,896	\$26,674	\$28,452
1	\$19.48	\$21,860	\$23,682	\$25,504	\$27,325	\$29,147
2	\$20.19	\$22,648	\$24,535	\$26,422	\$28,310	\$30,197
3	\$20.89	\$23,435	\$25,388	\$27,341	\$29,294	\$31,247
4	\$21.58	\$24,211	\$26,229	\$28,246	\$30,264	\$32,281
5	\$22.28	\$24,999	\$27,082	\$29,165	\$31,248	\$33,331
6	\$22.98	\$25,786	\$27,935	\$30,084	\$32,233	\$34,382
7	\$23.68	\$26,574	\$28,788	\$31,003	\$33,217	\$35,432
8	\$24.38	\$27,349	\$29,629	\$31,908	\$34,187	\$36,466
9	\$25.08	\$28,137	\$30,482	\$32,827	\$35,171	\$37,516
10	\$25.78	\$28,925	\$31,335	\$33,745	\$36,156	\$38,566
11	\$26.48	\$29,712	\$32,188	\$34,664	\$37,140	\$39,616

Gen Ed Asst: \$17.16/hr.; Childcare Worker: \$17.16/hr.

**Interpreter, 187 days**

Steps	Hourly	Annual	
		7-hour	8-hour
99	\$28.49	\$37,294	\$42,622
1	\$29.65	\$38,807	\$44,350
2	\$30.80	\$40,319	\$46,079
3	\$31.96	\$41,832	\$47,808
4	\$33.12	\$43,359	\$49,553
5	\$34.28	\$44,871	\$51,282
6	\$35.43	\$46,384	\$53,010
7	\$36.59	\$47,897	\$54,739
8	\$37.75	\$49,410	\$56,468
9	\$38.90	\$50,922	\$58,197
10	\$40.07	\$52,449	\$59,942
11	\$41.22	\$53,962	\$61,671
12	\$42.38	\$55,474	\$63,399
13	\$43.53	\$56,987	\$65,128

**Safety Assistant, 187 days**

Step	Hourly	Annual, Grade MM Q3
		99
1	\$18.22	\$27,257
2	\$18.89	\$28,258
3	\$19.57	\$29,276
4	\$20.24	\$30,278
5	\$20.92	\$31,296
6	\$21.60	\$32,314
7	\$22.27	\$33,315
8	\$22.95	\$34,333
9	\$23.62	\$35,335
10	\$24.30	\$36,353
11	\$24.98	\$37,371

Safety Asst II=\$33,326-\$43,324

**School Bookkeeper**

Step	10-month		12-month	
	Annual		Annual	
	Hourly	Grade FLT 44, 200 days	Hourly	Grade FLT 43, 260 days
99	\$22.87	\$36,599.00	\$21.11	\$43,917.00
1	\$23.61	\$37,774.00	\$21.79	\$45,332.00
2	\$24.33	\$38,932.00	\$22.45	\$46,703.00
3	\$25.07	\$40,107.00	\$23.13	\$48,118.00
4	\$25.79	\$41,265.00	\$23.81	\$49,533.00
5	\$26.52	\$42,440.00	\$24.47	\$50,903.00
6	\$27.25	\$43,597.00	\$25.15	\$52,319.00
7	\$27.98	\$44,772.00	\$25.82	\$53,711.00
8	\$28.71	\$45,930.00	\$26.50	\$55,127.00
9	\$29.44	\$47,105.00	\$27.16	\$56,497.00
10	\$30.16	\$48,263.00	\$27.84	\$57,912.00
11	\$30.89	\$49,421.00	\$28.52	\$59,327.00

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 6.19, Positions: Staff

**Fiscal Impact Statement**

Authorized expenditures were previously approved in the FY24 budget.

**Implementation and Assessment Plan**

This item aligns the salary schedules to the Board's action.

**Committee's Recommendation**

Your Committee recommends approval of the 2023-24 Salary Schedules as presented above.

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

\* \* \* \* \*

**(Item 5) Action on Recommended FY24 Plan of Audits and Report on District Risk-assessment Plan**

**Background**

Annually, the Milwaukee Board of School Directors adopts a yearly Plan of Audits which identifies audit activities that the Office of Board Governance-Audit Services is to conduct during the ensuing fiscal year.

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

The proposed FY24 Annual Plan of Audits and the District Risk Assessment have been completed and are being submitted for the Board's review and approval. The plan includes initiated, required, and proposed audits. Included with the recommendation is a summary of available days, which identifies estimated resource requirements for each audit and shows how available days will be used to support the audit plan.

The proposed FY24 Annual Plan of Audits includes audit activities for the board-approved Audit Services areas, including external audit assistance, departmental and program audits, fraud investigations, and other reviews, including external audit reviews, and school audits with corresponding days. This year's FY24 Annual Audit Plan includes both cyclic and non-cyclic departmental and program audits. Cyclic departmental and program audits will be scheduled on a recurring basis in high-risk/high-impact areas such as accounts payable, payroll, financial reporting, and IT security, among others. Other program evaluations could include reviews of the District's background-screening processes, student-enrollment and attendance systems, bilingual programs, FMS billing processes, and a follow-up review of district building lease recommendations.

In accordance with Board Governance Policy 2.12, Board Audits: Annual Plan and Coordination, audits not ordered in the Audit Plan, but later determined to have major implications to the District, require the Board's approval to amend the annual plan of audits. This policy also provides for the Board Clerk/Chief Officer of the Office of Board Governance to have the authority to approve critical and emergency audits during the year.

### **Report on FY24 District Risk Assessment**

In October 2015, the Milwaukee Board of School Directors approved the District's risk-assessment project as part of the Annual Plan of Audits for the fiscal year 2016. Audit Services worked in collaboration with the Association of Local Government Auditors (ALGA) to develop a risk-assessment tool and a risk-assessment questionnaire which was distributed to key district leaders and administrators. During this six-month process, the Assistant Chief Auditor with the Miami-Dade County Public Schools served as the technical advisor for this project and provided valuable insights and feedback. The entire MPS Audit Services team also participated in the design and evaluation process. This district risk-assessment tool since has been updated annually to continue to assist Audit Services in identifying risks and prioritizing audit resources.

Audit Services has completed the FY24 risk assessment as a means to help identify, measure, and rank potential audit areas based on the level of risk to the District and as a tool in preparing the FY23 Annual Audit Plan. Of the 66 risk-assessment questionnaires distributed to 66 office directors, managers, and key personnel in 38 departments, 65 (99%) were completed and returned. A comparison of the 65 responses received and the prior year's results found:

- 64 (98%) were aware of MPS's fraud-reporting tools, a decrease from 100% in the prior year;
- 15 (23%) reported obstacles that would have prevented their departments from performing work tasks, a decrease from 30% in the prior year;
- staff turnover continued to be a concern, with 29 (44%) reporting changes in key personnel, a decrease from 50% reported in the prior year;
- 6 (9%) reported technological upgrades or other operational changes, a decrease from 17% in the prior year; increasing stability in operations;
- 9 (14%) indicated that they did not have written standard operating procedures (SOPs) or that the SOPs were still being developed for staff to follow, an improvement from 20% reported in the prior year;
- 4 (6%) reported theft, fraud, waste, or abuse, a decrease from 8% in the prior year;

Audit Services has reviewed the responses and performed an analysis of year-over-year budget and staffing changes in assigning risk levels to six specific categories — People, Fraud, Operations, Technology and Systems, Legal, and Financial — to arrive at overall risk-and-audit priorities of high, moderate or low. Of the 38 auditable departments analyzed, 12 (32%) are high-risk, seven (18%) are moderate-risk, and 19 (50%) are low-risk.

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

A high-risk score does not necessarily mean that an office is managed ineffectively or that it is not functioning properly, but merely indicates that the services or functions are inherently high-risk due to large expenditures or revenues, large amounts of cash, public interest, mission-critical operations, or support for other critical internal operations. The overall results identify the areas of activities with the highest risk

factors, as described above, that may warrant or benefit from additional management action or standard operating procedures.

The areas of higher risk include the Office of Finance (Financial), Office of Operations (Operations) Office of Communications and School Performance, and the Office of Human Resources (People). Audit resource days have been included in the FY24 Annual Plan of Audits in the higher-risk areas of district operations.

**Annual Plan of Audits — Fiscal Year 2024**

**Financial Audit**

A) Audit: Basic Financial Statements

MPS is required to have an annual examination of MPS’s basic financial statements. The Office of Board Governance, which has overall responsibility for the annual year-end examination, contracts with a certified public accounting firm to perform the audit. The accounting firm conducts the audit in accordance with government auditing standards to form an opinion on the basic financial statements. The audit includes audits of the two early-retirement pension plans, a Report on Internal Control, and a Status Report on the Prior Year’s Internal Controls. In addition to the financial statement audits, the District is also required to have a Report on Federal and State Awards (Single Audit), Student Membership (general, summer school, and integration transfer program) Audits, and a Parent Consent Audit.

- The Single Audit satisfies the audit requirements of both the state and federal governments for all state and federal funds received by MPS.
- The Student Membership Audits and Parent Consent for Transportation Audit satisfy the audit requirements mandated by the Wisconsin Statutes and the Wisconsin Department of Public Instruction.
- The Report on Internal Control details areas in which internal accounting controls need to be enhanced. A separate report is also provided which reports on prior-year management comments and management’s progress in implementing those recommendations.

In addition to coordinating and monitoring the year-end audit activities, Office of Board Governance-Audit Services is responsible for completing various segments of the year-end audit.

<i>Estimated Resource Allocation — Internal</i> .....	<i>80 days</i>
<i>Estimated Resource Allocation — External</i> .....	<i>228 days</i>
<i>Estimated Start Date</i> .....	<i>July 2023</i>
<i>Estimated Completion Date</i> .....	<i>December 2023</i>

**Departmental and Program Audits-(Cyclic)**

B) Cyclic Audits: Accounts Payable Audit

This review will address the implementation of the three-way matching process, i.e., does the quantity ordered and negotiated price match the quantity received and the price paid. Along with assessing controls over the three-way matching process, controls related to wire transfers, ACH payments, creation of vendor controls, system access, and procedure documentation will be reviewed. Other planned cyclic audit areas may include financial reporting-grants management, IT security and disaster recovery, procurement, and selected areas of operations for individual offices, such as Office of Human Resources, Office of Academics, Office of Finance, and the Office of Operations. These cyclic reviews would be scheduled on a recurring basis to ensure that areas of district operations deemed as higher-risk/higher-impact are reviewed on a periodic basis.

<i>Estimated Resource Allocation</i> .....	<i>60 days</i>
<i>Estimated Start Date</i> .....	<i>December 2023</i>
<i>Estimated Completion Date</i> .....	<i>June 2024</i>

C) Audit: Follow-up on Previously Issued Audit Reports

In order to ensure that all audit recommendations have been properly implemented, Audit Services tracks and follows up on the audit recommendations to determine the status of district administration’s corrective actions. Follow-up reviews are planned for one previously issued report, Building Lease.

Estimated Resource Allocation.....40 days  
Estimated Start Date..... July 2023  
Estimated Completion Date ..... October 2023

D) Non-cyclic Program Evaluations

These reviews will focus on one or two higher-risk operational areas and may include various financial transaction reviews, use and oversight of district-wide accounts, Infinite Campus’s data controls, and areas of operations that have not been reviewed or approved by the Board.

**Review of FMS Billing and AIM system controls**

This review will focus on a review of AIM system controls related to separation of duties; access controls, including levels of review and approval; and interface with BusinessPlus, along with a review of FMS’s processes related to invoice processing, accounting, and journal-entry documentation.

**Retiree Health and Life Insurance Audit (Carried Over)**

Estimated Resource Allocation.....93 days  
Estimated Start Date..... July 2023  
Estimated Completion Date ..... March 2024

Other areas of review that may be considered on a non-recurring basis include Early Childhood, M<sup>3</sup>, IB programs, Montessori programs, bilingual programs, and other evaluations of district operations such as building use and capacity and transportation services.

**Fraud Investigations and Other Reviews**

E) Audit: Special Audits and Projects

The Office of Board Governance-Audit Services has the responsibility for special audits, fraud investigations, and other projects, including reviews of external charter schools’ audit reports for Contracted School Services. Requests for analysis, investigations, and specific information can be made by the Board, the Superintendent, the management of Accountability and Efficiency, and the Chief Officer of the Office of Board Governance.

In addition, The Office of Board Governance operates the Fraud Hotline. Upon receipt, complaints are reviewed and, if deemed appropriate based on criteria from policy, investigated. A fraud, waste, and abuse annual report summarizing the results of fraud complaints and tips received is issued to the Board and to the Superintendent. Enhancements to fraud-reporting tools — including the 2017 approval of the reporting requirements of Administrative Policy and Procedure 6.38, Theft, Fraud, Waste, Abuse, Illegal, or Unethical Behavior — have led to an increase in tips received.

Special projects within higher-risk operational areas may include a review of the District’s exit-interview process, reviews of schools with overspent budgets, updating the District’s Annual Risk Assessment, student-enrollment processes, and a cost-benefit analysis of fleet maintenance and replacement schedules. In addition, principal trainings and support are offered throughout the school year.

Estimated Resource Allocation.....321 days  
Estimated Start Date..... Ongoing  
Estimated Completion Date ..... Ongoing

**School Audits**

F) Audit: Alternative/Early Childhood Partnership Schools

The District contracts with schools to provide alternative education and early childhood education to MPS students. The audits will review the operations of these schools to determine the extent to which the schools comply with administrative policy and contract provisions and appropriately use the financial

resources provided by MPS. Schools are selected for review on a rotating basis. One partnership program and a related management letter are to be completed in FY24.

*Estimated Resource Allocation*..... 17 days  
*Estimated Start Date*..... December 2023  
*Estimated Completion Date* ..... June 2024

**G & H) Audit: Charter School Financial and Performance Audits**

Charter schools are required by their charter school contracts to contract for financial audits and annual performance-and-compliance audits. The audits are conducted in accordance with government auditing standards.

One of the objectives of the financial/compliance audit of MPS’s instrumentality charter schools is to express an opinion on the fairness of the schedule of revenues and expenditures. The objective of the performance/compliance audit is to report on the charter school’s compliance with the performance, administrative, and fiscal provisions of the contract.

The charter school has the option to contract with Audit Services or with an independent certified public accountant to perform the audits for FY24 activity. Five charter schools have contracted with Audit Services.

*Estimated Resource Allocation*..... 63 days  
*Estimated Start Date*..... July 2023  
*Estimated Completion Date* ..... March 2024

**I) Audit: School Audits**

The Board, in recognition of the school’s authority to make key decisions regarding the operations of the school, has directed Audit Services to initiate a continuous program of individual school audits. Schools presently have control over a significant portion of their local school budgets. In addition, schools are expected to achieve accountability standards, to meet the Board’s strategic objectives for student achievement and equity, and to comply with fiscal and administrative guidelines. The program continues the cyclical audits of MPS schools. Fifteen schools will be selected for audit during FY24.

The purpose of the review is to assess whether the existing internal controls over the schools’ financial activities can be relied upon to ensure that student-activity-fund, fixed-asset, and payroll- exception-reporting financial transactions are properly authorized, recorded, documented, and safeguarded. Compliance with fire drill and student attendance procedures is also reviewed.

*Estimated Resource Allocation*..... 135 days  
*Estimated Start Date*..... July 2023  
*Estimated Completion Date* ..... June 2024

**J) Audit: School Audits — New-principal, Follow-up, Carryover, and School-Closing**

Newly assigned principals may request audits to assist them in determining the financial and other conditions at their schools. The review conducted is identical to the continuous program of school audits. Follow-up reviews may be conducted for those schools where prior audits have determined that internal controls were significantly deficient. School-closing audits with a focus on financial transactions are conducted to assist the Administration with close-out activities at these schools.

Eleven new-principal audits are scheduled.

*Estimated Resource Allocation*..... 99 days  
*Estimated Start Date*..... July 2023  
*Estimated Completion Date* ..... June 2024

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.07, Fiscal Audits

**Fiscal Impact Statement**

NA

**Implementation and Assessment Plan**

NA

**Committee’s Recommendation**

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

Director Gokalgandhi moved to consider this item at the Board’s regular meeting in July 2023.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, and President Herndon — 5.  
Noes — None.

\* \* \* \* \*

**(Item 6) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess of \$25,000; Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Budget Transfers; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; and Acceptance of Donations**

**Purchases**

————— Authorization to Issue a Purchase Order to Imagine Learning, Inc., for Instructional Materials

The Administration is requesting authorization to issue a purchase order to Imagine Learning, Inc., for high-quality instructional materials, including Illustrative Mathematics (IM) materials for grades 6, 7, and 8. The IM curriculum is rigorous, problem-based, and fully aligned with the standards. The materials feature embedded formative practices and resources to aid teachers in monitoring progress and in addressing the needs of all learners in a timely fashion. This will provide proven high-quality instructional materials as a bridge to our future mathematics adoption. This product has been piloted in the district and is requested as a continuation of services for Wedgewood.

This purchase is made under the TIPS Cooperative Contract #230105.

Budget Code: ACD-0-0-AAC-EO-ESUP (Instructional Materials)..... \$69,900.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

**RFB 5803 Authorization to Extend a Blanket Purchase Order with East Side Jersey Dairy, DBA Prairie Farms Dairy, as the Milk Supplier/Distributor for the Milwaukee Public Schools**

The Administration is requesting authorization to extend into a second-year blanket purchase order with East Side Jersey Dairy, DBA Prairie Farms Dairy, for the 2023-24 school year, with the option to extend for up to one additional one-year period. This blanket purchase order will provide the direct distribution of specific milk products to MPS schools, which will allow flexibility of delivery services based on storage capacity at each school. Milk is a USDA-required food component that must be offered at breakfast, lunch and dinner.

The vendor was chosen pursuant to RFB 5803, which closed on June 14, 2022. East Side Jersey Dairy, DBA Prairie Farms Dairy, was the lowest complying bidder for the award.

The second-year term of the blanket purchase order will run from September 1, 2023, through August 31, 2024, with the option of one additional one-year term. The total cost for Year 2 will not exceed \$3,000,00.00

Budget Code: LNC-0-0-LNH-XX-EFOD (Nutrition)..... \$3,000,00.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	400	10

**RFB 5805 Authorization to Extend a Blanket Purchase Order with Nextera Packaging, Inc., for Tray-wrapping Film**

The Administration requests authorization to extend into a second-year blanket purchase order with Nextera Packaging of four types of tray-wrapping film for all MPS kitchens requiring the products.

The vendor was chosen pursuant to RFB 5805, which closed on June 24, 2022. Nextera Packaging was the lowest complying bidder for the award.

The second-year term of the blanket purchase order will run from September 1, 2023, through August 31, 2024, with the option of one additional one-year term. The total cost for Year 2 will not exceed \$75,000.

Budget Code: 000-0-0-000-BL-ECTS. \$75,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

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

The Administration is requesting authorization to make purchases of enterprise licensing and maintenance fees from various vendors with fiscal year 2023-24 funds. These enterprise programs are those essential applications and products that are critical to the District’s functions and, although requisitioned by individual departments, are managed by the Department of Technology.

These purchases, which may involve annual, quarterly, or monthly payments, will be made via purchase orders issued to these vendors. The total cost of purchases will not exceed \$8,270,967.38.

The chart below provides budget codes, requisitioning departments, vendors, applications or products, and cost.

Department	Vendor/Product	Budget Code	Fee
Human Resources	Peoplesoft/Oracle	SFS-0-0-TLN-DW-EMTC	\$1,437,218.44
	Frontline (ASEOP)	SFS-0-0-TLN-DW-EMTC	\$78,790.81
	Total		\$1,516,009.25
Student Services	Infinite Campus	SSV-0-0-TLN-DW-EMTC	\$656,954.44
	School Messenger Notifications	SSV-0-0-TLN-DW-EMTC	\$212,892.00
	Total		\$869,846.44
Board Governance Specialized Services	Intercom Network	ADT-0-0-TLN-DW-EMTC	\$5,700.00
	FileMaker (inc. Rec) 100	SSU-0-0-TLN-DW-EMTC	\$7,700.00
	MJ Care	SSU-0-0-TLN-DW-EMTC	\$110,904.00
Total		\$118,604.00	
Facilities & Maintenance	AssetWorks	BLD-0-0-TLN-DW-EMTC	\$162,030.21
	Honeywell ProWatch	BLD-0-0-TLN-DW-EMTC	\$21,802.00
	Total		\$183,832.21
Research, Assessment and Data	Data Warehouse (PowerSchool)	SYS-0-0-TLN-DW-EMTC	\$96,770.81
Finance	IFAS/Business Plus	FSC-0-0-TLN-DW-EMTC	\$162,447.17
	Bonfire	FSC-0-0-TLN-DW-EMTC	\$25,666.20
	CGCS ActPoint KPI	FSC-0-0-TLN-DW-EMTC	\$7,116.00
	DocuSign	FSC-0-0-TLN-DW-EMTC	\$51,886.58
	Total		\$247,115.95
College and Career Readiness	Parchment	CDV-0-0-TLN-DW-EMTC	\$51,582.00

Department	Vendor/Product	Budget Code	Fee
Strategy and Enterprise Initiatives	Smartsheet	SPT-0-0-TLN-DW-EMTC	\$45,600.00
Nutrition Services	Horizon	FSV-0-0-TLN-DW-EMTC	\$172,523.64
Accountability and Efficiency	B2Gnow	ADT-0-0-TLN-DW-EMTC	\$9,900.00
Business Services	Trapeze (MapNet)	DBS-0-0-TLN-DW-EMTC	\$81,596.44
	VEO Now (Tablets)	DBS-0-0-TLN-DW-EMTC	\$78,480.00
	Bus Conduct	DBS-0-0-TLN-DW-EMTC	\$5,000.00
		Total	\$165,076.44
Recreation	Cayen Afterschool 21	000-0-0-CMP-RC-EMTC	\$57,876.00
	Rectrac/Vermont Systems	CSV-0-0-PRC-RC-EMTC	\$25,891.11
	Timeclock Plus	CSV-0-0-PRC-RC-EMTC	\$48,978.00
	rSchool Today: HS Sports	OSD-0-0-TLN-DW-EMTC	\$46,271.00
	rSchool Today: Youth Sports	CSV-0-0-PRC-RC-EMTC	\$24,800.00
	PowerDMS	CPA-0-0-PRC-RC-EMTC	\$7,728.27
	Survey Monkey — Arts/Humanities	CSV-0-0-ART-RC-EMTC	\$8,100.00
		Total	\$219,644.38
Communications and School Performance	Titan	INF-0-0-TLN-DW-EMTC	\$20,000.00
	Northwoods	INF-0-0-TLN-DW-EMTC	\$48,000.00
		Total	\$68,000.00
Organizational Development Technology	Infor LMS	SDV-0-0-TLN-DW-EMTC	\$115,000.00
	ADAudit Plus	TSV-0-0-TLN-DW-EMTC	\$36,630.00
	Airtame Digital Signage	TSV-0-0-TLN-DW-EMTC	\$6,000.00
	Adobe Creative Cloud	TSV-0-0-TLN-DW-EMTC	\$17,500.00
	Alfresco	TSV-0-0-TLN-DW-EMTC	\$72,761.44
	Amplified IT (Lil SIS)	TSV-0-0-TLN-DW-EMTC	\$15,138.00
	ARIN	TSV-0-0-TLN-DW-EMTC	\$150.00
	Articulate 360	TSV-0-0-TLN-DW-EMTC	\$6,640.50
	Cherwell	TSV-0-0-TLN-DW-EMTC	\$53,373.50
	Cloudcard (Staff IDs)	TSV-0-0-TLN-DW-EMTC	\$3,000.00
	Cisco Duo MFA	TSV-0-0-TLN-DW-EMTC	\$151,726.00
	Dell Vxrail Maintenance	TSV-0-0-TLN-DW-EMTC	\$23,378.21
	Emerson (UPS)	TSV-0-0-TLN-DW-EMTC	\$56,925.00
	Ephesoft	TSV-0-0-TLN-DW-EMTC	\$34,100.00
	ESRI (GIS)	TSV-0-0-TLN-DW-EMTC	\$10,000.00
	GoGuardian	TSV-0-0-TLN-DW-EMTC	\$283,790.00
	Google Classroom/Meet	TSV-0-0-TLN-DW-EMTC	\$328,296.25
	Gynzy	TSV-0-0-TLN-DW-EMTC	\$23,809.00
	HP Enterprise (Microfocus)	TSV-0-0-TLN-DW-EMTC	\$7,870.01
	InfoSec IQ	TSV-0-0-TLN-DW-EMTC	\$27,200.00
	JCI/Avigilion	TSV-0-0-TLN-DW-EMTC	\$100,000.00
	Kemp	TSV-0-0-TLN-DW-EMTC	\$4,860.00
	Lansweeper	TSV-0-0-TLN-DW-EMTC	\$104,260.00
	Mediasite	TSV-0-0-TLN-DW-EMTC	\$14,909.65
	Microsoft Campus/Server	TSV-0-0-TLN-DW-EMTC	\$1,081,335.18
	Mitel Software Assurance	PIN-0-0-TLN-DW-E TEL	\$140,000.00
	Paessler PRTG	TSV-0-0-TLN-DW-EMTC	\$3,294.00
	Palo Alto	TSV-0-0-TLN-DW-EMTC	\$630,949.20
	Qualstar (Backup.com)	TSV-0-0-TLN-DW-EMTC	\$6,121.00
	Rise Vision Digital Signage	TSV-0-0-TLN-DW-EMTC	\$31,428.00
	Raptor VMS	TSV-0-0-TLN-DW-EMTC	\$1,700.00
	Recast Patch Management	TSV-0-0-TLN-DW-EMTC	\$36,860.00
	Remind	TSV-0-0-TLN-DW-EMTC	\$71,221.50
	Screencastify	TSV-0-0-TLN-DW-EMTC	\$5,700.00
	Securly	TSV-0-0-TLN-DW-EMTC	\$139,920.00
	Service Express	TSV-0-0-TLN-DW-EMTC	\$68,172.91
	Seesaw	ITS-0-S-9Q3-AQ-ETRS	\$195,000.00
	SmartNet (CISCO)	TSV-0-0-TLN-DW-EMTC	\$391,400.00
	Tidal Scheduler	TSV-0-0-TLN-DW-EMTC	\$21,040.40
	Titan SFTP Server	TSV-0-0-TLN-DW-EMTC	\$1,250.00
	Tools4Ever	TSV-0-0-TLN-DW-EMTC	\$21,331.53

Department	Vendor/Product	Budget Code	Fee
	PowerSchool (Data Warehouse)	TSV-0-0-TLN-DW-EMTC	\$23,040.00
	VMware	TSV-0-0-TLN-DW-EMTC	\$82,184.32
	WeVideo	TSV-0-0-TLN-DW-EMTC	\$15,496.66
	Zoom Meetings	TSV-0-0-TLN-DW-EMTC	\$36,000.00
		Total	\$4,385,762.26
Grand Total			\$8,270,967.38

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	NA	NA	NA	0	0

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

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

**C031095/B0001532 Robert Half International, Inc.**

Original Contract Amount .....	\$500,000.00
RCC 2/21/2023.....	\$350,000.00
RCC 4/4/2023 .....	<u>\$500,000.00</u>
Ending amount .....	<u>\$1,350,000.00</u>

On November 18, 2022, the Milwaukee Board of School Directors and Robert Half International, Inc., entered into Professional Services Contract number C031095, with a term of November 28, 2022, through November 27, 2025, for temporary account and human-resources staffing personnel. This contract was updated to reflect a blanket contract B0001532 due to more than one department using the services. On February 21, 2023, a Request to Change Contract (RCC) was approved for additional funds of \$350,000 to meet the additional staffing needs in these departments. On April 4, 2023, additional funds were added to cover staffing needs until positions are filled.

**C029472 Baker Tilly US, LLP**

Original Contract Amount .....	\$949,590.00
RCC 11/14/2020.....	\$49,000.00
RCC 10/1/2022.....	\$34,000.00
RCC 2/27/2023.....	\$220,840.00
RCC 4/3/2023 .....	<u>\$150,000.00</u>
Ending Amount .....	<u>\$1,403,430.00</u>

On April 1, 2020, the Milwaukee Board of School Directors and Baker Tilly Virchow Krause, LLP, entered into Professional Services Contract number C029472, with a term of June 1, 2020, through June 30, 2023, to provide audit services, with the option to extend for two one- year terms. On November 14, 2020, a Request to Change Contract (RCC) was submitted to add additional funds for the review of WRS, ERS, teacher, and admin OPEB/Pension and OPEB in general. At that time, the vendor also changed its name to Baker Tilly US, LLP. On October 1, 2022, an RCC was submitted to increase compensation by \$34,000 for the June 30, 2022, audit. On February 27, 2023, an RCC was submitted to extend the term through June 30, 2024, and to increase compensation. An RCC was submitted on April 3, 2023, to increase funds for additional work required for the audit.

**C030026 All City Communications, Inc.**

Contract Amount .....	\$20,000.00
RCC 4/6/2022 .....	\$30,000.00
RCC 4/4/2023 .....	<u>\$36,000.00</u>
Ending Amount .....	<u>\$86,000.00</u>

On June 17, 2021, the Milwaukee Board of School Directors and All City Communications, Inc., entered into Professional Services Contract number C030026, with a term of July 1, 2021, through June 30, 2022, for after-hours answering services for district inquiries and information. On April 6, 2022, a Request to Change Contract (RCC) was approved to extend the contract for a second year and to increase funds by \$30,000. An RCC was approved on April 4, 2023, to extend the contract through June 30, 2024, and to add compensation of \$36,000.

#### C031461 Camp for All Kids

Original Contract Amount .....	\$42,500.00
RCC 4/17/2023.....	<u>\$85,000.00</u>
Ending Amount .....	<u>\$127,500.00</u>

On March 23, 2023, the Milwaukee Board of School Directors and Camp for All Kids entered into Professional Services Contract number C031461, with a term of April 10, 2023, through September 30, 2023, for overnight camp experiences for MPS students in grades 4-8. On April 17, 2023, a Request to Change Contract (RCC) was submitted to increase compensation by \$85,000 due to high demand from parents and guardians for these services.

#### C029579 Callan LLC

Original Contract Amount .....	\$30,000.00
RCC 4/20/2023.....	<u>\$30,000.00</u>
Ending Amount .....	<u>\$60,000.00</u>

On July 1, 2020, the Milwaukee Board of School Directors and Callan LLC entered into Professional Services Contract number C029579, with a term of July 1, 2020, through June 30, 2022, for consulting services on the GASB 40 and GASB 67 disclosures for the Milwaukee Board of School Directors (MBSD) Supplemental Early Retirement Plan for Teachers and MBSD Early Retirement Supplement and Benefit Improvement Plan. On May 18, 2022, a Request to Change Contract (RCC) was submitted to extend the contract through June 30, 2023. On April 20, 2023, an RCC was submitted to extend the contract through June 30, 2024, and to add funds of \$30,000.

#### C029657 New Teacher Center

Original Contract Amount .....	\$46,000.00
RCC 6/10/2021.....	\$48,000.00
RCC 2/1/2022 .....	-\$500.00
RCC 4/20/2023.....	<u>\$49,000.00</u>
Ending amount .....	<u>\$142,500.00</u>

On August 6, 2020, the Milwaukee Board of School Directors and New Teacher Center entered into Professional Services Contract number C029657, with a term of July 1, 2020, through June 30, 2021, to provide new-teacher induction. On June 10, 2021, a Request to Change Contract (RCC) was submitted to extend the contract through June 30, 2022, with compensation of \$48,000. On February 1, 2022, an RCC was submitted to modify the scope and to adjust total compensation to \$47,500. The contract was extended through June 30, 2023. On April 20, 2023, an RCC was submitted to extend the contract through June 30, 2024, with compensation not to exceed \$49,000.

### **Routine Monthly Reports**

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The report on revenues and expenses, the monthly expenditure control report, the report on budget transfers, the report on contracts awarded with a value under \$50,000 and cumulative total report, and the report on monthly grant awards are attached to the minutes of your Committee's meeting. These are informational items, and no action is required.

**Donations**

Location	Donor	Amount	Gift or Purpose
<b>Monetary Donations</b>			
Allen-Field School	Elvia Hernandez-Larese	\$1,000.00	General Classroom Supplies
Bay View Montessori School	Bay View Montessori PTO	\$176.51	General Classroom Supplies
Cass Street School	Brady Inc.	\$1,690.00	Athletics Program
Clara Barton School	Nadine G. Siegman	\$45.00	Math T-Shirts
Clara Barton School	Angela Daniels	\$83.79	Math T-Shirts
Clement Avenue School	Green Bay Packers, Inc.	\$100.00	Tundra Tales Reading Program
Goodrich School	Marianne O'Connor	\$402.50	Bus for Field Trip to Mequon Nature Preserve
Green Tree Perp	Julia D'Amato	\$1,000.00	Prom
Hamilton High School	Volverlorn Julius	\$25.00	Track
Hawthorne School	Bettye J Washington	\$1,500.00	General Classroom Supplies
King High School	Anonymous	\$31.00	General Classroom Supplies
King High School	Kathleen J Dreyer	\$500.00	Boys Baseball Team
King High School	Rufus King High School Staff (Five Individuals)	\$550.00	Go with The Flow Account
King High School	Jason J Parry	\$650.00	Boys Baseball Team
North Division High School	KidsGardening.org	\$500.00	2023 Gromoregood Grassroots
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Leo and Kayla Buser	\$25.00	MPS Mitten Tree Drive
Parkside School	Need From Joan	\$81.00	Class Room 224
Parkside School	Wendy Reed Bosworth	\$765.00	For teachers to attend Teacher of the Year gala
Recreation and Community Services	Jeanne Dawson	\$3,000.00	Memorial Bench
Ronald Reagan High School	Anonymous	\$168.00	General Classroom Supplies
<i>Total Monetary Donations</i>		<i>\$12,292.80</i>	
<b>Non-monetary Donations</b>			
Burdick School	DonorsChoose	\$583.16	JOY in early Math
Story School	DonorsChoose	\$263.72	Crunching the Numbers
Story School	DonorsChoose	\$607.84	Lab Equipment
Doerfler School	DonorsChoose	\$241.41	"Unhidden Figures"
Doerfler School	DonorsChoose	\$375.08	1-2-3 Smile
Doerfler School	DonorsChoose	\$755.17	"Another Mouse in the House"
Bradley Trade & Tech	DonorsChoose	\$244.37	Rewards for PBIS
Browning School	DonorsChoose	\$587.22	Math: Go Figure
Kilbourn School	DonorsChoose	\$334.46	Write on in Kindergarten
Pulaski High School	DonorsChoose	\$231.08	Food, Clothing & Hygiene
Dr. B Carson Academy of Science	DonorsChoose	\$144.66	Securing Our Financial Future
Dr. B Carson Academy of Science	DonorsChoose	\$146.24	Black Excellence on Every Page
Dr. B Carson Academy of Science	DonorsChoose	\$146.69	Young Writers
Dr. B Carson Academy of Science	DonorsChoose	\$220.78	Listening to Learn
Carver Academy	DonorsChoose	\$491.95	Computers & Tablets
Frances Brock Starms Early Childhood Center	DonorsChoose	\$250.14	Fraction Fun

Location	Donor	Amount	Gift or Purpose
Frances Brock Storms Early Childhood Center	DonorsChoose	\$487.37	Classroom Supply Refresh
Gaenslen School	DonorsChoose	\$291.40	PBIS School Store
Grant Gordon Learning Center	DonorsChoose	\$286.84	Preschool Book Bonanza
Grantosa Drive School	DonorsChoose	\$287.53	Food, Clothing & Hygiene
Gwen T. Jackson School	DonorsChoose	\$498.56	Books
Hayes Bilingual School	DonorsChoose	\$313.37	Hearing Quietly
Hayes Bilingual School	DonorsChoose	\$436.00	Instructional Technology
Hi-Mount School	DonorsChoose	\$131.50	Instructional Technology
Hi-Mount School	DonorsChoose	\$237.99	Food, Clothing & Hygiene
Hi-Mount School	DonorsChoose	\$249.83	Reading and Refreshments
Hi-Mount School	DonorsChoose	\$339.70	Board Games and Snacks Galore
Hopkins Street School	DonorsChoose	\$193.94	Lost In The Books
Hopkins Street School	Lori Hayes	\$1,500.00	100 Christmas Gifts
James Fenimore Cooper School	DonorsChoose	\$1,019.87	Emotions, Big and Little
Keefe Avenue School	DonorsChoose	\$370.85	P'Awesome Girls Club
Goodrich School	DonorsChoose	\$173.35	Dramatic Play - Doctor
Goodrich School	DonorsChoose	\$208.36	Girls on the Run
Goodrich School	DonorsChoose	\$233.26	Just DOJO
Goodrich School	DonorsChoose	\$258.60	Light Up Our Learning
Goodrich School	DonorsChoose	\$327.51	L is for Laminator
Goodrich School	DonorsChoose	\$362.72	Educational Kits & Games
Goodrich School	DonorsChoose	\$430.36	LiveUp Our Reading Skillz
Goodrich School	DonorsChoose	\$474.48	Mastering Math
MacDowell Montessori	DonorsChoose	\$204.91	Aquarium Supplies
MacDowell Montessori	DonorsChoose	\$258.96	Personal Projects
MacDowell Montessori	DonorsChoose	\$495.88	A Home for Our Books
Maple Tree School	DonorsChoose	\$286.26	Keep the Germs Away
Marvin Pratt	DonorsChoose	\$697.41	Shooting to Succeed
Milwaukee High School of the Arts	DonorsChoose	\$339.22	Life At M.H.S.A
Milwaukee Sign Language School	DonorsChoose	\$231.49	Lighting Up Learning
Milwaukee Sign Language School	DonorsChoose	\$244.61	Supplies for Success
Milwaukee Sign Language School	DonorsChoose	\$388.19	Gardening is Learning
Spanish Immersion School	DonorsChoose	\$334.44	Arriba La Lectura
Hawthorne School	DonorsChoose	\$232.94	Strong Hands For The Win
Ninety-Fifth Street School	DonorsChoose	\$190.01	Oh, Snap
Ninety-Fifth Street School	DonorsChoose	\$239.94	Mindfulness Mandala Stone
Office of Communications and School Performance — Strategic Partnerships and Customer Service	Soup Market	\$35.00	Coupons for MPS Volunteer Awards
Office of Communications and School Performance — Strategic Partnerships and Customer Service	Starbucks	\$250.00	MPS Most Valuable Volunteer Award Donation
Holmes School	DonorsChoose	\$263.35	Flexible Seating
Holmes School	DonorsChoose	\$404.49	Legos + STEM = Fun
Holmes School	DonorsChoose	\$436.08	Manga Mania in the Library
Holmes School	DonorsChoose	\$456.34	New Books? Holy Moly
Parkview School	DonorsChoose	\$515.23	Writing for the Win
Emerson School	DonorsChoose	\$246.04	Speech Is Fun

Location	Donor	Amount	Gift or Purpose
Emerson School	DonorsChoose	\$1,150.45	End-of-Year Extravaganza
Ronald Reagan High School	Anonymous	\$300.00	Books
Kluge School	DonorsChoose	\$163.93	Making Words — Hands-on Fun
Riverside High School	DonorsChoose	\$356.40	New Students Need a New Table
Riverside High School	DonorsChoose	\$418.89	Second Semester Blues Busters
Riverwest Elementary	DonorsChoose	\$486.02	Books & Books & Books
Roosevelt Middle School	DonorsChoose	\$531.53	Food, Clothing & Hygiene
King High School	DonorsChoose	\$396.80	Instructional Technology
King High School	DonorsChoose	\$498.80	Molding Reading Minds
Siefert School	DonorsChoose	\$149.24	Super Spellers
Siefert School	DonorsChoose	\$152.04	Ready to Read
Siefert School	DonorsChoose	\$157.10	Help Me Learn to Read
Siefert School	DonorsChoose	\$191.38	Delightful Dictionaries
Siefert School	DonorsChoose	\$194.13	Rowdy Readers
Siefert School	DonorsChoose	\$249.49	Magnificent Magnetic Letters
The Success Center at Green Bay Ave Public School	DonorsChoose	\$474.89	Multiplication Boot Camp
Thurston Woods	DonorsChoose	\$187.48	Calm down kit
Vieau School	DonorsChoose	\$146.78	Mid-Year Re-Stock Part 2
Vieau School	DonorsChoose	\$206.32	Food, Clothing & Hygiene
Vieau School	DonorsChoose	\$277.64	Let's Play, People
Vieau School	DonorsChoose	\$333.89	Just Living the Theme
Wisconsin Conservatory	DonorsChoose	\$274.86	A Classroom Properly Prepared
<i>Total Non-monetary Donations</i>		<i>\$28,786.21</i>	
Total Value of Donations		\$41,079.01	

### **Committee's Recommendation**

Your Committee recommends that the Board:

1. authorize the purchases; and
2. accept the donations as listed, with appropriate acknowledgement to be made on behalf of the Board.

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

\* \* \* \* \*

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

\_\_\_\_\_ Action on a Request to Issue a Purchase Order to Big Systems LLC for Printers to Enhance Students' Digital Design Skills

The Administration is requesting authorization to make a purchase from Big Systems LLC for four HP Latex 315 Print and Cut 54" plus cutters, four Epson SureColor garment printers, and one Xante X16 18" X 24" UV flatbed printer, to include installation and a one-time implementation training for each printer. The printers will be installed and used at Audubon Technology & Communication School, Dr. George Washington Carver Academy of Mathematics and Science, Wedgewood Park International School, and Hayes Bilingual Elementary School.

The integration of a latex print-and-cut printer, a garment printer, and a flatbed printer into the GE Innovation Labs' printing infrastructure would revolutionize how students learn and engage with educational materials. This aligns with our GE Innovation Lab mission to foster a collaborative innovation atmosphere to aid in

community building through fun, engaging, project-based lessons, community partnerships, and programming for all learners of all ages.

These printers offer the ability to produce vibrant and high-quality visuals, enabling teachers and students to create visually appealing learning aids, educational posters, and instructional materials. With their superior color accuracy and print resolution, these printers would enhance the overall learning experience for students, making academic content more visually captivating and stimulating. Also, administrators can save time and money by having this capability within the school district, eliminating the need to outsource printing jobs to external vendors. In addition, the work would be done by students in the GE Innovation Labs who have learned these skills.

The integration of these printers would align with the increasing demand for digital design skills in today's job market. By providing students with hands-on experience using industry-standard printing equipment, the school district would equip them with valuable skills that are highly sought after in various creative industries, making them more marketable and prepared for the workforce.

The exception from the requirement of the competitive procurement process for this purchase has been made based on continuity. (Administrative Policy 3.09(7)(E)(1)(b)(I)).

The total cost for this purchase will not exceed \$143,803.69.

Budget Code: TTC-0-I-9B4-EO-ETHD ..... \$143,803.69

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

\_\_\_\_\_ Authorization to enter into a Contract and Memoranda of Understanding with Cooperative Educational Service Agency (CESA) #1 for Title IA, Title ID, Title IIA, and Title IVA services at Milwaukee Academy, St. Charles Youth and Family Center, and Bakari Center

The Administration requests authorization to enter into a contract with Cooperative Educational Service Agency #1 (CESA) for Title IA, Title ID, Title IIA, and Title IVA services at Milwaukee Academy; Title IA, Title ID, Title IIA, and Title IVA services at St. Charles Youth and Family Center, Focus Program; and Title ID services at Bakari Center. The contract includes the CESA #1 membership and service flat fee.

MPS, as the Local Education Agency, is obligated to provide Title IA, Title ID, Title IIA and Title IVA services for students at these institutions, especially for students at risk of failing. The allocation amounts are provided through the Wisconsin Department of Public Instruction and are estimated based on a formula determined by federal law.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are considered one-of-a-kind, and competitive vendors do not exist (Administrative Policy 3.09 (7)(e)(1)(b)(i)).

This contract will run from July 1, 2023, through June 30, 2024. The updated total cost of the agreement in this extension year will not exceed \$130,419.31. This agreement provides for two one-year options to extend.

Budget Codes:

Estimated Allocation for CESA Service Fees:	
SCF-0-0-CTG-DW-ECTS — The Basic CESA Membership Fee .....	\$12,500.00
SCF-0-0-CTG-DW-ECTS — a Basic Service Flat Fee .....	\$900.00
Subtotal.....	\$13,400.00
Estimated Allocation for CESA Services at Milwaukee Academy	
GOE-0-I-9A4-KY-ECTS — Title ID.....	\$34,770.40
GOE-0-I-1N4-1S-ECTV — Title IA.....	\$21,502.47
MSS-0-S-T24-1S-ECTS — Title IIA.....	\$1,725.00
MSS-0-S-4B4-1S-ECTS — Title IVA .....	\$1,355.08
Subtotal.....	\$59,352.95

Estimated Allocation for CESA Services at St. Charles Youth & Family Services

GOE-0-I-9A4-25-ECTS — Title ID.....	\$24,629.03
GOE-0-I-1N4-1S-ECTV — Title IA.....	\$14,958.24
MSS-0-S-T24-1S-ECTS — Title IIA.....	\$ 1,200.00
MSS-0-S-4B4-1S-ECTS — Title IVA .....	\$ 942.66
Subtotal.....	\$41,729.93

Estimated Allocation for CESA Services at Bakari Center

GOE-0-I-9A4-5A-ECTS — Title ID.....	\$15,936.43
Subtotal.....	\$15,936.43
Total, not to exceed .....	<u>\$130,419.31</u>

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

Authorization to Enter into a Memorandum of Understanding with Milwaukee County Youth Education Center for Title ID Services

The Administration requests authorization to enter into a Memorandum of Understanding with Milwaukee County Youth Education Center (MCYEC) for Title I, Part D, Subpart 2 services. This school is an MPS school that provides instruction and continuity of services for a population of the Milwaukee County Jail’s inmates ages 12-20. MPS, as the Local Education Agency for MCYEC, is obligated to provide these Title ID services for students who are continuing to learn while incarcerated. The Title ID allocation amount is provided through the Wisconsin Department of Public Instruction and is estimated based on a formula determined by federal law.

The exception from the requirement of a competitive procurement process for this agreement has been granted on the basis that the services under this contract are required via a grant (Title ID grant funding) (Administrative Policy 3.09(2)(c))

This agreement will run from July 1, 2023, through June 30, 2024. The total cost of the agreement in this term will not exceed \$11,590.13. This agreement provides for two one-year options to extend.

Budget Codes: OPI-0-I-9A4-MY-ECTS..... \$11,590.13

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

Authorization to Contract with City Year, Inc., to Serve as a Core Site for Whole School, Whole Child Support

The Administration is requesting authorization to extend a contract with City Year, Inc., (“City Year”) for partnering with Milwaukee Public Schools and specifically selected schools to implement City Year’s research-based “Whole School, Whole Child” (WSWC) service model. Contractor recruits, prepares, and leads diverse AmeriCorps members ages 17 to 24 years for ten months of full-time service in schools as near-peer tutors, mentors, and role models to help students stay on track to graduation. Corps members will be working in 11 MPS schools to serve in conjunction with school staff and members of the school community to help improve students’ attendance, behavior, and coursework through academic support, attendance monitoring and incentives, positive behavior support, extended day programming, and school-wide programs and events.

In partnership with MPS, City Year will continue to deliver services agreed upon with school partners to support the following outcomes that research proves are indicators of increased likelihood of high-school graduation at the following schools:

- Alexander Mitchell
- Bay View High School
- Rogers Street Academy
- South Division High School
- Hopkins Lloyd Community
- G.W. Carver Academy
- Obama
- Clarke Street
- James Madison Academic High School
- Pulaski High School
- Vincent High School

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

The initial term of the contract ran from July 1, 2022, through June 30, 2023, and provided for two additional one-year extensions upon mutual written consent of the parties and in consideration of the performance metrics listed therein. Based on the contractor’s achievement of those performance metrics, the contract is being extended for an additional two years, from July 1, 2023, through June 30, 2025, and will not exceed \$3,710,000.

Budget Code: OSC-0-S-1T4-LS-ECTS..... \$3,710,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

**Authorization to Contract with Discovery World Ltd for Summer Camps and Community Field Trips for MPS Students**

The Administration is requesting authorization to enter into a contract with Discovery World Ltd to allow MPS students to attend all-expense-paid summer camps in July and August 2023 and community field trips throughout 2024. Discovery World’s summer camps will provide hands-on learning and enrichment opportunities that align with MPS’s summer-school curriculum and strengthen core academic competencies. In addition, the Community Field Trip Days will also immerse families in experiences such as Kohl’s Design It! Lab, Great Lake Future, Power On, and more. More than 7,500 students and families will engage in many Discovery World experiences that align with MPS’s Summer Academy and allow participants to make real-world connections while encouraging family involvement in the learning experience.

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 July 1, 2023, through June 30, 2024. The total cost of the contract will not exceed \$125,447.69.

Budget Code: GEN-H-I-9Y4-EO-ECTS ..... \$125,447.69

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

**Authorization to Issue a Purchase Order to ExploreLearning LLC for Software Subscriptions for Interactive Online Simulations in Science**

The Administration is requesting authorization to purchase with ExploreLearning LLC for software subscriptions. Contractor will be used to deliver interactive virtual NGSS-aligned science simulations for all students in science courses in grades six through twelve across all MPS schools.

ExploreLearning LLC provides students with virtual science and math simulations that include NGSS standards-aligned lessons, possess variables that can be manipulated to allow for inquiry explorations, and integrate data visualization and analysis.

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

The purchase will not exceed \$109,020.00.

Budget Code: ITS-0-S-9Q4-AQ-ETRS (Curriculum and Instruction — Contracted Services) ..... \$109,020.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

— Authorization to Contract with Home2 Suites Milwaukee for Temporary Housing for International Teachers

The Administration is requesting authorization to enter into a contract with Home2 Suites Milwaukee to provide temporary housing for new international teachers’ arrival in July and August. Home2 Suites Milwaukee will be used to provide temporary housing with amenities, including daily living appliances, and laundry.

The Office of Human Resources has recruited international candidates to join our team in MPS to begin career opportunities for Fall 2023. The temporary housing will allow these employees an opportunity to arrive, to take care of required paperwork, and to complete the remaining pre-employment processes before starting on the first day of school for staff. With the closing of Cardinal Stritch, MPS is not able to use its dormitory, as it has in the past, to house our recruits from abroad.

The exception to bid was granted on the basis of delivery date. (Administrative Policy 3.09(7)(E)(1)(b)(vi)).

The contract will run from July 19, 2023, through August 28, 2023, and will not exceed \$150,000.

Budget Code: SDV-0-S-9C3-HR-ECTS ..... \$150,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

— Authorization to Enter into a Contract with Literacy Services of Wisconsin, Inc., for Adult Learning Lab Services

The Administration is requesting authorization to enter into a contract with Literacy Services of Wisconsin, Inc., for adult learning lab services. This contractor will manage and staff the adult learning labs at North Division and South Division High Schools. In Year 2 of the Contract, the contractor will expand English Language Learning (ELL) programming to include four additional schools to be chosen by MPS.

The adult learning labs will be open to all Milwaukee adults. Participants will receive a comprehensive assessment of their adult learning needs and receive tailored adult education services based on those needs, including adult basic education, adult secondary education, English-language learning, civics and citizenship education, and computer literacy training. The contractor and MPS have agreed upon the service-delivery format, which may consist of a combination of face-to-face and virtual learning options, as appropriate. Virtual learning will primarily be synchronous, occurring in one-on-one or group environments online. Asynchronous learning will be used primarily in a supplemental capacity.

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

The original contract had a term of July 1, 2022, through June 30, 2023. The contract extension for Year 2 will run from July 1, 2023, through September 30, 2024, and will not exceed \$214,447.

Budget Code: ESL-0-I-9Q4-BI-ECTS (English as a Second Language — Contract Services) ..... \$214,447.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	200	10

\_\_\_\_\_ Authorization to Contract with Milwaukee Area Technical College to Provide College Courses Leading to Transferrable College Credits for MPS High-school Students Through the M<sup>3</sup> College Connections Program

The Administration is requesting authorization to enter into a contract with Milwaukee Area Technical College to serve the MPS juniors and seniors through provision of college courses leading to transferrable college credits for MPS high-school students through M<sup>3</sup> College Connections, an innovative dual-enrollment program among Milwaukee Public Schools (MPS), Milwaukee Area Technical College (MATC), and the University of Wisconsin-Milwaukee (UWM) that allows eligible students to complete their high-school graduation requirements while earning up to 21 college credits from both MATC and UWM. This contract is for students to take 15 of those credits at Milwaukee Area Technical College during their senior year of high school.

Up to 140 MPS students will attend classes at the MATC Downtown Campus four times a week (Monday through Thursday) and will be working to earn up to seven college credits in the first semester and another eight in the second semester. The students will be taking classes in core subject areas such as English and math.

Additionally, up to 64 MPS students (juniors and seniors) will attend classes at MATC and will be working toward gaining a CNA certification and nursing license (LPN), earning up to 16 college credits in the 2022-23 school year.

Transportation (M-card bus passes) and meal cards for \$5/day will be provided.

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 first contract extension will run from July 1, 2023, through June 30, 2024, and will not exceed \$631,469.80

Budget Code: GN4-0-I-9Y4-EO-ECTS (Contract Services — College & Career Readiness)..... \$631,469.80

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

\_\_\_\_\_ Authorization to Contract with Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin-Milwaukee for College Courses Leading to Transferrable College Credits for MPS High-school Students through the M<sup>3</sup> College Connections Program

The Administration is requesting authorization to enter into a contract with Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin-Milwaukee to serve the MPS seniors through provision of college courses leading to transferrable college credits for MPS high-school students through M<sup>3</sup> College Connections, an innovative dual-enrollment program among Milwaukee Public Schools (MPS), Milwaukee Area Technical College (MATC), and the University of Wisconsin-Milwaukee (UWM) that allows eligible students to complete their high-school graduation requirements while earning up to 21 college credits from both MATC and UWM. This contract is for students to take up to seven of those credits at the University of Wisconsin Milwaukee during their senior year of high school.

Up to 140 MPS students will attend classes at the UWM Campus once a week. There will be up to seven sections of each class. Ethnic studies is taken in Fall, and educational psychology is taken in Spring. In Fall, UWM instructors will also provide a one credit educational psychology support course on the MATC campus.

M-Passes will be provided to students for transportation, as needed.

Each student, up to 140 students, will receive a meal card per each semester.

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 extension (Year 2) will run from July 1, 2023, through June 30, 2024, and will not exceed \$231,391.62

Budget Code: GN4-0-I-9YX-EO-ECTS (Contract Services — College & Career Readiness)..... \$ 231,391.62

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

— Authorization to Enter into a Contract with the State of Wisconsin’s Department of Health Services for Project RISE

The Administration is requesting authorization to enter into a contract with the State of Wisconsin’s Department of Health Services for Project RISE (Resilience in School Environments) grant support. The contractor will support improvement in school-aged youth and family-serving school-based mental health systems by serving as an active member of the Project RISE Advisory Committee and collaborating with the state education agency and the RISE administrative team.

RISE is a multi-faceted program designed to address the impacts of exposure to community violence and other risk factors that disparately impact those from economically disadvantaged backgrounds. Families living in poverty also often have reduced access to resources to mitigate the impacts of those risk factors. MPS serves approximately 90% of students of color. These students and their families experience racial trauma, including overt racism, as well as the impacts of systemic racism over time. The three main goals of this grant are as follows:

1. promote mental wellness through the creation of safe, equitable, and engaging schools where staff is equipped with the knowledge and resources to support students’ wellbeing;
2. improve and increase mental health services to students through a process of continuous improvement and expansion of community mental health services within project schools to better meet the mental health needs of students; and
3. increase the capacity of the local school district to recognize students in need of a continuum of mental health services and to provide those services in a timely fashion.

The exception to bid has been granted on the basis of a Grant: This vendor is required to be used for these services, pursuant to an existing grant. (Administrative Policy 3.09(7)(E)(1)(b)(vii)).

The Contract will run from July 1, 2023, through December 30, 2025, and the total cost will not exceed \$162,000.

Budget Code: CDV-0-S-DX4-DE-ECTS (Ex Ed/Supportive Services)..... \$162,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

— Authorization to Contract with Teachers on Call, a Kelly Education Company, to Provide Substitute Teachers

The Administration is requesting authorization to enter into a contract with Teachers on Call, a Kelly Education Company, to provide substitute teachers for identified high-demand schools for the FY24 school year. The Office of Human Resources is looking to ensure that we have any vacancies covered by either district substitutes or contracted substitutes to ensure that schools are ready to welcome students on day one. The Office of Human Resources will continue to recruit for these positions. Currently, 16 schools have been identified with vacancies. The following schools will participate:

- Douglas Middle School
- James Madison Academic Campus
- Marshall High School
- Grantosa
- Sherman
- Clarke
- Craig Montessori
- Bradley Tech
- LaFollette
- Spanish Immersion, Upper and Lower
- Vieau
- Rogers
- Carson
- Thoreau
- Lancaster
- Thurston Woods

MPS will have the option to remove and to add additional schools based on staffing needs.

The exception to bid has been granted on the basis of emergency purchase (Administrative Policy 3.09(14)): This vendor is needed to fill vacancies while the Department of Human Resources fills the positions.

The contract will run from July 7, 2023, through July 30, 2024. The total cost of the contract will not exceed \$200,000.00.

Budget Code: DTI-0-S-9Y4-HR-ECTS (Human Resources Contracted Services)..... \$200,000.00.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

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

The Administration is requesting authorization to extend a contract with Summit Clinical Laboratories LLC (Summit) for temporary staffing services for non-executive classified positions. Positions include, but are not limited, to secretarial/clerical, food service, building service, paraprofessionals, and children’s health assistants. Due to the District’s need to have temporary staffing in place for these critical positions while the recruitment and hiring process is completed, it is necessary to contract with Summit as an additional temporary staffing services vendor.

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

The original contract had a term of May 1, 2023, through June 30, 2023, with compensation not to exceed \$49,999. This contract extension will run from July 1, 2023, through June 30, 2024. The total cost of the contract extension will not exceed \$530,000.

Budget Code: GEN-0-I-BDL-DW-ECTS (Contract Services)..... \$400,000.00  
 BLD-0-0-BOP-DW-ECTS (Contract Services). ..... \$130,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

————— Authorization to Enter into a Contract with Past Present Future Consulting & Media LLC for Consulting Services

The Administration is requesting authorization to enter into a contract with Past Present Future Consulting & Media LLC (Katy Swalwell) for consulting services. The contractor will be used to deliver a curriculum review and teacher toolkit to all MPS schools aligned to grade-level social studies resources.

With the approval of the March 2022 social studies textbook adoption, the Milwaukee Board of School Directors directed that a consultant be hired to analyze textbooks and to create additional documents that address aspects of history that are missing from social studies books in grades 3-12. The consultant reviews textbooks’ content and language to identify omissions, inaccuracies, and Euro-centric bias in the resource. By June 30, 2023 the review and toolkit for grades 3-6 will be complete. The extension will cover the additional five textbooks that will need to be completed.

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

The contract will run from July 1, 2023, through June 30, 2025. The total cost of the contract will not exceed \$100,000.00.

Budget Code: SSC-0-I-9B4-CI-ECTS (Curriculum & Instruction) ..... \$100,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

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

The Administration is requesting authorization to issue purchase orders to the US Postmaster for meter postage throughout the 2023-24 fiscal year. The US Postmaster’s meter postage is used to fund MPS’s permit imprint, which is a preprint that is overlaid on district mailings and referenced at USPS facilities when weighing and delivering.

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

The term will run from July 1, 2023, through June 30, 2024.

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

Budget Code: MAL-00-MAL-MM-EPST (Mailroom — Postage)..... \$400,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

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

The Administration is requesting authorization to issue purchase orders to the US Postal Service (USPS) for meter postage throughout the 2023-24 fiscal year. USPS meter postage is used to fund internal mailroom equipment when MPS weighs and meters mail being processed for distribution.

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

The term shall run from July 1, 2023, through June 30, 2024.

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

Budget Code: MAL-00-MAL-MM-EPST (Mailroom — Postage)..... \$221,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

- Big Systems LLC for printers to enhance students’ digital design skills,  
TTC-0-I-9B3-EO-ETHD..... \$143,803.69
- Cooperative Education Service Agency (CESA) #1, for Title IA, Title ID, Title IIA, and Title IVA membership fees and services,  
SCF-0-0-CTG-DW-ECTS..... \$12,500.00  
SCF-0-0-CTG-DW-ECTS..... \$900.00  
GOE-0-I-9A4-KY-ECTS ..... \$34,770.40  
GOE-0-I-1N4-1S-ECTV ..... \$21,502.47  
MSS-0-S-T24-1S-ECTS ..... \$1,725.00  
MSS-0-S-4B4-1S-ECTS ..... \$1,355.08  
GOE-0-I-9A4-25-ECTS..... \$24,629.03  
GOE-0-I-1N4-1S-ECTV ..... \$14,958.24  
MSS-0-S-T24-1S-ECTS ..... \$1,200.00  
MSS-0-S-4B4-1S-ECTS ..... \$942.66  
GOE-0-I-9A4-5A-ECTS..... \$15,936.43
- Milwaukee County Youth Education Center, for Title ID Services, ID  
OPI-0-I-9A4-MY-EIST ..... \$11,590.13
- City Year, Inc., to serve as a core site for Whole School, Whole Child support,  
OSC-0-S-1T4-LS-ECTS ..... \$3,710,000.00
- Discovery World, Ltd., for summer camps and community field trips for MPS Students,  
GEN-H-I-9Y4-EO-ECTS..... \$125,447.69
- ExploreLearning LLC, for software subscriptions for interactive online simulations in science,  
ITS-0-S-9Q4-AQ-ETRS ..... \$109,020.00
- Home2 Suites Milwaukee for temporary housing for international teachers,  
SDV-0-S-9C4-HR-ECTS..... \$150,000.00
- Literacy Services of Wisconsin, Inc., for adult learning lab services,  
ESL-0-I-9Q4-BI-ECTS..... \$214,447.00
- Milwaukee Area Technical College, to provide college courses leading to transferrable college credits for MPS high-school students through the M<sup>3</sup> college connections program,  
GN4-0-I-9Y4-EO-ECTS ..... \$631,469.80
- Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin-Milwaukee, for college courses leading to transferrable college credits for MPS high-school students through the M<sup>3</sup> college connections program,  
GN4-0-I-9Y4-EO-ECTS ..... \$231,391.62
- State of Wisconsin-Department of Health Services, for Project RISE,  
CDV-0-S-DX4-DE-ECTS..... \$162,000.00
- Teachers on Call, a Kelly Education Company, to provide substitute teachers,  
DTI-0-S-9Y4-HR-ECTS..... \$200,000.00

- Summit Clinical Laboratories LLC, for temporary staffing services,  
 GEN-0-I-BDL-DW-ECTS ..... \$400,000.00  
 BLD-0-0-BOP-DW-ECTS ..... \$130,000.00
- Past Present Future Consulting & Media LLC, for consulting services,  
 SSC-0-I-9B4-CI-ECTS ..... \$100,000.00.
- US Postmaster, for meter postage,  
 MAL-00-MAL-MM-EPST ..... \$400,000.00
- US Postal Service, for meter postage,  
 MAL-00-MAL-MM-EPST ..... \$221,000.00
- Total..... \$7,070,589.24

This item authorizes expenditures as indicated in the attachments to the minutes of your Committee’s meeting.

**Implementation and Assessment Plan**

Upon approval by the Board, the contracts will begin as indicated in the attachments to the minutes of your Committee’s meeting.

**Committee’s Recommendation**

Your Committee recommends that the Board authorize the exception-to-bid contracts as set forth in the attachments to the minutes of your Committee’s meeting.

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

\* \* \* \* \*

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

RFP 1041 Authorization to Extend a Contract with Rehab Solutions, LLC, and The Stepping Stones Group, LLC, for Speech-language Pathology Services

The Administration is requesting authorization to extend the contracts with Rehab Solutions, LLC, and The Stepping Stones Group, LLC, for speech language pathology services. (Cumberland Therapy Services, LLC, merged with EBS Healthcare Staffing Services, Inc., becoming The Stepping Stones Group, LLC). These contractors will be used to provide speech-language services as required by Individual Education Plans when staff vacancies exist or for short- and long-term employee leaves.

The contractors were chosen pursuant to RFP 1041, which closed on March 22, 2021. The original contract provided for two one-year options to extend if certain performance metrics were met. The original contract ran from July 1, 2021, through June 30, 2022, and was subsequently extended for a one-year term (Year 2), with a term of July 1, 2022, through June 30, 2023.

The Stepping Stones Group, LLC, and Rehab Solutions, LLC, have met the performance metrics codified in the contract; therefore, MPS is exercising the second option year for the Contract (Year 3). The contract extensions will run from July 1, 2023, through June 30, 2024.

The contract with Stepping Stones Group, LLC, in the extension year will not exceed \$1,500,000. The contract with Rehab Solutions, LLC, in the extension year will not exceed \$300,000.

Budget Code: SPL-0-I-EEN-DW-ECTS .(Speech Pathology — Contract Services) ..... \$1,800,000

The Stepping Stones Group

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
3,279	1,601	1,348	No	10%	10%	TBD	NA	400	10

Rehab Solutions LLC

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
18	3	19	Yes	10%	100%	TBD	NA	400	10

**RFP 1048 Authorization to Extend a Contract with Gemino Healthcare, FBO MJ Care, for Physical and Occupational Therapy Services**

The Administration is requesting authorization to extend the contract with Gemino Healthcare, FBO MJ Care, for physical and occupational therapy services. This contractor will be used to deliver evaluation, development of IEPs with meaningful and measurable goals, development of intervention plans, direct and indirect therapeutic interventions, attendance at IEP-team meetings, consultation with staff members, and all related documentation.

In a typical school year, 2-3 leave coverages of 12 weeks or more occur. OTs and PTs provided through this RFP may be engaged for a period of weeks up to an entire school year. Assignments, such as those vacancies created by leaves, may be short-term and district enrollment fluctuations.

The contractor was chosen pursuant to RFP 1048. The original contract provided for two one-year options to extend if certain performance metrics were met. Gemino Healthcare, FBO MJ Care, has met the performance metrics codified in the contract; therefore, MPS is exercising the final option year for the contract. The contract extension will run from August 1, 2023, through July 31, 2024, (“Year 3”) and will not exceed \$100,000.

Budget Code: OTS-0-0-SES-DE-ECTS (Specialized Services — Contracted Services) ..... \$100,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
428	18	387	No	5%	5%	TBD	NA	300	10

**RFP 1071 Authorization to Enter into Contracts with Common Ground, Inc.; HeyTutor, Inc; One on One Learning Corp.; Proximity Learning, Inc.; Studentnest, Inc., dba Studentnest.com; and University Instructors, LLC, for Tutoring Services**

The Administration is requesting authorization to enter into contracts with ommon Ground, Inc.; HeyTutor, Inc; One on One Learning Corp.; Proximity Learning, Inc.; Studentnest, Inc., dba Studentnest.com; and University Instructors, LLC, for tutoring services. These contractors will be used to provide tutoring services for in-person one-on-one or small-group tutoring for reading grades K through 3, mathematics for grades 9 through 12, and virtual one-on-one tutoring for all subjects, grades K through 12.

Contractors were chosen pursuant to RFP 1071, which closed on April 1, 2022. The initial contracts ran from July 1, 2022, through June 30, 2023, (the “Initial Term”) with two additional one-year options to extend if certain performance metrics incorporated into the contracts are met. MPS is exercising the first option to extend, with the contracts having terms of July 1, 2023, through June 30, 2024. The total contracts in the initial term will not exceed \$3,876,200, as follows:

- Common Ground, Inc. ....\$826,200
- HeyTutor, Inc. ....\$550,000
- One on One Learning Corp. .... \$1,100,000
- Proximity Learning, Inc. ....\$400,000
- Studentnest, Inc., dba Studentnest.com..... \$200,000
- University Instructors, LLC .....\$800,000

Budget Code: DTI-A-S-9Y4-EO-ECTS (College and Career Readiness/572 — Contract Services) ..... \$3,876,200

Please see the minutes of your Committee’s meeting for information regarding HUB participation and student engagement.

RFP 1098 Authorization to Enter into Contracts with Catapult Learning West, LLC; Learning Exchange; and Mainstream Development Educational Group for Title 1A Services for Non-public School Students, Title IIA Professional Development Services for Non-public School Personnel, Title IIIA Services for Non-public School Students who are English Learners, and Title IVA Student Support and Professional Development Services to Non-public Schools' Personnel

The Administration is requesting authorization to enter into contracts with Catapult Learning West, LLC; Learning Exchange; and Mainstream Development Educational Group for Title 1A services for non-public school students, Title IIA professional development services for non-public school personnel, Title IIIA services for non-public school students who are English-learners, and Title IVA student support and professional development services to non-public schools' personnel.

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

These vendors were chosen pursuant to RFP 1098. The contracts will run from July 1, 2023, through June 30, 2024, and may be extended for two additional one-year terms. The contracts' amounts are based on estimated budget amounts, using a formula determined by federal law and the Wisconsin Department of Public Instruction's guidance. The contracted amounts for non-public school services are not to exceed \$27,134,449.18 and are available through the following budget codes for the following third-party providers:

Budget Codes:

Catapult Learning West LLC	
GOE-0-I-1N4-1S-ECTV0000 (Instructional Services — Title IA).....	\$4,586,438.78
PRT-0-S-1N4-1S-ECTS0000 (Family-engagement Services — Title IA).....	\$48,791.88
MSS-0-S-1N4-1S-ECTV0000 (Professional Development — Title IA).....	\$243,959.42
MSS-0-S-T24-1S-ECTS0000 (Contract Services — Title IIA).....	\$471,676.00
GOE-0-I-T34-1S-ECTS0000 (Contract Services — Title IIIA) .....	\$298,712.92
MSS-0-S-4B4-1S-ECTS0000 (Contract Services — Title IVA) .....	<u>\$370,466.93</u>
Subtotal.....	\$6,020,045.93
Mainstream Development Educational Group	
GOE-0-I-1N4-1S-ECTV0000 (Instructional Services — Title IA).....	\$3,364,911.69
PRT-0-S-1N4-1S-ECTS0000 (Family-engagement Services — Title IA).....	\$35,796.92
MSS-0-S-1N4-1S-ECTV (Professional Development — ).....	\$178,984.60
MSS-0-S-T24-1S-ECTS0000 (Contract Services — Title IIA).....	\$265,844.00
GOE-0-I-T34-1S-ECTS0000 (Contract Services — Title IIIA) .....	\$77,759.26
MSS-0-S-4B4-1S-ECTS0000 (Contract Services — Title IVA) .....	<u>\$208,800.06</u>
Subtotal.....	\$4,132,096.53
Learning Exchange	
GOE-0-I-1N4-1S-ECTV0000 (Instructional Services — Title IA).....	\$13,279,493.47
PRT-0-S-1N4-1S-ECTS0000 (Family-engagement Services — Title IA).....	\$141,271.16
MSS-0-S-1N4-1S-ECTV0000 (Title I Professional Development — Title IA).....	\$706,355.79
MSS-0-S-T24-1S-ECTS0000 (Contract Services — Title IIA).....	\$1,311,284.00
GOE-0-I-T34-1S-ECTS0000 (Contract Services — Title IIIA) .....	\$513,983.03
MSS-0-S-4B4-1S-ECTS0000 (Contract Services — Title IVA) .....	<u>\$1,029,919.27</u>
Subtotal.....	<u>\$16,982,306.72</u>
Total .....	<u>\$27,134,449.18</u>

Each Contract:

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	20%	NA	NA	NA	600	10

**RFP 1105 Authorization to Contract with Career Tech Solutions, LLC, for Career-and-technical-education STEM Consultant Services**

The Administration is requesting authorization to enter into a contract with Career Tech Solutions, LLC, for career-and-technical-education STEM consultant services. This contractor will be used to deliver training to staff on how to properly use and maintain a variety of equipment, such as 3D printers, laser engravers, CNC routers, vinyl cutters, heat press machines, and other devices/equipment in Fab Labs and to provide professional development and ongoing support for curriculum integration using the Fab Labs’ equipment.

For MPS to be successful, we require well-trained professionals/teachers who understand the technical skills and pedagogical framework that leverage high-tech skills to transform how students engage in the learning process. Our goal is to interlock students in the practices of mathematicians, scientists, and engineers to demonstrate their understanding of the natural and designed worlds and to prepare them for success in college, careers, and citizenship within the global marketplaces.

The contractor was chosen pursuant to RFP 1105, which closed on March 10, 2023. The contract will run from July 1, 2023, through June 30, 2024, (the “Initial Term”) with two additional one-year options to extend if certain performance metrics incorporated into the contract are met. The total cost of the contract in the Initial Term will not exceed \$85,000.

Budget Code: SDV-H-S-S9Y-EO-ECTS (Career and Tech Education)..... \$85,000

Career Tech Solutions LLC

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
1	1	0	No	0	NA	NA	NA	See below*	10

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

**RFP 1111 Authorization to Enter into a Contract with Lingua Pros, LLC, for Translation Services**

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

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

This vendor was chosen pursuant to RFP 1111, which closed on April 21, 2023. This contract will extend from July 1, 2023, through June 30, 2024. The total cost of the contract will not exceed \$300,00.00.

Budget Code: 000-0-0-000-BL-ECTS (Translation and Interpretation — Contract Services)..... \$300,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
6	3	4	Yes	20%	20%	NA	NA	400	10

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

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

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

This vendor was chosen pursuant to RFP 1111, which closed on April 21, 2023. These contracts will run from July 1, 2023, through June 30, 2024. The total cost of the translation services contract in this initial term year will not exceed \$300,000. The total cost of the interpretation services contract in this initial term will not exceed \$200,000.

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

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
59	56	19	Yes	20%	20%	NA	NA	400	10

\_\_\_\_\_ **Authorization to Extend a Purchase Order with Language Line Services, Inc., for Language-interpretation and Video-interpreting Services**

The Administration is requesting authorization to extend a purchase order with Language Line Services, Inc., for over-the-phone foreign language-interpretation services and video-interpreting services in a variety of languages to students and families across the district. This contractor was chosen pursuant to the cooperative purchasing agreement with the OMNIA Partners, Contract Number R180703.

The benefits afforded under this cooperative agreement allow the District to receive discounted pricing for services from this state contractor. This contractor offers over-the-phone interpretation services in more than 200 languages and remote video-interpreting services in 85 languages. In addition, the District uses these services constantly in special education settings to offer American Sign Language (ASL) interpreters who comply with our state’s requirements. MPS is a multi-cultural, multi-lingual school district which actively uses this system to communicate in 77 languages.

This contract will run from July 1, 2023, through June 30, 2024, (“Year 3”) and will not exceed \$75,000.

Budget Code: OGA-0-0-SSF-CI-ECTS (Language Services) ..... \$80,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	NA	NA	NA	NA	0	0

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

- Rehab Solutions LLC, for speech language pathology services,  
SPL-0-I-EEN-DW-ECTS..... \$300,000.00
- The Stepping Stones Group LLC, for speech language pathology services,  
SPL-0-I-EEN-DW-ECTS..... \$1,500,000.00
- Gemino Healthcare FBO MJ Care, for physical and occupational therapy services,  
OTS-0-0-SES-DE-ECTS..... \$100,000.00
- Common Ground, Inc., for tutoring services,  
DTI-A-S-9Y4-EO-ECTS ..... \$826,200.00
- HeyTutor, Inc., for tutoring services,  
DTI-A-S-9Y4-EO-ECTS ..... \$550,000.00
- One on One Learning Corp., for tutoring services,  
DTI-A-S-9Y4-EO-ECTS ..... \$1,100,000.00
- Proximity Learning, Inc., for tutoring services,  
DTI-A-S-9Y4-EO-ECTS ..... \$400,000.00
- Studentnest, Inc., dba Studentnest.com, for tutoring services,  
DTI-A-S-9Y4-EO-ECTS ..... \$200,000.00
- University Instructors LLC, for tutoring services,  
DTI-A-S-9Y4-EO-ECTS ..... \$800,000.00
- Catapult Learning West, LLC, for Title 1A services for non-public school students, Title IIA professional development services for non-public school personnel, Title IIIA services for non-public school students who are English learners, and Title IVA student support and professional development services for non-public schools personnel,  
GOE-0-I-1N4-1S-ECTV0000 ..... \$4,586,438.78  
PRT-0-S-1N4-1S-ECTS0000 ..... \$48,791.88  
MSS-0-S-1N4-1S-ECTV0000..... \$243,959.42  
MSS-0-S-T24-1S-ECTS0000..... \$471,676.00  
GOE-0-I-T34-1S-ECTS0000 ..... \$298,712.92  
MSS-0-S-4B4-1S-ECTS0000..... \$370,466.93
- Learning Exchange, for Title 1A services for non-public school students, Title IIA professional development services for non-public school personnel, Title IIIA services for non-public school students who are English learners, and Title IVA student support and professional development services for non-public schools personnel,  
GOE-0-I-1N4-1S-ECTV0000 ..... \$13,279,493.47  
PRT-0-S-1N4-1S-ECTS0000 ..... \$141,271.16  
MSS-0-S-1N4-1S-ECTV0000..... \$706,355.79  
MSS-0-S-T24-1S-ECTS0000..... \$1,311,284.00  
GOE-0-I-T34-1S-ECTS0000 ..... \$513,983.03  
MSS-0-S-4B4-1S-ECTS0000..... \$1,029,919.00
- Mainstream Development Educational Group, for non-public school students, Title IIA professional development services for non-public school personnel, Title IIIA services for non-public school students who are English learners, and Title IVA student support and professional development services for non-public schools personnel,  
GOE-0-I-1N4-1S-ECTV0000 ..... \$3,364,911.69  
PRT-0-S-1N4-1S-ECTS0000 ..... \$35,796.92  
MSS-0-S-1N4-1SECTV..... \$178,984.60  
MSS-0-S-T24-1S-ECTS0000..... \$265,844.00

GOE-0-I-T34-1S-ECTS0000 .....	\$77,759.26
MSS-0-S-4B4-1S-ECTS0000.....	\$208,800.06
• Career Tech Solutions LLC, for career and technical education STEM consultant services, SDV-H-S-S9Y-EO-ECTS.....	\$85,000
• Lingua Pros, LLC, for translation services, 000-0-0-000-BL-ECTS .....	\$300,000.00
• Lakeside Ventures, Inc., dba International Languages, for translation and interpretation Services, 000-0-0-000-BL-ECTS .....	\$500,000.00
• Language Line Services, Inc., for language interpretation and video interpreting services, OGA-0-0-SSF-CI-ECTS .....	\$80,000.00
Total.....	<u>\$20,596,155.44</u>

This item authorizes expenditures as indicated in the attachments to the minutes of your Committee’s meeting.

**Implementation and Assessment Plan**

Upon approval by the Board, the contract will begin as indicated in the attachments to the minutes of your Committee’s meeting..

**Committee’s Recommendation**

Your Committee recommends that the Board authorize the professional services contracts as set forth in the attachments to the minutes of your Committee’s meeting..

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

\* \* \* \* \*

**(Item 9) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend the Professional Services Contract with Marquette University for Therapeutic Services**

**Background**

The Administration is requesting authorization to extend a contract with Marquette University for therapeutic services for students at the MPS Success Center. The contractor will service students who exhibit behaviors that have caused them to experience limited success with response to interventions and have been disruptive to their educational process in traditional school settings. Through structures provided in this program, it is expected students will acquire the necessary skills to be successful in a traditional school setting. Services are developed and provided in a daily, center-based therapeutic and educational environment at the MPS Success Center for students in grades 4 through 12. The anticipated length for full-time services provided for each student shall be a minimum of nine weeks. The Contractor will work with MPS to develop each individual student’s daily schedule based on therapeutic needs.

The contractor will provide continuum of services to students upon their return to their previous or subsequent schools of record. Such services will include, but not be limited to, family therapy, collaboration with other community organizations’ services being provided to the student, and ongoing follow-up with the students as needed, as determined by students’ support plans.

As part of the contract extension, additional services for early-year grade levels will be phased in, beginning with grade 3 in the 2023-24 school year, grades 1 and 2 beginning with the 2024-25 school year, and grades K4 and K5 in the 2025-26 school year.

The waiver is being requested for a four-year term to ensure continuity and cost savings to the District, given the implementation timeline and service-delivery infrastructure.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity and because the services under this contract are continuing therapeutic services provided to the District’s students and families. (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The original contract had a term of August 1, 2022, through July 31, 2023. The contract extension will run from August 1, 2023, through July 31, 2026, and will not exceed \$4,583,049.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

Budget Code: ORC-0-0-ALS-DW-ECTS (Other Curriculum — Contract Services)..... \$4,583,049

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
2,926	532	1,574	No	15%	15%	TBD	NA	300	10

**Implementation and Assessment Plan**

Upon approval by the Board, the contract will begin as indicated in the attachments to the minutes of your Committee’s meeting.

**Committee’s Recommendation**

Your Committee recommends that the Board authorize the request to waive Administrative Policy 3.09(9)(e) and authorize the professional service contract as set forth in the attachments to the minutes of your Committee’s meeting.

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

\* \* \* \* \*

**(Item 10) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Issue a Lease Agreement with Enterprise FM Trust for 20 Vehicles for the District’s Pilot Van Operation**

**Background**

The Administration is requesting authorization to issue a contract to Enterprise FM Trust for the leasing of 20 vehicles for the District’s pilot van operation. Establishing an in-house human-service vehicle operation pilot of 20 vehicles will allow the District to further provide emergency transportation services for families experiencing homelessness — specifically tailoring operations to hard-to-procure arrangements such as high-cost, cross-district, and exceptionally high-mobility student demographic.

This pilot van operation also stimulates a clean-energy initiative in Milwaukee Public Schools: the leasing of these vehicles is intentionally designed to incorporate hybrid vehicles into the District’s fleet, thereby reducing emissions and the District’s carbon footprint for MPS and Milwaukee.

This contract is being entered into pursuant to the cooperative-agreement Sourcewell Contract 030122-EFM.

The American Rescue Plan Act (ARPA) grant allocates grant funds to be used for activities related to homeless children. These ARPA funds have been allocated for this project, and any costs to continue after exhausting ARPA funding will be covered by existing contracted dollars allocated.

The waiver is being requested for a five-year term to ensure continuity and cost savings to the District, given the implementation timeline and delivery of the vehicles.

The contract will run from July 1, 2023, through June 30, 2028. The total cost of the contract will not exceed \$1,305,000. By using the Sourcewell Contract 030122-EFM, should the District choose to terminate the leases early, there will be no additional fees incurred to do so.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

Budget Code: HLT-0-0-TRS-DW-EPPT..... \$1,305,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

**Implementation and Assessment Plan**

Upon approval by the Board, the contract will begin as indicated in the attachments to the minutes of your Committee’s meeting.

**Committee’s Recommendation**

Your Committee recommends that the Board authorize the request to waive Administrative Policy 3.09(9)(e) and the contract as set forth in the attachments to the minutes of your Committee’s meeting.

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

\* \* \* \* \*

**(Item 11) Action on the Department of Recreation and Community Services’ 2023-28 Strategic Plan Refresh**

**Background**

The Milwaukee Public Schools’ Department of Recreation and Community Services (Milwaukee Recreation) was established in 1911 to enrich the lives of Milwaukee's youth, teens, adults, and seniors through recreational and educational opportunities. Throughout the years, the Department has worked to position itself as a leading provider of community recreation services. A team of 97 full-time staff — and nearly 1,600 part-time employees hired annually as instructors, leaders, field attendants, umpires and referees — work to program more than 100 schools and community locations on an annual basis.

In 2021, the Department achieved agency accreditation through the Commission for the Accreditation of Park and Recreation Agencies (CAPRA), the only national accreditation of park and recreation agencies. Such accreditation is a valuable measure of an agency’s overall quality of operation, management, and service to the community.

The Department's desire to stay relevant and sound in its delivery of services, coupled with the CAPRA’s accreditation requirements, has led to the updating of its Strategic Plan. The strategies and initiatives identified in this Plan provide a tangible method by which to bring the vision of the Department — to be the leading provider of high-quality and affordable recreation services in the Milwaukee community — to reality.

**Overview of Milwaukee Recreation’s 2023-2028 Strategic Plan**

**Overview of the Recreation Department**

*Programs and services for City of Milwaukee residents:*

- After-school programs
- Playgrounds, community centers, and MPS C.A.R.E.S. (Community and Recreation Engaging Students)
- Elementary-, middle-, and high-school sports

- Citywide programs
- Recreation operations

97 full-time staff/ 1,600+ part-time staff

### **Agency Accreditation — Moving from Good to Great!**

The Commission for Accreditation of Park and Recreation Agencies (CAPRA) recognizes agencies for excellence in operations and services. Accreditation improves operations, resulting in a more enjoyable workplace and better service to users.

Milwaukee Recreation attained accreditation in 2021, the first school board-governed recreation program in the nation to be accredited. Milwaukee Recreation was granted re-accreditation in 2026.

Currently, 193 departments and agencies in the U.S., less than 10%, are accredited. Only two — Milwaukee Recreation and Waukesha — are in Wisconsin.

### **Recreation Strategic Plan**

#### *Purpose*

To align the Department to a common vision, to reinforce the culture, and to create action towards accomplishment.

#### *Highlights*

- Updated mission, vision, and value statements
- Four Strategic Themes
  - Exceeding Customer Expectations
  - Financial Sustainability
  - Organizational Excellence
  - Staff Empowerment
- Re-established four goals and eight objectives and developed 12 initiatives and 33 tactics

#### *Next Steps*

- Plan's implementation work continues
- CAPRA re-accreditation in Spring, 2026

#### *Ongoing*

- Updating and revising of Plan
- Maintenance of accreditation

### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 9.04, Community Involvement in Decision Making

### **Fiscal Impact Statement**

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This item does not authorize any expenditures.

### **Implementation and Assessment Plan**

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Upon the Board's approval, the 2023-28 Recreation Strategic Plan will be fully implemented by the Department of Recreation and Community Services.

### **Committee's Recommendation**

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Your Committee recommends that the Board approve the Department of Recreation and Community Services' 2023-28 Strategic Plan Refresh as attached to the minutes of your Committee's meeting.

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

\* \* \* \* \*

**(Item 12) Action on Monthly Facilities Matters: FMS Award of Construction and Professional Services Contracts and Report with Possible Action Regarding Air Quality**

**Construction Contract**

**Chiller Plant Installation**

*Golda Meir High School*

Prime Contractor  
Butters-Fetting Co.  
1669 South 1<sup>st</sup> Street,  
Milwaukee, WI 53204

Low Bidder, base bid of..... \$1,744,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
240	11	10	No	20%	25%	\$436,000.00	15%	600	10

Funds are available for the chiller plant replacement project from account code MBM 0A 8M3 FM ECNC (Project No 7276). The project’s contracted start date is scheduled for June 30, 2023, and the completion date is May 1, 2024.

**Summary**

Total construction contract dollars awarded..... \$1,744,000.00  
 Total dollars HUB participation ..... \$436,000.00  
 % of HUB participation .....25%  
 % Minority employees within company .....5%  
 % Women employees within company.....4%

**Professional Services Contracts**

**RFP #22-010 Environmental Database Management System (EDMS) at Various MPS Sites**

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to develop an environmental database-management system (EDMS) at various MPS sites.

The Administration is requesting authorization to waive the three-year term limits of Administrative Police 3.09(9)(3) and to enter into a contract with Le Mans Tech, LLC, for the EDMS for five years. The term of the agreement will allow for the development of the database as well as provide consistency for the District with the administration of the database.

Requested expenditure authority is not to exceed \$328,000.00 over the five-year term, June 30, 2023-June 29, 2028.

Budget Codes: Various ..... \$328,000.00

**RFP #23-001 Recycling and Trash Disposal at Various MPS Sites**

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide recycling and trash disposal at various MPS sites. The selected firm is Waste Management of Wisconsin, Inc. The contract amount will be \$4,000,000.00 for a contract period of July 1, 2023-June 30, 2026.

Budget Code: BLD 00 UTL DW ESRD..... \$4,000,000.00

RFP #23-005 Design Services for the Northside Community Center at 76<sup>th</sup> Street School

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design services for the Northside Community Center at 76<sup>th</sup> Street School. The selected firm is Quorum Architects, Inc. The contract amount will be \$2,394,400.00 for the contract period of June 30, 2023-February 28, 2026.

Budget Code: CSV 00 RFI RC ECNC ..... \$2,394,400.00

RFP #23-007 Woodchip & Landscape Mulch Supply and Installation Services at Various MPS Sites

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide woodchip and landscape mulch supply and installation services at various MPS sites. The selected firm is Natural Solutions LLC. The contract amount will be \$400,000.00 over the three-year term contract period of August 30, 2023-August 29, 2026,

Budget Code: Various ..... \$400,000.00

RFP #23-008 Window-treatment Services at Various MPS Sites

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide window-treatment services at Various MPS Sites. The selected firms are The Julien Shade Shop, Inc., and Morris Designer Blinds, LLC. The requested expenditure authority is not to exceed \$150,000.00 for the contract period of June 30, 2023-June 29, 2026.

Budget Code: Various ..... \$150,000.00

**Report on Air Quality**

The Department of Facilities and Maintenance Services (DFMS) continues to monitor mechanical systems throughout the district and to perform any necessary repairs to make sure MPS’s buildings are safe and clean. The Administration will continue to pursue measures in ensuring good air quality in MPS’s buildings and report to the Board monthly. The report will include updates on procuring consultants and on the status of findings during the site investigations as part of their scope and steps toward procuring contractors to perform testing and balancing and will identify any deficiencies in mechanical systems and then evaluate potential deficiencies and establish a remediation plan if necessary. This defined process equates to performing a ventilation audit. DFMS is continually working with the Integrated Project Delivery contractors, along with the contracted Owner’s Representative, in finalizing scopes at each school building.

Below is a report of the project’s activities through May of 2023.

**Summary of Project Activities through May 2023**

*Project Design Status*

Since the last project status update in February of 2023, MPS, the Owner’s Representative, and the Integrated Project Delivery (IPD) teams continued meeting regularly, on a weekly basis, in project-status-update meetings and with school staff as necessary to coordinate specific items of work identified to be completed in the near term, as well as longer-term planning. Additionally, school-specific meetings have been ongoing to keep the principals and engineering staff informed on construction schedules and the details of the remaining Esser II work anticipated to be completed by September 2023. Those meetings continue to provide the IPDs and the MPS team opportunities to raise issues or questions, to address critical items, and to resolve any outstanding scope-related action items. In conjunction with the ongoing team meetings, each of the IPD teams has finished bid documents and plan sheets for each of the scope’s phases.

In addition to general project oversight, MPS design-related activities in 2023 have focused primarily on abatement planning and design. The Team continues to coordinate with the City of Milwaukee on the zoning and code-language impacts that will affect the Esser II scopes of work and other projects that are targeted for City Plan Review and permitting submissions. The team has also been working to assist the IPD teams in shortening permit timelines where they are able to, by continuing to coordinate with the staff of the City of Milwaukee’s Department of Neighborhood Services (DNS) monthly in order to identify any plan-review and permitting concerns that arise on individual projects that can be addressed in advance to streamline system-wide applications more efficiently.

The MPS Environmental team and Owner's Representative continue to coordinate with the IPD teams to identify project-specific abatement needs, locations, and quantities and have been coordinating with schools for completion of identified work and scheduling move-management services. The goal of this process has been to ensure that the identified abatement work required to facilitate the flooring-replacement and capital projects is bid out and completed in advance of the IPD teams proceeding on schedule with their planned work to avoid any avoidable delays in completion of the Esser II construction scopes.

The Owner's Representative team, led by the Concord Group (CG), alongside MPS Department of Facilities & Maintenance Services (DFMS) personnel, is providing review and oversight of the IPD teams' plan sets and continues to work with those teams through the process of completion of bid packages and the release of those scopes of work to the subcontractor market. With the exception of a couple of minor scopes of work, the bidding process has largely been completed.

Each of the teams has approached the timing of the completion of various design phases — which include the bottle-filling stations, outdoor classrooms, capital-project HVAC upgrades, unit ventilators and temperature-control systems, window and security-screen replacements, carpeting and flooring — in a slightly different sequence. Each of the teams has been progressing towards the completion of drawing sets and scope specifications for inclusion in bid packages for release to bidding by subcontractors.

The outdoor-classroom design process has been completed, with the exception of a couple of schools, with the submission historical-district-related documentation needs required at the state, federal, or local municipal levels. City of Milwaukee's staff are currently reviewing plan-review submissions from the IPD teams in advance of obtaining building permits and initiating construction of these spaces across the district.

#### *Project Procurement Status*

The procurement process of bottle-filling stations was completed in the first quarter of 2023, with the final orders having been placed with Ferguson by MPS, and the outdoor-classroom-structure orders have also been completed, with 100% of the procured structures having been delivered to the IPD teams. Procurement packages for major HVAC equipment replacements have been issued with the goal of reducing the impact that long-lead-time items have on the projects' completion.

The IPD teams continue to finalize bid-package scoping and award of subcontracts for materials, equipment, and labor, wrapping up nearly 100% of the projects' procurements, with the goal being to complete all remaining construction by September 2023.

#### *Project Construction Update*

MPS continues to coordinate abatement-removal activities across the district in advance of and, where necessary, in parallel with the carpet/flooring-replacement and capital HVAC-improvement projects. This effort should be completed by early August 2023. To date, 151,951 square feet of flooring have been removed and abated in advance of replacement flooring being installed. This is broadly the equivalent to an area that would encompass just over 2.64 football fields in size. The abatement team has additionally removed approximately 2.9 miles of pipe wrap in advance of HVAC valve and equipment replacements. This is roughly the walking distance from the MPS Administration Building to American Family Field and halfway back again.

The IPD teams' construction activities ongoing throughout the district involve the replacement of outdated water fountains with new water-bottle-filling stations. That continues to be scheduled to take place during the school year, with a goal of being as minimally intrusive as possible to school staff and students. To date, 393 bottle-fillings stations have been replaced with new units, with an additional 152 in progress. Flooring-replacement activities also continue throughout the district, and, to date, 428,552 square feet of new flooring have been completed, in many locations in parallel with the removal of carpeting that had finished its lifespan. This completed work is the equivalent to the area of approximately 7.5 football fields, or just over a third of the entire square footage of American Family Field.

As construction progresses through the summer, it is anticipated that all ESSER II scope related to air quality will be completed on time, including scheduled HVAC testing and balancing, capital improvements for mechanical systems, replacement of identified water-bottle stations, installation of missing bug screens, removal of existing outdated carpeting, and completion of outdoor-classroom construction.

### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

Listed below are the contracts recommended for the Board's approval at this meeting:

**Construction Contract**

- Butters-Fetting Co. for the Chiller Plant Installation at Golda Meir High School;  
Code: MBM 0A 8M3 FM ECNC ..... \$1,744,000.00

**Professional Services Contracts**

- Le Mans Tech, LLC, for the Environmental Database Management System Project at various sites;  
Code: Various, not to Exceed ..... \$328,000.00
  - Waste Management of Wisconsin, Inc., for Recycling and Trash Disposal at various sites;  
Code: BLD 00 UTL DW ESRD ..... \$4,000,000.00
  - Quorum Architects, Inc., for design services for the Northside Community Center at 76<sup>th</sup> Street School;  
Code: CSV 00 RFI RC ECNC ..... \$2,394,400.00
  - Natural Solutions, LLC, for Woodchip and Landscape Mulch Supply and Installation Services at various sites;  
Code: Various (over three years) ..... \$400,000.00
  - The Julien Shade Shop, Inc., for Window Treatment Services at various sites;  
Code: Various, not to exceed per contract year ..... \$150,000.00
  - Morris Designer Blinds, LLC, for Window Treatment Services at various sites;  
Code: Various, not to exceed per contract year ..... \$150,000.00
- Total not to exceed ..... \$7,272,400.00

**Implementation and Assessment Plan**

Upon the Board’s Approval, the construction contract and professional services contracts, as attached to the minutes of your Committee’s meeting, will be executed.

**Committee’s Recommendation**

Your Committee recommends that the Board approve the construction contract and professional services contracts, as attached to the minutes of your Committee’s meeting,.

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

\* \* \* \* \*

**(Item 13) Action on a Request to Approve the Second Amendment to the Lease Agreement with Lit'l Scholars Day Care at the Thurston Woods Campus Located at 3320 West Wren Avenue**

**Background**

The Administration is asking that the Board approve the Second Amendment to the Lease Agreement with Lit'l Scholars Day Care at the Thurston Woods Campus Located at 3320 West Wren Avenue. Milwaukee Pubic Schools and Lit'l Scholars Day Care have a long-standing relationship: MPS began leasing space to Lit'l Scholars Day Care in May 1996. Lit'l Scholars Day Care serves children from six weeks to 12 years of age. Current enrollment at the daycare is approximately 25 children.

Th revenue to MPS from the lease, which will run from September 1, 2023, through August 31, 2024, will be \$43,030.00.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

**Statute, Board Rule, or Administrative Policy Implication 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. Total lease revenue for lease term is \$43,030.

**Implementation and Assessment Plan**

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Upon the Board's approval, the Second Amendment to the Lease Agreement with Lit'l Scholars Day Care for the Thurston Woods Campus Property Located at 3320 West Wren Avenue, as attached to the minutes of your Committee's meeting, will be executed.

**Committee's Recommendation**

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Your Committee recommends that the Board approve the Second Amendment to the Lease Agreement with Lit'l Scholars Day Care at the Thurston Woods Campus Located at 3320 West Wren Avenue, as attached to the minutes of your Committee's meeting.

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

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**(Item 14) Report with Possible Action on Resolution 2223R-019 Regarding the Green Revolving Fund**

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

**Background**

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At its meeting on March 17, 2020, the Board adopted Resolution 1920R-016, which directed that climate-justice curriculum and sustainability practices be integrated into all aspects of district work and functions. 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. In response to the Board's action, the Administration has provided regular quarterly reports relative to implementing the resolution.

In addition, in adopting Resolution 2223R-007 (July 2022), the Milwaukee Public Schools joined Milwaukee County and the City of Milwaukee in adopting international climate-reduction targets. At its meeting of March 2023, the Board referred Resolution 2223R-019, by Director Peterson, on establishing a Green Revolving Fund, to the Committee on Accountability, Finance, and Personnel. At its regular meeting of April 2023, the Board adopted Resolution 2223R-019. Milwaukee Public Schools is working to establish a framework for a Green Revolving Fund and to encourage sustainability efforts like other schools and universities are making across the nation.

The Administration is providing an update to the Board on the status of the framework.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 3.06, Fiscal Accounting and Reporting

**Fiscal Impact Statement**

There are no expenditures associated with this item.

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

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

**Background**

School Nutrition Services remained focused on serving students with healthful, nutritious meals throughout the 2022-23 school year. Approximately 11.4 million meals have been served during the 2022-23 fiscal year.

School Nutrition Services proudly participates in the USDA’s Fresh Fruit and Vegetable Program (FFVP). During the 2022-23 school year, 81 MPS schools were awarded this grant, totaling \$2,020,152.

School Nutrition Services is participating in the Food Justice Task Force to develop plans to address community concerns. A social media campaign is being developed in collaboration with the Food Justice Task Force, School Nutrition Services, Human Resources, and Communications and Marketing to expand the recruitment of nutrition staff. School Nutrition Services has implemented a new menu-writing process involving a team approach with students’ feedback. Five new recipes were incorporated into the menus after taste testing with students.

During the 2022-23 school year, 10 schools were transitioned from a pre-pack to a production-model kitchen, increasing the total number of production kitchens to 31.

School Nutrition Services has contracted with a kitchen consultant to develop a report that prioritizes immediate equipment-replacement needs and provides a long-term equipment-replacement plan.

**Nutrition Services Report**

**2022-23 School-year Meal Count**

	Summer Program, July 1-Sept. 30	School-year Meal Count, August 15-May 31	
		2021-22	2022-23
Breakfast	46,350	3,622,328	4,257,256
Lunch	73,076	6,149,508	6,681,719
Snack	1,396	387,578	365,063
Dinner	20,913	12,411	110,844
<b>Total</b>	<b>141,735</b>	<b>10,171,825</b>	<b>11,414,822</b>

**Fresh Fruit and Vegetable Program (FFVP)**

MPS proudly participates in the USDA's Fresh Fruit and Vegetable Program. In 2022-23, 81 schools received this grant.

<u>FFVP Allocations</u>	<u>Grant Award</u>
Allocation A.....	\$344,159
Allocation B.....	\$1,675,993
Total Award Amount.....	<u>\$2,020,152</u>

We have submitted grant applications for the 2023-24 school year.

**Food Justice Task Force**

- Defining a "full production kitchen" and making recommendations for the expansion of such kitchens in our schools
- Providing recommendations for opportunities to attract and to retain kitchen staff
- Making recommendations for professional development opportunities for food-service workers to learn about the various dietary needs of the student populations which they serve
- Recommending specific improvements to the quality and delivery of food to students
- Determining recommendations on how to maximize the use of local food sources

- Recommending menu options that meet the dietary needs of our diverse student population

**Menu Improvements**

In the last five months, our chef, Chef Freddy, has tested 21 recipes at four different high schools. Five recipes were incorporated into our menus. More food choices, including vegetarian options, were offered at both elementary and high schools during the 2022-23 school year. All-new menus are being written for the 2023-24 school year with students’ feedback in mind. New recipes will be tested every month for student feedback

Chef Freddie has conducted safety training for kitchen managers

**Production Kitchens**

In school food service, production kitchens are defined as semi-full-production sites where food is ordered, delivered, and prepared and served on-site using a combination of processed products, fresh products, and from-scratch cooking.

Number of MPS production kitchens:

- At the end of 2021-22 .....21
- YTD in 2022-23 .....31

There will be 10 additional production kitchens for early-start schools by August 2023 and 10 additional production kitchens for traditional-start schools by September 2023.

**Equipment and Staffing**

We contracted with a kitchen consultant to review equipment inventory and condition. We are prioritizing equipment-replacement needs and drafting a long-term equipment replacement plan based on the kitchen consultant’s report

During the 2022-23 school year, 124 of 302 applicants interviewed were hired.

As of May 31, 2023, we have 202 vacancies — 38 managers and 164 assistants. We are planning a social-media campaign to help recruit staff.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 4.05, School Nutrition Management

**Fiscal Impact Statement**

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N/A

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**REPORT OF THE COMMITTEE ON LEGISLATION, RULES AND POLICIES**

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

**(Item 1) Action on a Request to Approve Revisions to Administrative Policies 8.23, Weapons in the Schools; 8.28, Student Discipline; and 8.31, Student Suspension**

**Background**

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Revisions to Administrative Policy 8.23, Weapons in the Schools, reflect changes in the Student Code of Conduct's definitions. The proposed revisions to Administrative Policy 8.28, Student Discipline, codify

prior board action as part of Resolution 2021R-007, adopted in September 2020, regarding suspensions of students below sixth grade. Revisions to Administrative Policy 8.31, Student Suspension, clearly articulate due-process requirements for suspensions.

### **Administrative Policy 8.23, Weapons in the Schools (and Criminal Offenses)**

Section (2) of the policy was revised as follows:

- (2) Other Criminal Offenses
  - (a) Criminal Offenses Other Than Weapons Possession or Use
    1. Disciplinary action shall also be taken against students involved in criminal offenses other than weapons possession and use. Conduct that violates this section includes serious gang activity, battery, extortion, robbery, sexual assault, arson, bomb threats, possession or ownership and use of illegal drugs or alcohol, possession with intent to distribute illegal drugs or alcohol, and hazing.
    2. An expulsion recommendation shall be made for the following verified offenses:
      - a. Battery — ~~unprovoked/~~~~unanswered~~ intentional physical contact without consent causing bodily harm;
      - b. ~~Assault-Attempted Battery~~ — a physical attempt to cause bodily harm to another person without making physical contact, where there is a show of force that causes reasonable fear or apprehension of immediate bodily harm;
      - c. Sexual Assault — intentional bodily contact of a sexual nature that occurs without ~~the explicit consent of the recipient;~~
      - d. Possession/Possession with Intent to Distribute Illegal Drugs or Alcohol — ~~Selling, giving away, or otherwise transferring to another person any controlled substance or alcohol, including any transfer of a prescription drug or any substance alleged to be a drug, regardless of its actual content~~ Possessing, possessing with intent to distribute, selling, giving away, transferring, having under one's control, or using any alcoholic beverages, controlled substances, THC in any format, or intoxicants.
    3. The length of the expulsion period shall be recommended by the Administration.

### **Administrative Policy 8.28, Student Discipline**

Revisions to Policy 8.28 include:

- reference to how parents may obtain the Parent and Student Handbook on Rights, Responsibilities and Discipline;
- removal of language that previously allowed a student to be removed from the classroom for violations of the Code of Conduct; and
- language that clarifies when a student may be removed from the classroom.

A draft of the revised policy may be found in the minutes of your Committee's meeting.

### **Administrative Policy 8.31, Student Suspension**

Revisions to Policy 8.31 also include additional specificity around due process for suspensions.

A draft of the revised policy may be found in the attachments to your Committee's meeting.

### **Student Code of Conduct**

The Student Code of Conduct was revised to update and to add clarity to definitions of terms that concern conduct and disciplinary matters. The proposed revisions, which are attached to the minutes of your Committee's meeting, are expected to be included in the publication of the 2023-24 edition of the Parent/Student Handbook on Rights, Responsibilities, and Discipline.

### **Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 8.28, Student Discipline  
 Administrative Policy 8.28, Student Discipline  
 Administrative Policy 8.31, Student Suspension

Code of School Classroom Conduct

**Implementation and Assessment Plan**

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Upon approval by the Board, the Office of Board Governance will update the policies.

**Committee’s Recommendation**

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Your Committee recommends that:

1. the Board approve the revisions to Administrative Policies 8.23, Weapons in the Schools; 8.28, Student Discipline; and 8.31, Student Suspension, as presented in the attachments to the minutes of your Committee’s meeting; and
2. Administrative Policy 8.31, Student Suspension, be brought back to the Board with an accompanying procedure and a kindergarten disciplinary policy.

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

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**(Item 2) Action on a Request to Approve Revisions to Administrative Procedure 7.37, Graduation Requirements**

**Background**

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The proposed revision to Administrative Procedure 7.37, Graduation Requirements, as attached to the minutes of your Committee’s meeting, adds a statement regarding recommended courses and course sequencing and aligns GED Option #2 requirements to district and state graduation requirements.

Section (1)(b) was modified to require an additional listing of “recommended courses and course sequences.”

Section (3)(b)(2)(d), Requirements for General Education Develop Option (GEDO) #3 Program, was modified to strike social studies (world courses and U.S. history) as a requirement, and Section (3)(b)(2)(e) was modified remove the civics exam requirement and increase to three units the social studies requirement (state and local government).

**Fiscal Impact Statement**

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This item does not authorized any expenditures.

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

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Administrative Policy 7.37, Graduation Requirements

**Implementation and Assessment Plan**

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Upon approval by the Board, the Office of Board Governance will make the updates to Administrative Procedure 7.37, Graduation Requirements.

**Committee’s Recommendation**

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Your Committee recommends that the Board approve the proposed revisions to Administrative Procedure 7.37, Graduation Requirements, as attached to the minutes of your Committee’s meeting.

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

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**REPORT OF THE COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT**

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

**(Item 1) Update with Possible Action on the District’s Multi-tiered System of Supports and Interventions**

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

**Background**

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

The June 2023 report and presentation follows.

**Multi-tiered System of Supports and Interventions**

The following report is an update of activities to support proactive approaches through a Multi-tiered System of Supports (MTSS) in alignment with the Five Priorities of Success. The June report will summarize activities throughout the 2022-23 school year.

**Proactive Supports & Interventions**

PBIS coaches met with school-based PBIS Tier 1 teams and Building Intervention Teams (BITs) regarding schools’ data, support, and schools’ improvement plans’ goals and action steps. PBIS Coaches provided ongoing coaching support for identified staff members in need of coaching regarding classroom climate. Below are the numbers of Tier 2 and Tier 3 interventions provided year-to-date for the 2022-23 school year.

	<u>Students</u>
Check-in/Check-out (CICO)	2,386
Individualized CICO	616
Social Academic Instructional Group (SAIG)	1,887
Behavior Assessment/Intervention Plan (BAIP)	166
FBA/BIP	272
Educational Wraparound and RENEW (Rehabilitation for Empowerment, Natural Supports, Education, and Work)	169
<b>Total Interventions</b>	<b>5,496</b>

The Department of Specialized Services’ program-support teachers (PSTs) provided professional development opportunities to all staff throughout the year on various topics that positively impacted the culture and climate in schools. These sessions included Autism 101, Autism and Behavior, Autism and the Sensory System, Unlocking the Secrets of Behavior I, Unlocking the Secrets of Behavior II, and Pyramid Model — Promoting Mental Health in Young Children. Additional sessions facilitated in collaboration across departments included Navigating the Escalation Cycle, Crisis Prevention Intervention (CPI) Foundations, CPI Refresher, Functional Behavior Assessment and Behavior Interventions Plans (FBA/BIP). The PSTs provided professional development upon request at the school or department level. These training sessions are customized to meet the specific need that is requested to support staff and students.

The PSTs provided teacher and student support, including consultation with staff, student observations, feedback, and implementation strategies to meet the needs for students. In addition, PSTs provided ongoing support throughout the year to staff and students within their assigned regions.

The MPS School Community Partnership for Mental Health (SCPMH) provides on-site mental health clinicians from six partner agencies in 39 schools. As of May 1, 2023, more than 550 students have received school-based therapy services through the partnership, with the goal of increasing mental wellness and reducing individual barriers to learning.

The Trauma Support Team has been providing support at each of the eight schools in the 53206 ZIP code as part of the 53206 Promise Partnership. These schools are Auer Avenue, Hopkins/Lloyd, Keefe

Avenue, Gwen T Jackson, Lafollette, Ben Franklin, Andrew S. Douglas, and North Division High School. A trauma-support specialist works full time in each building, collaborating with building support staff, including school psychologists, school social workers, and school counselors. Trauma-informed care is an approach that is grounded in an understanding of and responsiveness to the impact of trauma and is strengths-based and prioritizes the physical, psychological, and emotional safety for survivors of trauma as well as caretakers, including staff and families. The 53206 Promise Partnership Schools also sponsored the 53206 Our Lights are On, a community event to engage families and to share what is offered in the area.

Primary areas of focus included attendance, conflict resolution, one-on-one or group counseling, emotional support, facilitating focus groups, self-regulation for students and staff, crisis intervention, community building and repairing harm from a restorative practices' lens, assisting with students' re-entry, PBIS work, SCPMH and BIT Team, staff supports and staff groups, professional development, and coaching. Team members also supported community focus groups relating to families and needs in the 53206 ZIP code. The trauma-support specialists worked primarily at the Tier 1 level in supporting classrooms and small groups. The 53206 mobile team worked at the Tier 2 and Tier 3 levels. Their work was driven by data collected through the Wisconsin Trauma-sensitive Schools Fidelity Toolkit, a DPI evaluative tool for schools. Data were collected three times throughout the year to identify needs in the building and to develop plans for support.

The Violence Prevention Program's (VPP) team supports district-wide and school-level implementation of school-climate work related to mental wellness, social and emotional learning, trauma-sensitive schools, mindfulness, and bullying prevention. The team helped transition 104 schools to a new, digital version of the curriculum, including for training more 2,300 staff to support the transition. The nationally standardized, norm-referenced, strength-based measure, Devereux Student Strengths Assessment (DESSA), was used to measure the social and emotional competencies of children in kindergarten (K5) through 12th grade. Every grade level assessed saw growth in students' SEL skills between the pre-intervention rating period (Fall 2022) to the mid-year rating period (Winter 2022-23). The Classroom Organization and Management Program (COMP) continues to be offered as a three-day professional development throughout the year. VPP also developed a Peace Path as a playground-striping option to facilitate conflict resolution among students.

The Department of Black and Latino Male Achievement (BLMA) provides high-school mentoring in 12 schools, Manhood Development in four schools, and BLMA Buddies in eight elementary schools. BLMA partners with Mentor Greater Milwaukee (MGM) to bring Black and Latino male community mentors into schools to hold real, honest conversations with students about life, goal setting, and the BLMA's Twelve Guiding Principles. The BLMA Manhood Development Academy is an elective credit course offered at four MPS schools that promotes positive racial identity by using culturally-relevant materials.

A Culture, Climate and Alternatives to Suspension Toolkit was created in collaboration across district teams, classroom teachers, students, and school administrators. Monthly as part of Principal Leadership Institute, a different best practice from the toolkit was highlighted, and examples and scenarios were discussed. Topics included community building, validating and affirming students, strategies for students leaving the classroom without permission, bullying awareness, interrupting bias, restorative conversations, and defining the function of behavior. Best practices, including a Google Slide Deck and examples, were also shared monthly with school-based Discipline Champions from the District Discipline Manager.

Every month, the District Discipline Disproportionality Team, comprising multiple departments, met to review monthly disciplinary data and continued to conduct root-cause analysis and action plans regarding disciplinary disproportionality. The Team hosted a Climate Data Gallery for Central Services staff members and is currently reviewing the annual Discipline Survey while creating a plan for the 2023-24 school year.

The Departments of School Psychology and of School Social Work (SSW) have partnered to expand their mental health interventions for students by creating structures allowing school-based mental health staff to focus on direct services and providing high-quality mental-health-intervention training for staff. This has included establishing a comprehensive mental-health-counseling framework and training in Cognitive Behavioral Assessment for Trauma in the School (CBITS) and Dialectical Behavioral Therapy for Adolescents (DBT Steps-A). This has resulted in a 55% increase in overall mental health contacts with students and more than a 400% increase in delivery of evidence-based interventions. School psychologists and SSWs have made more than 34,000 contacts related to mental wellness with our students and families already this year, which includes supporting students directly, consulting with families on their student's needs, and connecting families to the appropriate community resources.

The more than 160 school psychologists across the district have been hard at work serving our students this school year. Professional development has focused on several tracks, including non-discriminatory assessment practices to ensure everyone is properly identifying students in need of specialized services and interventions to support the mental wellness of our students. The School Psychologists for Anti-Racism and Cultural Equity (SPACE) committee has been active at the departmental and district levels, increasing advocacy around anti-racist and equity efforts. In addition to this, the School Psychology Department has spearheaded a grant with the Milwaukee Office of Violence Prevention, Children's Hospital of Wisconsin, and the Medical College of Wisconsin that aims to improve identification and intervention efforts for youth of color at risk for suicide. The Department has focused on recruiting and retaining highly-skilled and committed school psychologists to maintain their 500:1 student-to-school-psychologist ratio (which is in accordance with national recommendations). Of school psychologists hired to begin in the 2023-24 school year, 45% are people of color, more than 30% are bilingual, and 50% come with previous experience as school psychologists or in related fields.

School social workers (SSW) provide ongoing student interventions, serve as liaisons between home and school, and link families to resources within the district and the community. Currently, the SSW department has 185 school social workers and 28 school social work assistants that have been working all year to connect, to support, and to engage students and families to promote regular school attendance. SSWs have supported more than 4,850 students enrolled in the McKinney Vento Homeless Education Program. They continue to grow professionally in their work with Courageous Conversations About Race (CCAR) by participating in Professional Learning Communities (PLCs). For the third year in a row, our PLCs focuses on racial equity.

The SSW department added a position of re-entry coordinator for students returning from detention or long-term hospitalization. Next year, we will have a dedicated Refugee and Newcomer Support SSW who will serve students and families to meet our new-arrival families' unique needs. We look forward to continuing to provide culturally-relevant services that meet the needs of all of our students and families.

The eight restorative practices coaches provide on-site coaching for at least 20 hours a week at South Division, Holmes, Westside, Lincoln Center of the Arts, Project Stay, Zablocki, Morgandale, and Lincoln Avenue Elementary. The district team worked throughout the year to update the restorative practices continuum and restorative response best-practice protocol. Professional development in foundations of restorative practices and circle keeping is available across the district with these updated best practices.

Cross-departmental workgroups of school implementation, professional development series alignment, high-school elective course, and an exploration cohort were created and met throughout the year.

The five district PBIS coaches provide coaching and technical assistance support to all MPS schools. Coaching provided includes PBIS Tier 1 teams, Building Intervention Teams (BIT), schoolwide strategies, systems, expectations, procedures, and classroom best practices. The PBIS coaches also support school-improvement plans (SIPs) across the district through culture and climate strategies, monthly school minutes, and the Tiered Fidelity Inventory (TFI). Professional development including PBIS in the classroom, facilitating school-based meetings, and Tier 2 interventions are available district-wide.

Throughout the school year, all staff members document classroom-managed behaviors and intervention strategies within Infinite Campus. These data are used by school-based PBIS Tier 1 teams to identify behaviors and strategies to address school-wide. These data are also used by the Building Intervention Team (BIT) to identify students in need of additional Tier 2 and Tier 3 interventions. Throughout the 2022-23 school year, the most-used strategies included one-on-one conversation, redirection, parental contact, support staff consultation, and proximity control.

### Disciplinary Data

Below are all behavioral events that led to out-of-school suspensions or Student Services suspensions across the district from May 1, 2023, through May 31, 2023, as recorded in Infinite Campus.

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multi-ethnic	Total
Arson	1			4				5
Assault	7	1	2	35		2	3	50
Battery	8			28			1	37
Bullying	7			12				19
Chronic Disruption or Violation of School Rules	77	3	1	508		17	33	639
Disorderly Conduct	153	3	13	523	2	25	37	756

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multi-ethnic	Total
Endangerment of Physical Safety/Mental Wellbeing	24	2	3	139		3	4	175
False Fire Alarms				5				5
Fighting	83	2	2	474	1	12	12	586
Gambling	1			14				15
Inappropriate Personal Property	5			27		4		36
Inappropriate use of electronic communication devices	8		3	30		2	2	45
Intent to distribute drugs, alcohol, meds			2					2
Leaving the Classroom without Permission				1				1
Loitering				16				16
Other Substances/Materials	15		1	29		2	3	50
Personal Threat	3	1		52		3	3	62
Possession of Drug Paraphernalia	4			12		3	1	20
Possession of Stolen Property				1				1
Possession, Ownership, Use of Drugs	5			20			1	26
Possession, Ownership, Use of Gun				3				3
Possession, Ownership, Use of Weapon Other than Gun	4		2	21		1	1	29
Possession/Use of Fireworks				1				1
Reckless Driving				2				2
Sexual Assault				15				15
Sexual Harassment	3		1	9				13
Substantial Environmental Disruption	22			64		1	2	89
Theft	1			11				12
Trespassing				3				3
Use of Tobacco, Including Chewing	12		1	18		1		32
Vandalism	9			21		1	1	32
Verbal Abuse/Profanity/Harassment	8	1	1	35		2	1	48
<b>Grand Total</b>	<b>460</b>	<b>13</b>	<b>32</b>	<b>2,133</b>	<b>3</b>	<b>79</b>	<b>105</b>	<b>2,825</b>

**Total Suspension Events by Grade Level**

K4-K5..... 23	5 <sup>th</sup> Grade ..... 222	10 <sup>th</sup> Grade ..... 272
1 <sup>st</sup> Grade ..... 37	6 <sup>th</sup> Grade ..... 414	11 <sup>th</sup> Grade ..... 123
2 <sup>nd</sup> Grade..... 59	7 <sup>th</sup> Grade ..... 458	12 <sup>th</sup> Grade ..... 55
3 <sup>rd</sup> Grade..... 131	8 <sup>th</sup> Grade ..... 377	
4 <sup>th</sup> Grade ..... 174	9 <sup>th</sup> Grade ..... 480	

	Student Demographics	YTD Suspension Events		Student Demographics	YTD Suspension Events
Hispanic	28%	14%	Pacific Islander	<1%	0
American Indian	1%	0	White	9%	3%
Asian	8%	1%	Multi-ethnic	4%	3%
Black	50%	79%			

**Alternatives to Suspension**

The following alternatives to suspension were used by administrators through May 31, 2023.

Conference	<u>Total</u> 217	Mediation	<u>Total</u> 117	Repairing Harm Circle	<u>Total</u> 5
Counseling	1,450	Referral to BIT	10	Restorative Conference	82
Detention	131	Referral to Support Staff	15		

On a monthly basis, school leaders reviewed a variety of climate and disciplinary data and submitted their reflections. Reviewing all submissions from throughout the year, we find the following most common responses:

- *Which classroom strategy are you going to support teachers in focusing on, based on your data?*
  - One-on-one conversation
  - Restorative conversation
  - Parental contact
  - Engagement opportunities
  - Redirection
- *As the school leader, how are you going to support a positive school culture?*
  - Discuss best practice as a staff
  - Share best practices with all staff members
  - Practice procedures with students
  - Provide professional development to staff members
  - Practice a specific strategy with staff members

## Student, Staff, and Community Collaboration

### *Integration of Courageous Conversations about Race*

Timeline	Sessions
March 2021-July 2021	19
August 2021-July 2022	23
August 2022-May 2023	37
All-time	79
June 2023	5

Staff Group	Attendance	Staff Group	Attendance	Staff Group	Attendance
School Principals	96%	Teachers	65%	Secretaries	68%
School Psychologists	98%	Paraprofessionals	15%	Spec. Ed Supervisors	76%
SSWs	98%	Parent Coordinators	33%	Safety Aides	62%
School Counselors	83%	Assistant Principals	94%		

All middle and high schools have Student Discipline Committees with 8-12 diverse students that meet monthly to discuss school culture and climate as well as any student-selected topics. The most common topics discussed included relationship building in school, racial equity, classroom behaviors, school activities and clubs, microaggressions throughout the school, and school lunch. Reviewing overall recommendations, the most common themes included creating more opportunities during the school day for students to build relationships and to participate in activities; having continuing conversations about equity, mental health, and other topics throughout the school; ensuring that classroom teachers are supported in classroom-management and instructional practices; and school practices and procedures to increase access to mental-wellness support.

On April 20, 2023, the Spring Student Leadership Summit was held with 215 students from middle and high schools. Students engaged in conversations on the topics of equity, district climate, and Victory over Violence. All schools submitted notes from the conversations that are being used to plan for continuing to elevate student voice throughout the 2023-24 school year.

Since March 1, 2021, we have held 80 sessions of Courageous Conversations about Race (CCAR) exploration, with more than 5,500 staff having attended as we build toward the goal of all staff members attending prior to March 1, 2024. On a monthly basis, the District Equity Leadership Team (DELT) met to continue to use the CCAR protocols to engage in conversation regarding building racial equity throughout the district and addressing the institutionalized culture and systems that promote disparities for students of color. Six MPS staff members achieved full certification from CCAR to become licensed facilitators of the professional development within the district. In addition, another 20 staff members have participated in the practitioners' cohort aimed and fine-tuning their will, skills, knowledge, and capacity for integrating the framework throughout the district. In May, a group of staff members attended the seminar My Brother's Keeper with facilitators from CCAR, which engaged the group in conversations around uplifting the experiences of male students of color throughout the district.

Over the 2022-23 school year, the Gender & Identity Inclusion (GII) Department has worked to streamline the support of Gender Sexuality Alliances (GSA) throughout our school district. The team

supported more than 30 schools by providing materials, workshops, and advisors' support and help to sustain GSAs across the district. More than 750 staff members have been trained in the LGBTQ+ Awareness training module, including approximately 250 Central Services staff. This training helps to ensure that staff are aware of what is happening nationally and locally and what their role is in supporting LGBTQ+ students, staff, and families.

Over the 2022-23 school year, the GII Department has worked to create consistent safe spaces for girls of color in school sites on a weekly and bi-weekly rotation. One main program highlighted our 2nd annual Denim Day event, where we hosted 150 female-identifying students and equipped them with knowledge around sexual-assault awareness, consent, and resources and support. The GII Department has trained staff on the Miseducation of Girls of Color series, part 1, including several departments (social workers, psychologist, trauma-support team) that have received the entire four-part series of the training which equips educators and support staff with knowledge, awareness, resources, and a call to action on how to better support girls of color across the district. The team has also been conducting listening sessions with students throughout the district.

BLMA continued its Dr. Gholdy Muhammad series at the Principal Leadership Institute and additional professional development for staff members to reconstruct their curricula through the framework from Dr. Gholdy Muhammad in her book *Cultivating Genius*. BLMA also hosted a mental health symposium and an Educator's of Color affinity space series.

The Violence Prevention Program provided professional development on content related to trauma-sensitive schools, mental health, and social and emotional learning, including mindfulness and Zones of Regulation. The team also developed the Understanding Historical Trauma and Promoting Cultural Healing, a new professional development opportunity exploring historical trauma and its impact on individuals and groups; historical events that have occurred globally and locally, as well as their impact on students and the school environment; and strategies that promote cultural healing and mitigate the effects of historical trauma.

### **Next Steps**

- District Discipline Disproportionality Leadership Team's end-of-year data analysis, including analysis of the annual District Discipline Survey
- Focus for the 2023-24 school year on supporting district culture and climate within four pathways of PBIS, mental wellness, antiracism, and restorative practices
- School-improvement plan retreat, with schools creating school-specific goals and action steps addressing school culture and climate.

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

Administrative Policy 1.06, Equity in MPS

### **Fiscal Impact Statement**

N/A

\* \* \* \* \*

### **(Item 2) Report with Possible Action on Services Provided to Students with Disabilities in the Least Restrictive Environment (LRE)**

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

### **Background**

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

The Milwaukee Public Schools is committed to ensuring that students with disabilities are educated in environments with their non-disabled peers. The preference of the law is that students be educated using

the general curriculum in the regular education classroom, with the use of supplementary aids and services. Best practices and research strongly support education in the least restrictive environment (LRE), with access to the general curriculum, because it leads to higher achievement outcomes for students with disabilities.

**Report on Services Provided to Students with Disabilities in the Least Restrictive Environment (LRE)**

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

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

**LRE for Higher Outcomes**

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

**LRE Data**

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

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

The information below compares MPS’s LRE data-relative services with the projection in DPI’s 2016 Annual Performance Report Summary for Wisconsin school districts. The MPS percentage includes all students who have IEPs, including for speech and language services.

	State’s Target	May 2022	August 2022*	Sept. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023	Feb. 2023	March 2023	April 2023	May 2023
5A	70.00%	84.22%	85.45%	85.39%	85.68%	85.89%	86.32%	86.89%	86.98%	87.02%	87.03%	87.25%
5B	7.90%	15.32%	14.11%	14.22%	13.99%	14.05%	13.17%	11.64%	11.41%	11.37%	11.52%	11.46%
5C	0.95%	0.28%	0.27%	0.25%	0.25%	0.25%	0.20%	0.17%	0.19%	0.19%	0.20%	0.17%

\*The data for the August 2022 LRE report are a combination of the students with disabilities enrolled in the schools on the early-start calendar and the projected enrollment for our schools on the traditional calendar.

**Indicator 5 Totals by School**

EE Codes

- A=(less than 21%) removed from non-disabled peers
- B=(from 21 to 60%) removed from non-disabled peers
- C=(greater than 60%) removed from non-disabled peers

	Code A	Code B	Code C	Total
Acad of Accelerated Learning	48 68.57%	22 31.43%	0	70
ALBA	72 100.00%	0	0	72
Alcott School	52 91.23%	5 8.77%	0	57
Allen-Field School	129 95.56%	6 4.44%	0	135
Alliance School	53 96.36%	1 1.82%	1 1.82%	55
Assata HS	17 100.00%	0	0	17
Audubon HS	96 79.34%	25 20.66%	0	121
Audubon Tech & Comm Ctr MS	87 80.56%	21 19.44%	0	108
Auer Avenue School	29 100.00%	0	0	29
Banner Prep School of Milw	10 100.00%	0	0	10
Barbee Montessori School	26 100.00%	0	0	26
Barton School	48 100.00%	0	0	48
Bay View HS	158 82.72%	33 17.28%	0	191
Bay View Montessori School	38 100.00%	0	0	38
Bethune Academy	62 72.94%	23 27.06%	0	85
Bradley Technology and Trade	149 88.69%	19 11.31%	0	168
Brown Street School	50 98.04%	1 1.96%	0	51
Browning School	41 83.67%	8 16.33%	0	49
Bruce School	36 100.00%	0	0	36
Bryant School	31 77.50%	9 22.50%	0	40
Burbank School	87 76.32%	27 23.68%	0	114
Burdick School	83 100.00%	0	0	83
Carmen HS South Campus	29 100.00%	0	0	29
Carmen Northwest Campus	103 100.00%	0	0	103
Carmen Southeast Campus	76 100.00%	0	0	76
Carson Academy	52 100.00%	0	0	52
Carver Academy	65 100.00%	0	0	65
Cass Street School	47 100.00%	0	0	47
Challenge Academy	1 100.00%	0	0	1
Clarke Street School	37 92.50%	3 7.50%	0	40
Clemens School	35 87.50%	5 12.50%	0	40
Clement Avenue School	52 98.11%	1 1.89%	0	53
Congress School	77 78.57%	21 21.43%	0	98
Cooper School	56 86.15%	9 13.85%	0	65
Craig Montessori School	30 100.00%	0	0	30
Curtin Leadership Academy	46 97.87%	1 2.13%	0	47
Doerfler School	95 100.00%	0	0	95
Douglas MS	46 85.19%	8 14.81%	0	54
Eighty-first Street School	53 67.95%	25 32.05%	0	78
Elm Creative Arts School	39 100.00%	0	0	39
Emerson School	34 89.47%	4 10.53%	0	38
Engleburg School	53 67.95%	25 32.05%	0	78
Fairview School	92 70.77%	38 29.23%	0	130
Fernwood Montessori School	78 100.00%	0	0	78
Fifty-Third Street School	61 84.72%	11 15.28%	0	72
Forest Home Avenue School	135 86.54%	21 13.46%	0	156
Franklin School	48 61.54%	30 38.46%	0	78
Fratney School	48 100.00%	0	0	48
Gaenslen School	198 73.61%	71 26.39%	0	269
Garland School	77 98.72%	1 1.28%	0	78
Golda Meir School	91 100.00%	0	0	91
Goodrich School	49 83.05%	10 16.95%	0	59
Grandview HS	26 100.00%	0	0	26
Grant Gordon Learning Center	0	0	0	0
Grant School	62 92.54%	5 7.46%	0	67
Grantosa Drive School	64 75.29%	21 24.71%	0	85
Green Tree Preparatory Academy	37 97.37%	1 2.63%	0	38
Greenfield School	87 92.55%	7 7.45%	0	94

	Code A	Code B	Code C	Total
Groppi HS	36 100.00%	0	0	36
Hamilton HS	187 75.10%	61 24.50%	1 0.40%	249
Hampton School	37 80.43%	9 19.57%	0	46
Hartford University School	59 98.33%	1 1.67%	0	60
Hawley Environmental School	56 100.00%	0	0	56
Hawthorne School	42 97.67%	1 2.33%	0	43
Hayes Bilingual School	116 89.92%	13 10.08%	0	129
Highland Community School	71 100.00%	0	0	71
Hi-Mount School	24 100.00%	0	0	24
Hmong American Peace Acad	64 100.00%	0	0	64
Holmes School	47 100.00%	0	0	47
Honey Creek School	36 67.92%	17 32.08%	0	53
Hopkins Lloyd School	19 100.00%	0	0	19
Humboldt Park School	83 98.81%	1 1.19%	0	84
I.D.E.A.L	49 100.00%	0	0	49
Jackson School	48 97.96%	1 2.04%	0	49
Kagel School	29 74.36%	10 25.64%	0	39
Keefe Avenue School	19 100.00%	0	0	19
Kilbourn School	39 92.86%	3 7.14%	0	42
King ES	46 100.00%	0	0	46
King IB HS	117 78.52%	32 21.48%	0	149
King IB MS	46 97.87%	0	1 2.13%	47
Kluge School	57 87.69%	8 12.31%	0	65
La Causa Charter School	77 100.00%	0	0	77
Lad Lake Synergy	17 100.00%	0	0	17
LaFollette School	33 89.19%	4 10.81%	0	37
Lancaster School	34 75.56%	11 24.44%	0	45
Lincoln Avenue School	70 94.59%	4 5.41%	0	74
Lincoln Center of the Arts	71 94.67%	4 5.33%	0	75
Longfellow School	130 85.53%	22 14.47%	0	152
Lowell School	41 100.00%	0	0	41
MacDowell Montessori School	120 93.02%	9 6.98%	0	129
Madison Academic HS	115 85.82%	19 14.18%	0	134
Manitoba School	62 74.70%	21 25.30%	0	83
Maple Tree School	21 95.45%	1 4.55%	0	22
Marshall HS	163 66.26%	83 33.74%	0	246
Maryland Av Montessori	62 100.00%	0	0	62
MATC Emerging Scholars Program	2 100.00%	0	0	2
Metcalfe School	47 100.00%	0	0	47
Milw Acad of Chinese Lang	50 100.00%	0	0	50
Milw Co Youth Educ Center	6 85.71%	1 14.29%	0	7
Milw College Prep-36 <sup>th</sup> St	51 100.00%	0	0	51
Milw College Prep-38 <sup>th</sup> St	68 100.00%	0	0	68
Milw College Prep-Lloyd St	67 98.53%	1 1.47%	0	68
Milw College Prep-North	62 100.00%	0	0	62
Milw Environmental Sciences	27 100.00%	0	0	27
Milw Excellence Charter	58 100.00%	0	0	58
Milw French Immersion School	32 96.97%	1 3.03%	0	33
Milw German Immersion School	35 92.11%	3 7.89%	0	38
Milw HS of the Arts	118 75.16%	39 24.84%	0	157
Milw Parkside School	127 82.47%	27 17.53%	0	154
Milw School of Languages	94 60.65%	60 38.71%	1 0.65%	155
Milw Sign Language School	65 90.28%	7 9.72%	0	72
Milw Spanish Immersion School	47 74.60%	16 25.40%	0	63
Milwaukee Virtual Education Program	11 100.00%	0	0	11
Mitchell School	104 100.00%	0	0	104
Morgandale School	95 97.94%	2 2.06%	0	97
Morse MS	48 75.00%	16 25.00%	0	64

	Code A	Code B	Code C	Total
Neeskara School	52 78.79%	14 21.21%	0	66
Next Door Foundation	9 90.00%	1 10.00%	0	10
Ninety-fifth Street School	49 98.00%	1 2.00%	0	50
North HS	105 85.37%	18 14.63%	0	123
Nova HS	22 100.00%	0	0	22
Obama SCTE	201 84.45%	36 15.13%	1 0.42%	238
Parkview School	52 100.00%	0	0	52
Pratt School	38 97.44%	1 2.56%	0	39
Project STAY HS	28 100.00%	0	0	28
Pulaski HS	160 86.96%	24 13.04%	0	184
Reagan HS	114 91.20%	10 8.00%	1 0.80%	125
Riley Dual-language Montessori School	33 100.00%	0	0	33
River Trail School	55 85.94%	9 14.06%	0	64
Riverside University HS	156 67.53%	75 32.47%	0	231
Riverwest School	48 100.00%	0	0	48
Rogers Street Academy	79 97.53%	2 2.47%	0	81
Roosevelt MS	68 98.55%	1 1.45%	0	69
Shalom HS	20 100.00%	0	0	20
Sherman School	42 93.33%	3 6.67%	0	45
Siefert School	26 100.00%	0	0	26
South Accelerated Academy	12 92.31%	1 7.69%	0	13
South Division HS	132 74.16%	46 25.84%	0	178
Southeastern Education Center	3 100.00%	0	0	3
SPED Services	5 31.25%	0	11 68.75%	16
Starms Discovery School	60 98.36%	1 1.64%	0	61
Starms Early Childhood	23 100.00%	0	0	23
Story School	26 100.00%	0	0	26
Stuart School	39 100.00%	0	0	39
Thoreau School	42 87.50%	6 12.50%	0	48
Thurston Woods School	39 86.67%	6 13.33%	0	45
Townsend Street School	39 100.00%	0	0	39
Transition HS	27 100.00%	0	0	27
Trowbridge School	33 82.50%	7 17.50%	0	40
Victory School	43 100.00%	0	0	43
Vieau School	111 99.11%	1 0.89%	0	112
Vincent Accelerated Academy	9 90.00%	1 10.00%	0	10
Vincent HS	97 72.93%	35 26.32%	1 0.75%	133
Washington-DTC	0	10 100.00%	0	10
Wedgewood Park School	93 93.00%	7 7.00%	0	100
Westside Academy	30 100.00%	0	0	30
Whitman School	54 77.14%	16 22.86%	0	70
Whittier School	15 93.75%	1 6.25%	0	16
WHS of Information Technology	89 82.41%	18 16.67%	1 0.93%	108
Wis Conservatory of Lifelong Lrng	63 85.14%	11 14.86%	0	74
Zablocki School	50 100.00%	0	0	50
Grand Total:	9,629 87.25%	1,388 12.58%	19 0.17%	11,036

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 8.01, Student Nondiscrimination, Complaints and Appeals

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### **(Item 3) Report with Possible Action on End-of-year Equity Report, June 2023**

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

#### **Background**

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

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

Documents related to this report are attached to the minutes of your Committee's meeting and include the PBIS Coaching Responsibilities 2022-23 Equity End-of Year Report; the PBIS Coach School Support 2022-23 Final Equity End-of-Year Report; the MPS Gender and Identity Inclusion Guidance; the 2023 Districtwide Spelling Bee Finals Program for Grades 3-5 and 6-8; and the Equity Summit Agenda for May 13, 2023.

#### **End-of-year Equity Report**

The following terms are defined in Administrative Procedure 1.06, Efforts to Achieve Equity:

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

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

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

#### **Black and Latino Male Achievement (BLMA)**

##### *BLMA Buddies Program*

Eight schools in each school board member's district  
 Manhood Development Academy  
 Two schools, expanding to six schools in the 2023-24 school year

##### *BLMA Mentoring*

12 schools met with community mentors  
 BLMA Ambassadors:  
 Three high schools  
 Mental Health Symposium: 12 high schools

#### **Positive Behavioral Interventions and Supports (PBIS)**

##### *Professional Development (PD)*

- 2,934 staff attended PBIS Universal Supports during the Teachers' Institute
- 176 staff attended PBIS after-school PD sessions
- 133 SSTs attended a PBIS session during the SST Institute
- 49 staff attended a PBIS PD session at the Community Schools Institute

- 55 new psychologists and school social workers participated in PBIS and Building Intervention Team’s training
- 39 staff were trained in wraparound and RENEW Tier 3 interventions

**Data Highlights**

Increased the number of behavioral interventions and teachers’ proactive responses to behavior.

	Interventions		Teachers’ Responses			
	Tier2	Tier3	Brain Breaks	Engagement Opportunities	5:1	VABB
2021-22	4,066	325	820	N/A	219	N/A
2022-23	4,500	429	1,179	916	301	511

**Restorative Practices**

*Vision*

We envision a liberated educational community in which everyone is celebrated for who they are, feels a strong sense of connection and belonging, and responds to conflict and discomfort as an opportunity to repair, strengthen, and heal the community.

*Mission*

We are dedicated to dismantling educational systems and structures that have historically oppressed and continue to oppress Black and Brown communities. We transform educational culture using a continuum of restorative practices. These practices build inclusive communities founded on shared values that celebrate all cultures and identities.

*Values*

We center relationships, healing, dignity, justice, joy, and trust in schools.

*Support*

- 11 new schools have been accepted into the exploration cohort
- Five high schools are offering the restorative practices elective course
- Seven coaches are supporting eight schools: South Division, Westside Academy, Lincoln Center of the Arts, Morgandale School, Lincoln Avenue Elementary School, Zablocki School, Project STAY, and O.W. Holmes School

**Department of Gender and Identity Inclusion Program (GII) Highlights**

*Girls of Color*

2022-23 Highlight

- Continued biweekly/weekly programming for female-identifying students in grades 4-12
- Increased Girls on the Run partnership sites from 4 to 18 sites
- Hosted second annual Denim Day event
- Facilitated Miseducation of Girls of Color training — four-part series

**Outcomes**

- Completed programming at elementary- and middle-school sites and supported approximately 150 students
- Developed partnerships with Girls on the Run and increased partner sites from 4 to 18, serving approximately 400 students across the district
- 200 female-identifying students received sexual-assault-awareness workshop
- 100% of youth surveyed stated that they had a better understanding of consent and how to report sexual abuse
- Approximately 500 staff were trained in the Miseducation of Girls of Color, including several departments that have completed the full four-part series

- Continued development of district partnerships across departments and the building of an advisory collective to support and to scale support and programming for girls of color across the district

### ***LGBTQ+ Inclusion***

#### **2022-23 Highlights**

- Supported the creation and stability of Gender Sexuality Alliances throughout the district
- Provided districtwide LGBTQ+ training/ professional! development
- Created gender-inclusive policy and procedure

#### **Outcomes**

- 30 schools have active GSA clubs, with 400 students having participated in clubs and/or special events
- GII created a GSA advisor collective to provide support and sustainable practices for GSAs across the district — includes a monthly GSA newsletter highlighting the work taking place across MPS
  - Approximately 750 staff were trained in LGBTQ+ awareness, including 200 Central Services staff and additional schools and departments
  - Continued support and student/staff surveys on LGBTQ+ inclusivity in partnership with CDC/ICF Health for Everyone research project
  - Welcoming Schools partnership training completed May 2023, with trainers prepared to build on, making schools more inclusive with a focus on bias-based-bullying prevention in the 2023-24 school year

### **Equity Highlights**

- Ambitious Instruction: Accelerating Learning
- Superintendent's Student Advisory Council
- Poetry Slam
- Central Region Reads
- Student-created Culturally-competent Collective
- UNSIL World Fair
- STEM Fair
- Certified Nursing Assistance Program
- Gender-inclusion Guidance
- UNCF HBCU Empower Me Tour
- Heritage Month Recognitions and Celebrations
- Gifted and Talented Development Camps
- LEGO® League Competition
- New-teacher Education Curriculum Development and Video
- My Brother's Keeper Seminar
- Food Justice Task Force
- Expanding High-ability and High-potential Identification
- Financial Literacy
- Deaf and Hard of Hearing Task Force
- District Advisory Council
- Parent Coordinators
- Equity Mini-Grants
- Montessori Advisory Committee
- District Multilingual Multicultural Advisory Council (DMMAC)

### ***Strategic Planning Survey***

- 20,620 students, grades 6-8
- 4,790 families
- 3,126 community members
- 5,318 staff members

### ***MPS 2023 Districtwide Spelling Bee Finals***

- 52 students, grades 3-8, at 10 schools submitted designs for the T-shirt design contest
- 28 schools, grades 3-8, participated in the spelling bee 205 finalists and alternates
- 1,010 in-person attendees
- More than 20,000 livestream views
- Broadcast on TMJ4 on May 21, 11:00 a.m.-1:00 p.m.

### ***Equity Summit***

- 27 schools and department areas participated

*Seal of Biliteracy*

- 137 student recipients

*Cantos de las Americas*

- More than 1,000 attendees

**Strategic Plan Compatibility Statement**

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

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

Administrative Policy 1.06, Equity in MPS  
Administrative Procedure 1.06, Efforts to Achieve Equity

**Fiscal Impact Statement**

NA

**Implementation and Assessment Plan**

N/A

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**REPORT OF THE COMMITTEE ON STRATEGIC PLANNING AND BUDGET**

Director Gokalgandhi presented the following report for the Committee on Strategic Planning and Budget:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Strategic Planning and Budget presents the following report:

**(Item 1) Update with Possible Action on the 2023-28 Strategic Plan**

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

**Background**

At its regular meeting on July 29, 2021, the Milwaukee Board of School Directors took action to immediately begin the development process of a district strategic plan by adopting Resolution 2122R-008 by Director Gokalgandhi as follows:

RESOLVED, That the Board direct the Chair of the Board's Committee on Strategic Planning and Budget, in collaboration with the Administration, the Office of Board Governance, and the Office of Accountability and Efficiency, to immediately begin the development process of the next district strategic plan; and be it

FURTHER RESOLVED, That the process include a published timeline and significant public input from various stakeholder groups; and be it

FURTHER RESOLVED, That the resulting strategic plan:

- be for a specified time period;
- include a mission statement, goals, and objectives; and
- include accountability measures and annual performance targets for each year of the plan; and be it

FURTHER RESOLVED, That the plan be brought to the Board for approval...for implementation beginning October 1, 2021, to allow for alignment between the new strategic plan and the FY23 district budget.

After a community-input sessions, larger teams met to create the five-year timelines for each strategic initiative and action plans for the 2023-24 school year. The timelines will be reviewed with the Board by each chief that will oversee the work. A template will be shared that will assist in projects, initiatives, and professional learning aligning to the Strategic Plan. The work will begin in July. A data dashboard will be posted on the website that will monitor strategic planning’s progress quarterly.

This presentation will review the process to date. Supplemental information is available in the attachments to the minutes of your Committee’s meeting.

**Update on the 2023-28 Strategic Plan**

**Strategic Plan Driving Our Mission**

MPS is a diverse district that welcomes all students and prepares them for success in higher education, post-education opportunities, work, and citizenship.

- Student Achievement
- Graduation & Post-secondary Readiness
- Staff: Morale & Professional Learning
- Rightsizing the District
- Special Projects

The Milwaukee Board of School Directors adopted Resolution 2122R-008 in July 2021. The District began the 2023-28 Strategic Plan’s process in October 2021.

- A timeline of process’s needs has been posted.
- Community-wide input has been solicited.
- The Plan covers a specific timeframe and includes a mission statement, goals and objectives, accountability measures, and annual performance targets.

**Overview of the 2021-22 Baldrige Framework\***

Organizational Profile				
Leadership	Strategy Customers	Integration	Workforce Operations	RESULTS
Measurement, Analysis, and Knowledge Management				

\*From Baldrige Performance Excellence Program 2021, *2011-2011 Baldrige Excellence Framework: Proven Leadership and Management Practices for High Performance (Education)*, Gaithersburg, MD: US. Department of Commerce, National Institute of Standards and Technology. Core Values and Concepts

**Team**

- Data Metrics: Melanie Stewart and Natalie Collins
- Technology and Communications: Chad Meyer, Nicole Armendariz, and Stephen Davis
- Senior Leadership: Eduardo Galvan
- Human Resources: Pepper LaMothe and Alexandra Kestner
- Finance: Shelley Perkins
- Academics: Felicia Saffold and Lorena Gueny
- Equity and Inclusion: Patricia Ellis
- Operations: Michelle Lenski
- Governance: Jacqueline Mann and Nita Farrow
- Strategic Partnerships: Christy Stone
- Chiefs: Paulette Chambers, Katrice Cotton, Martha Kreitzman, Adria Maddaleni, and Jennifer Mims-Howell

**Strategic Planning Surveys**

Surveys were distributed to families, community members, staff, and students to collect feedback on a wide range of topics. Both selected-response and open-ended questions were asked.

- Students: 20,619, 69.8% of students grades 6-12
- Staff: 4,840, 56.3% based on 8,593 FTE
- Community (identified): 3,110, 155.5% of our 2,000 goal
- Families (identified): 4,781, 59.7% of our 8,000 goal

Community and family: 7,891, 78.9% of the total 10,000 goal

### *Survey Results*

- Organizational profile
- Five data sets collected by the Strategic Plan Committee
- Selected-response data from the family, community, staff, and student surveys
- Summary of themes from each survey's final question
- Other open-ended data was redacted for privacy

### **Continuous Improvement Using Plan-Do-Study-Act**

#### *Plan*

#### Strategic Plan-aligned SMART Goal

- Data Analysis, Root-cause Analysis, Needs Assessment, and Strategies

What data points show the need for this goal?

What is insufficient with the current status or process? What barriers exist (root-cause analysis)?

Needs-assessment statements:

- What work has been accomplished already to meet this goal?
- State the strategy/strategies that will be implemented to reach your goal ("if/then" statements)

- Setting Goals Based on Your Data

Identify Measures for Plan Effectiveness: List the measure(s) that the team will use to determine whether the overall goal has been met (impact).

- Summative
- Formative
- When are the data available?

#### *Do: Develop and Implement Deployment Plan*

#### Action Steps

What steps will you and your team take?

#### Measure/Indicator

- What data will be collected?
- How will you know that the step is completed?
- How will you know that the step was done with fidelity or quality?
- If PD, how will you know that the content was learned?

When will work be completed on this action step?

Who is responsible?

#### *Study and Act — Reviewed Quarterly*

What are the big strategic areas that the data are bringing to light?

- Student Achievement
- Graduation and Readiness
- Rightsizing the District
- Special Projects

Office of the Superintendent and Office of Board Governance partner and support, Finance is the underpinning,

#### **Lessons Learned**

- Teams are excited about the work and are ready to get started.
- Teams understand that it is critical that future work and initiatives align to the Strategic Plan.

- Teams realize that decisions must be data-based.

**Strategic Plan**

*Student Achievement*

Five-year Timeline

By 2028, Milwaukee Public Schools will see at least 50% of all students meeting proficiency or higher as measured by multiple student-achievement measures.

Activities and Milestones	23-24	24-25	25-26	26-27	27-28
Students will be at grade level at the end of each school year.				X	X
Students will complete rigorous coursework	X	X	X		
Students will be exposed to world languages.		X	X	X	
Students will feel emotionally and physically safe in school.	X	X			
All classrooms will be inclusive for all students (e.g., age/ethnicity, special needs, gender).	X	X			
Students will be equipped with skills for continued learning.					X
Students will be engaged in leadership and extracurricular activities.				X	X

*Graduation and Post-secondary Readiness*

Five-year Timeline

Milwaukee Public Schools will increase the graduation rate to over 75% in the next five years and will increase all student readiness that prepares them for success in higher education, post-education opportunities, work, and citizenship.

Activities and Milestones	23-24	24-25	25-26	26-27	27-28
All students will be prepared for career opportunities and/or post-secondary learning by graduation.	X	X	X	X	
Fifty percent of all graduates will enroll in and graduate/complete post-secondary learning.				X	X
All students will be confident in their abilities to be successful in education, work, or the military.	X	X	X	X	

*Staff's Morale*

Five-year Timeline

Annually, staff's morale will improve as staff feel valued, safe, and supported to do their work successfully.

Activities and Milestones	23-24	24-25	25-26	26-27	27-28
Current methods of recognition will be reviewed and others will be developed to honor and acknowledge staff.	X	X			
Communications to staff will be developed (e.g., website, newsletter), along with methods of collaboration for increased opportunities for dialog and learning.	X	X	X		
A committee will be created to develop strategies for the District to improve staff morale.		X	X	X	
Safety policies, procedures, incidents, and concerns will be analyzed at all district sites to establish upgrades to security and protocols (audit).	X	X	X		

*Staff's Professional Learning*

Five-year Timeline

By 2028, all MPS staff will have received professional learning opportunities to improve their performance and opportunities for advancement within their careers.

Activities and Milestones	23-24	24-25	25-26	26-27	27-28
Structures will be developed to provide required professional learning within the workday for all staff.	X	X			

Activities and Milestones	23-24	24-25	25-26	26-27	27-28
The District will provide differentiated supports and establish accountability measures to ensure fidelity in implementation of professional learning.	X	X	X		
All MPS staff will engage in ongoing professional learning and reflection to implement culturally-responsive practices to create an inclusive learning community.		X	X	X	X
The District will provide required and self-directed intentional, unique, and leveled professional learning to meet the specific needs of staff.			X	X	X

### *Rightsizing the District*

#### Five-year Timeline

By 2028, MPS will have a sufficient number of schools to offer equitable programming to all students and a sufficient number of fully-licensed staffing to fill all classrooms.

Activities and Milestones	23-24	24-25	25-26	26-27	27-28
By 2028, MPS will have increased the teacher-fill rate for CSI schools by 5% each year.	X	X	X	X	X
A larger continuous talent pool will be created using pathways for internal candidates and students as well as out-of-state recruitment.	X	X	X	X	X
A plan will be developed to address census and enrollment patterns, space allocations, equity of programming, and student-teacher ratios to better serve the students and families.	X	X	X	X	X
The school-day will be redefined to ensure sufficient instructional minutes for students, opportunities for professional learning/collaboration with staff, and extracurricular engagement for students.	X	X	X	X	X

### *Facilities and Upgrades*

#### Five-year Timeline

By 2028, MPS will implement a long-term facilities master plan to address the needs identified in the strategic planning survey (e.g., building systems, bathroom upgrades, space utilization, enrollment patterns, and programming needs).

Activities and Milestones	23-24	24-25	25-26	26-27	27-28
A long-term facilities master plan will be developed and implemented that addresses the concerns raised by the students, staff, families, and community.	X	X	X	X	X
Fewer buildings that are neither overcrowded or under-utilized.					X
State-of-the-art educational facilities, grounds, and building systems that meet the needs of all staff and students.				X	X
Adequate staff operate, service, and maintain facilities and systems.			X	X	
The District is integrated and works synergistically and holistically with all offices.	X	X	X	X	X
Centralized control of budget for facilities will better align the maintenance budget with the needs of the District.	X	X			
Schools that are welcoming, well maintained, and clean (e.g., historic, specialty) are marketable to families and the community	X	X	X	X	X
The District's initiatives have a plan and budget commitment for continued maintenance.	X	X	X	X	X

### *Special Projects*

#### Calendar

##### Five-year Timeline

By the 2024-25 school year, the Office of Human Resources will have addressed the implementation of one versus two calendars.

Activities and Milestones	23-24	24-25	25-26	26-27	27-28
Develop Calendar Options for 2024-25	X	X			

Communications

Five-year Timeline

By 2028, the Communications Department will have developed and implemented a communications plan to improve the image of the District and update the website.

Activities and Milestones	23-24	24-25	25-26	26-27	27-28
Communications will have centralized internal and external communications plans that include standard operating procedures that are actionable and cohesive.	X	X	X		
MPS leadership will be knowledgeable about best practices in communications and crisis communications.		X	X		
MPS and its schools should have a clear, consistent, and professional branding.	X	X	X	X	X
The District’s and schools’ websites are easily accessible, intuitive, and up to date for all stakeholders.	X	X	X	X	X
The Communications Department has a targeted media-relations strategy in place.			X	X	X
MPS is a source of expertise on many topics and creates strong relationships between our district Communications Department and local media outlets.				X	X
The Communications Department has adequate resources (financial, equipment, and personnel) to meet the needs of the school district.		X	X	X	

School Lunch Programs

Five-year Timeline

During the 2023-24 school year, the Nutrition Department will increase students’ knowledge of USDA’s guidelines while improving the quality of food services. (Office of Finance-Nutrition)

Activities and Milestones	23-24	24-25	25-26	26-27	27-28
Provide high-quality, nutritious, student-friendly meals (e.g., visually appealing) that meet the USDA’s requirements.	X	X			
Offer multiple menu choices to increase choices for diverse student groups.	X	X			
Students and family are aware of the offerings that are available.	X				
We have successful and actionable communications plans to students, staff, and families that maintain their knowledge of programs, food, and policies.	X	X	X		
To have a system that gathers and shares information regarding students’ allergies, special needs, and opinions (e.g., star system, ratings).	X	X	X		
Cafeterias should be clean, informative, and welcoming.	X	X			
Students will be provided with instruction about nutrition and healthful eating habits.	X	X	X		
Food Service staff should provide excellent customer service to students and staff (e.g., respectful, friendly).	X	X	X		
Staff is well-trained and able to communicate programs to stakeholders.		X	X		
Current industry-standard equipment is provided to all kitchens.	X	X	X	X	X

Budget Engagement and Education

Five-year Timeline

By the end of the 2027-28 school year, the Office of Finance will have increased education and engagement in the budget process at the district and school levels.

Activities and Milestones	23-24	24-25	25-26	26-27	27-28
School and departmental leaders hold meetings about the budget with their stakeholders (e.g., schools meet with families, departments meet with staff) at least three times a year.	X	X	X	X	X
Budget-engagement opportunities are accessible to all audiences in multiple formats (e.g., tailored to audience interests).		X	X		
Educate staff and stakeholders regarding key components of budget allocations (e.g., per-pupil allocation, grants, staffing).	X	X	X	X	X

### **Moving Forward**

- The work begins!!
- The chief in charge of each plan will hold a quarterly data review.
- Leads listed in the plans will report progress to the chief in charge of the respective plans.
- Alignment of the Strategic Plan to continuous school improvement plans is critical.
- Current and new work/initiatives shall be aligned to the Strategic Plan.
- Results shall be shared on the website.

### **Strategic Plan Compatibility Statement**

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

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

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

### **Fiscal Impact Statement**

None at this time.

### **Implementation and Assessment Plan**

Addressed in each action plan and timeline.

\* \* \* \* \*

## **REPORT OF THE 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 Amend the Instrumentality Charter School Contract with Honey Creek Continuous Progress School Relative to School Leadership**

#### **Background**

Honey Creek Continuous Progress School (Honey Creek), located at 6701 West Eden Place, was established as an instrumentality charter school beginning in fall 2005. The contract is for up to a maximum of 410 full-time-equivalent (FTE) pupils in grades K4 through 5.

The vision of Honey Creek is to create an environment in which students are academically prepared to meet the challenges of higher education and will become socially responsible citizens.

On April 20, 2023, the Board approved Laura Biesterveld as the new principal for Honey Creek Continuous Progress School. Attached to the minutes of your Committee's meeting is a copy of the agreed upon contract amendment to reflect the change in leadership.

### **Strategic Plan Compatibility Statement**

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

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

Administrative Policy 9.12, Charter Schools

**Fiscal Impact Statement**

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This item does not authorize expenditures.

**Implementation and Assessment Plan**

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Upon the Board's approval, the amended instrumentality charter school contract with Honey Creek Continuous Progress School will be sent to the Wisconsin Department of Public Instruction.

**Committee's Recommendation**

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Your Committee recommends that the Board approve the amendment to the instrumentality charter school contract with Honey Creek Continuous Progress School as attached to the minutes of your Committee's meeting.

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

\* \* \* \* \*

**(Item 2) Action on a Request to Amend the Non-instrumentality Charter School Contract with M.C. Preparatory School of Wisconsin, Inc., for Milwaukee College Preparatory School Relative to School Leadership**

**Background**

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Milwaukee College Prep (MCP), was established as a non-instrumentality charter school beginning in fall 2011. The schools are located at 1228 West Lloyd Street, 2623 North 38<sup>th</sup> Street, 2449 North 36<sup>th</sup> Street, and 1350 West North Avenue.

MCP's Mission is that knowledge plus character will pave the road to college and beyond. MCP has demonstrated the organizational leadership and expertise to operate and to sustain high-quality schools.

On January 6, 2023, Administration received notification of a change in leadership at Milwaukee College Preparatory School. Attached to the minutes of your Committee's meeting is a copy of the correspondence, along with the agreed-upon contract amendment to reflect the change in leadership.

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

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Administrative Policy 9.12, Charter Schools

**Fiscal Impact Statement**

---

This item does not authorize expenditures.

**Implementation and Assessment Plan**

---

Upon the Board's approval, the amended non-instrumentality charter school contract with Milwaukee College Preparatory School will be sent to the Wisconsin Department of Public Instruction.

**Committee's Recommendation**

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Your Committee recommends that the Board approve the amendment to the non-instrumentality charter school contract with M.C. Preparatory School of Wisconsin for Milwaukee College Preparatory School as attached to the minutes of your Committee's meeting.

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

\* \* \* \* \*

**(Item 3) Action on a Request to Amend the Non-instrumentality Charter School Contract with Next Door Foundation, Inc., for Next Door Charter School Relative to Leadership and Grade Bands**

**Background**

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Next Door Charter School (Next Door), serving students at 2545 North 29<sup>th</sup> Street and 5310 W. Capitol Drive, was established as a non-instrumentality charter school beginning with the 2006-2007 school year. The contract is for up to a maximum of 208 full-time-equivalent (FTE) pupils in grades K4 and K5.

Next Door's mission is to support the intellectual, spiritual, and emotional development of children so that they can become self-sufficient, contributing members of the community. Next Door's vision is to support the development of young children so that they may become confident, independent, and pro-social learners.

On November 17, 2022, the Administration received a request to modify grades and to notify MPS of the non-renewal of the charter school's contract at the conclusion of the 2023-24 school year.

On January 19, 2023, the Administration received notification of a change in leadership at Next Door Charter School. Attached to the minutes of your Committee's meeting are copies of the correspondences, along with the agreed-upon contract amendments to reflect the change in leadership and the grades served during the 2023-24 school year.

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

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Administrative Policy 9.12, Charter Schools

**Fiscal Impact Statement**

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This item does not authorize expenditures.

**Implementation and Assessment Plan**

---

Upon the Board's approval, the amended non-instrumentality charter school contract with Next Door Charter School will be sent to the Wisconsin Department of Public Instruction.

**Committee's Recommendation**

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Your Committee recommends that the Board approve the amendments to the non-instrumentality charter school contract with Next Door Foundation, Inc. for Next Door Charter School as attached to the minutes of your Committee's meeting.

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

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**(Item 4) Action on a Request to Amend the Non-instrumentality Charter School Contract with La Causa, Inc., for La Causa Charter School Relative to the School's Leadership**

**Background**

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

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

On December 15, 2022, the Administration received notification of a change in leadership at La Causa Charter School. Attached to the minutes of your Committee's meeting is a copy of the correspondence, along with the agreed-upon contract amendment to reflect the change in leadership.

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

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

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

Administrative Policy 9.12, Charter Schools

#### **Fiscal Impact Statement**

This item does not authorize expenditures.

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

Upon the Board's approval, the amended non-instrumentality charter school contract with La Causa Charter School will be sent to the Wisconsin Department of Public Instruction.

#### **Committee's Recommendation**

The Administration recommends that the Board approve the amendment to the non-instrumentality charter school contract with La Causa, Inc., for La Causa Charter School as attached to the minutes of your Committee's meeting.

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

\* \* \* \* \*

#### **(Item 5) Action on a Request to Amend the Non-instrumentality Charter School Contract with Milwaukee Excellence, Inc., for Milwaukee Excellence Charter School Relative to the School's Location**

#### **Background**

Milwaukee Excellence Charter School was established as a non-instrumentality charter school beginning with the 2016-17 school year. The contract is for up to a maximum of 840 FTE pupils in grades 6 through 12 for the 2022-23 school year. Milwaukee Excellence has two campuses, located at 4950 North 24<sup>th</sup> Street for grades 6- 8 and located at 7171 W. Brown Deer Road (Happy Hill) for grades 9-12.

Milwaukee Excellence's mission is to educate through rigorous academics and character education essential for success 6<sup>th</sup>- through 12<sup>th</sup>-grade students to excel within and graduate from four-year colleges and to pursue the professions of their choice.

On March 25, 2023, the Board approved the termination of the lease agreement for the Happy Hill facility located at 7171 W. Brown Deer Road. Attached to the minutes of your Committee's meeting is a copy of the correspondence from representatives of Milwaukee Excellence Charter School, along with the agreed-upon contract amendment to reflect the location and the maximum of 600 FTE pupils in grades 6 through 12, beginning with the 2023-24 school year.

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

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

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

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Administrative Policy 9.12, Charter Schools

### **Fiscal Impact Statement**

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This item does not authorize expenditures.

### **Implementation and Assessment Plan**

---

Upon the Board's approval, the amended non-instrumentality charter school contract with Milwaukee Excellence Charter School will be sent to the Wisconsin Department of Public Instruction.

### **Committee's Recommendation**

---

Your Committee recommends that the Board approve the amendment to the non-instrumentality charter school contract with Milwaukee Excellence, Inc., for Milwaukee Excellence Charter School as attached to the minutes of your Committee's meeting.

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

\* \* \* \* \*

### **(Item 6) Action on Head Start Matters: Request to Approve Submission of the Continuation Grant Enrollment Reduction Plan and a Request to Extend the Project Period for the American Rescue Plan (ARP) Grant**

#### **Background**

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The Administration for Children and Families (ACF) requires the participation — through review, feedback, and approval — of the Milwaukee Public Schools Head Start Policy Council and the Milwaukee Board of School Directors in the approval of the application for enrollment reduction ( a change in scope) .

Section 640(g)(3) of the Head Start Act (the Act) allows programs to propose a reduction to their funded enrollment to maintain quality of program services. All change-in-scope requests are subject to approval by Office of Head Start and must be submitted, at a minimum, 90 days before planned implementation.

An application will be submitted via the Head Start Enterprise System (HSES) as a change in scope in order to reduce funded enrollment slots without a reduction in the program's operations funding. The same change in scope was approved and submitted within the continuation application that was forwarded to the Office of Head Start in February of 2023; however, MPS Head Start program was informed of the need to approve and submit a Non-competing Continuation — Enrollment Reduction grant application.

The MPS Head Start Policy Council was presented with, discussed, and approved the enrollment-reduction /change-in-scope plan on May 25, 2023. MPS Head Start is requesting approval of the plan which would be submitted to the Office of Head Start.

President Biden signed Public Law 117-2, the American Rescue Plan Act, 2021, (ARP) into law on March 11, 2021. The \$1.9 trillion American Rescue Plan included \$1 billion for Head Start programs. At that time, the Milwaukee Public Schools Head Start program received \$1.6 million in ARP funding to expend by March 31, 2023.

With ARP funding, grantees have flexibility to determine which one-time investments best support the needs of staff, children, and families. Milwaukee public Schools Head Start plans to use funds on efforts that support enrollment and recruitment, mental health, staff wellness, professional learning, and remodeling efforts that apply to the classroom or playgrounds.

The MPS Head Start Policy Council was presented with, discussed, and approved the request for the project period extension to expend ARP funds at its meeting on May 25, 2023. MPS Head Start is requesting approval to request an extension of the project period to expend the remaining ARP funds to invest in supports that address the needs of children, families, and staff.

### **Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

Administrative Policy 7.01, Teaching and Learning Goals

**Fiscal Impact Statement**

Does not authorize expenditures.

**Implementation and Assessment Plan**

Upon approval of this item, the Milwaukee Public Schools Head Start program will submit the enrollment reduction/change-in-scope plan and request an extension for the project period to expend ARP funding on investments that support the needs of staff, children and families.

**Committee’s Recommendation**

Your Committee recommends that the Board approve the request for approval of the enrollment-reduction plan and the project period extension of American Rescue Plan (ARP) grant.

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

\* \* \* \* \*

**(Item 7) Report with Possible Action Regarding the MPS/MKE Early Childhood 1,825 Initiative**

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

**Background**

The first five years (or 1,825 days) of life for a child are the most important in that child’s education and development. In November 2018, the Milwaukee Public Schools, in collaboration with the City of Milwaukee and other public and private partners, announced an initiative and call to action to improve early-childhood education across the city. MPS and City leaders joined together to build on past momentum and to push forward with the MPS/MKE Early Childhood 1,825 Initiative. The mission of this work is to improve the learning experiences for children from birth through five years in the city of Milwaukee by ensuring that all educators and childcare providers, who directly impact our students learning, possess the understanding, skill set, knowledge base, capacity, and resources needed to provide high-quality instruction to all students participating in early-childhood education programs.

This report provides an update to the work, accomplishments, and future tasks of the MPS/MKE Early Childhood 1,825 Initiative.

**Update on the MPS/MKE Early Childhood 1,825 Initiative**

**Early-childhood Demographics**

• 11,557 students	American Indian .....	52.3%
• 111 schools	Asian .....	25.8%
• 7.1% English-language learners	Black/African American.....	9.8%
• 22.4% special education	Hispanic .....	7.0%
• 83.5% economically disadvantaged	Hawaiian or Pacific Islander.....	4.6%
	White.....	0.3%
	Multi-ethnic.....	0.1%

**Focus and Goals**

*Early-childhood Staff Development*

Provide high-quality professional learning opportunities for all early-childhood care providers and educators

***Equitable Resources***

Ensure that early-childhood programs are equitably equipped with resources needed to meet the needs of the children they serve and their families

***Family Support and Transition***

Provide families with support as students transition from early-care centers to MPS

***Instruction***

Ensure that high-quality, research-based instruction is provided for all early- childhood children and students

***Social-emotional Learning and Cultural and Linguistic Needs***

Provide support for students to address SEL needs as well as take into consideration the cultural and linguistic needs of students

**Completed Work*****Early-childhood Staff Development***

Provided a Maya Smart session focused on early literacy and oral-language support

***Equitable Resources***

Continued partnership work with the Bridges to School MKE project Engagement

***Family Support and Transition***

Shared information with MPS's Family and Community Engagement

***Instruction***

Early Childhood attended the Conscious Discipline with Excellence: Celebrating with UNlversITY

***Social-emotional Learning and Cultural and Linguistic Needs***

Completed a three-training-date series for the community on self-regulation and self-care

**Current Work*****Early-childhood Staff Development***

Working on a planning committee for the upcoming Pathways to Quality Conference

***Equitable Resources***

Continue partnership work on the Bridges to School MKE project

***Family Support and Transition***

Updating resources on MPS's Portal to include early-childhood resources and information

***Instruction***

Connect with CTSI CAN network to offer Vroom and Mind in the Making training within the Milwaukee community

***Social-emotional Learning and Cultural and Linguistic Needs***

Market another training on self-regulation and self-care within the community

**Future Work*****Early Childhood Staff Development***

Plan for additional professional development sessions that support Ambitious Instruction

*Equitable Resources*

Continue partnership work with Office of Early Childhood Initiatives on Mighty Small Moments

*Family Support and Transition*

Supporting Bridges to Attend professional School MKE's family events

*Instruction*

Attend professional development opportunities focused on early-childhood education

*Social-emotional Learning and Cultural and Linguistic Needs*

Connect with the Institute for Child and Family Well-Being to discuss potential Workshop opportunities

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 7.01, Teaching and Learning Goals

**Fiscal Impact Statement**

N/A

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**(Item 8) Report with Possible Action on the Deaf and Hard of Hearing (D/HH) Task Force**

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

**Background**

At its meeting on April 20, 2023, the Board adopted Resolution 2223R-018 by Directors Peterson and Herndon to create a Deaf and Hard of Hearing D/HH Task Force for major review of MPS's D/HH program. The Board directed that the Administration provide regular reports to the Committee on Student Achievement and School Innovation (SASI), beginning on June 8, 2023.

The first meeting to assemble the Task Force was held on May 30, 2023. During the meeting, which was jointly organized by the Administration and the Office of Board Governance, an overview of Resolution 2223-018R was provided, and those present were solicited for participation on the Task Force. Additionally, the Task Force's members voted on a chair and co-chair.

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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**(Item 9) Report with Possible Action on MPS Montessori Strategic Plan**

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

**Background**

The Montessori Strategic Plan, which was adopted on March 28, 2019, and revised on May 26, 2022, is a framework for structural supports for our eight Montessori schools which educate more than 3,500 students.

## **Update on the Montessori Strategic Plan**

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### **Montessori Strategic Plan's Progress**

#### *Completed Work*

- Held Montessori Community Summit
- Completed orders for social studies textbook-adoption alternative
- Attended Association Montessori International's and American Montessori Society's annual conferences
- Purchased materials for phase-one secondary curriculum expectations
- Supported Penfield Montessori transitions

#### *Current Work*

- Holding monthly meetings of Montessori principals
- Initiating planning to celebrate 50 years of Montessori in MPS
- Holding Montessori-specific summer school
- Developing partnerships for Montessori credentialing with the Milwaukee Public Schools University
- Conducting Montessori Advisory Committee's June meeting

### **MPS Montessori: 50 Years and Growing**

- Developing a year-long awareness campaign
- Updating district and school webpages
- Celebrating MPS Montessori at 50 on February 10, 2024, 1-4 p.m. at MacDowell
  - Montessori methods and materials
  - Student artists' showcase
  - Key presentations
  - Enrollment and hiring

### **Staffing**

- Staffing
- Recruitment
- Sponsorship

### **Next Steps**

#### *July 2023*

- Conducting Montessori summer school
- Developing guidelines for the MPS Montessori at 50 celebration
- Updating MPS's Montessori marketing

#### *August 2023*

- Presenting Montessori-specific sessions at New Educators' Institute
- Presenting Montessori-specific sessions at opening-week professional development

#### *September 2023*

- Engaging Montessori mentor coaches for new teachers
- Conducting professional development for new Montessori support staff
- Initiating spelling/handwriting-waiver purchasing

### **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

## **Fiscal Impact Statement**

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This item does not authorize expenditures.

## **Committee's Recommendation**

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

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### **(Item 10) Update with Possible Action on Resolution 2021R-002 Regarding Advancing the Goal of Equity in MPS**

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

## **Background**

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Resolution 2021R-002, which was adopted by the Board in November 2022, emphasizes providing opportunities for student voice through engagement in various school-based and district-wide activities and events that foster equity and to using a student-created evaluation tool to collect data on the impact of school-based and district-wide efforts to further advance equity in MPS. The Administration currently provides, and will continue to provide, a variety of diverse academic, racial, ethnic, cultural and linguistic, social-emotional, and leadership opportunities to support the diverse needs and interests of students, parents/guardians, staff, and the Board in efforts to advance the goal of equity in MPS.

During the 2022-23 school year, students' data focused on equity was collected as a part of the Strategic Planning process, MPS/Milwaukee Succeeds's student-voice initiatives, Black and Latino Male Achievement, and other initiatives. Students have contributed to this effort by creating open-ended questions for the development of the student-created Equity Evaluation Tool. Some of the student-created questions were modified as multiple-choice questions in the Student Strategic Plan Survey.

Efforts underway to advance the goal of equity in MPS include Student Leadership Summits, Superintendent's Student Advisory Council (SSAC), MPS Food Justice Task Force, Resolution 2122R-004 Middle- and High-school Equity, Ambitious Instruction — Accelerating Learning, college- and career-readiness activities, Seal of Biliteracy, early-childhood efforts, professional development opportunities, learning opportunities for parent/guardians, expanding academic programs and enrichment opportunities through internal and external collaborations, and personal efficacy for all.

## **Update on the Implementation of Resolution 2021R-002**

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

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

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

## **Student-created Equity-evaluation Tool**

### *Areas of Focus*

#### Climate and Culture

- What actions can be taken to provide high-quality safety in schools?
- Without making rules, how can the school as a community better our understanding of LGBTQ+ and gender equality?
- Do you feel accepted?
- Do you think your culture isn't represented throughout schools?

- What are people's thoughts on gender identity?
- Dress codes limit student expression — Why or why not?
- How do students feel respected in schools?
- Have staff and students worked on representation of cultures (ethnicity, etc.)?
- Rate the learning environment of your class.
- Do you feel you can express your feelings and interests freely?
- What can staff and students do to encourage diversity?
- To what level do you see diversity of thought being displayed and accepted at your school?
- How do you think teachers' teaching and motivation to teach has impacted students' learning?
- What are ways to improve our environment?

#### Leadership Opportunities and Influence

- What leader at school moves you to lead as well?
- Do you see yourself as a leader?
- How do you lead?
- Are there leaders that you see in school?
- What can we do to get you more involved?
- What can schools do to improve youth-adult partnership activities?
- Do you believe that there are any opportunities in extracurriculars where your voice can be heard? Please elaborate.
- Why do you think that some students are offered leadership opportunities and that some aren't? (At my school, some think leadership roles are limited.)

#### Instructional Practices/Strategies

- What ways do you think teachers can make classes more fun and engaging while also staying on track with the curriculum?
- How could every class include hands-on learning?
- What more can we do to improve more energy in school?
- How would you rate teaching in school?
- Has staff implemented change within classroom workspaces after getting feedback?
- How engaged are you?
- How do you feel represented (e.g., cultural background, age, interests) in class through lessons?
- To what extent is your learning subjective, as opposed to objective?
- How does this affect the overall learning experiences?

#### Academic Achievement

- What can we do better to maintain attention spans in classes?
- What is your GPA, and are you proud of it?
- How do you work and enhance your rank?
- Is your counselor able to summarize your rank efficiently?
- Do you think your rank is fair?
- What goals do you have for the future?
- Do you feel that your teachers pay enough attention to you?
- What makes you want to strive for good grades at school?
- How can teachers keep students engaged?
- What can schools do to ensure that students are using what is learned outside of school?
- Do you believe that you are receiving an unbiased education about the subjects you are studying?
- What is your definition of academic success? How did you come to this conclusion?

*Proposed Timeline for the Student-created Equity-evaluation Tool*

2023-24

August

Meet with school and district staff to identify student leadership groups and their advisors. Present and review Resolution 2021R-002. September

Contact student leadership advisors to select a date and time for a meeting with the various student leadership groups.

October

Meet with student leadership groups and advisors to review Resolution 2021R-002 and to share the open-ended questions created by students in 2022-23 for the Student-created Equity-evaluation Tool. Discuss the open-ended questions, the research methodologies for collecting and analyzing data, confidentiality, steps to engage in the pre-/post-data collection/evaluation processes, writing an action plan, and Equity Summit.

November-December

Engage in data-collection and analysis processes at school sites, using the Student-created Equity-evaluation Tool’s open-ended questions. Upon review of data, identify a maximum of two areas of focus and develop an action plan to engage in collaboratively with peers and/or staff at their school based on these data.

January-March

Check in with student leadership groups and their advisors to discuss their data-collection and analysis processes and progress on their action plans aligned to their areas of focus.

April

Prepare to present the Student-created Equity-evaluation Tool’s findings, outcomes, and recommendations at the Equity Summit.

May

Present the Student-created Equity-evaluation Tool’s findings, outcomes, and recommendations at the Equity Summit.

June

Present the Student-created Equity-evaluation Tool’s findings, outcomes, and recommendations to the Board.

**Student Leadership Summit**

2021-22

A total of 313 students in grades 6-12 participated in the fall and spring. Topics with the highest attendance included Money Path, mindfulness, mental health, cyberbullying, and LGBTQ+.

Next steps identified in the evaluation included discussion with school team, talking with peers, implementation of specific strategies with school leadership, and continued personal growth.

2022-23

A total of 301 students in grades 6-12 participated in the fall and spring. Topics presented included Victory over Violence, equity, and district climate.

Next steps included discussion with school team, talking with peers, implementation of specific strategies with school leadership, and continued personal growth.

**Black and Latino Male Achievement, 2022-23**

BLMA Buddies Program .....	Eight schools in each school board member's district
Manhood Development Academy .....	Two schools, expanding to six schools in the 2023-24 school year
BLMA Mentoring.....	12 schools met with community mentors

BLMA Ambassadors ..... Three high schools  
Mental Health Symposium..... 12 high schools

**Equity, Access, and Inclusion**

*Equity Summit Participants*

- Alliance High School
- Audubon Middle and High Schools
- Auer Avenue School
- Bethune Academy
- Eighty-first Street School
- Golda Meir School
- LaFollette School
- Milwaukee Parkside School for the Arts
- North Division High School
- Riverside University High School
- Black and Latino Male Achievement Crisis Team
- Discipline
- Essentials of School Culture and Climate Survey
- Gender and Identity Inclusion
- 53206 Initiative’s Trauma-support Specialists
- Mental Health
- Positive Behavioral Interventions and Supports (PBIS)
- Project Future
- Restorative Practices
- School Community Partnership for Mental Health
- School Social Workers
- Second Step/Social-emotional Learning
- Specialized Services Professional Development
- Success Center
- Violence Prevention Program
- Writing
- Youth Risk-behavior Survey
- Superintendent's Student Advisory Council

**Strategic Plan Compatibility Statement**

Goal 2, Student, Family and Community Engagement

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

Administrative Policy 1.06, Equity in MPS  
Administrative Procedure 1.06, Efforts to Achieve Equity

**Fiscal Impact Statement**

Board and grant funds will be used to support this resolution.

**Implementation and Assessment Plan**

The Administration will collaboratively implement Resolution 2021R-002 Advancing the Goal of Equity in MPS utilizing a variety of current evaluation tools, and beginning to utilize the Student-Created Equity Evaluation Tool in 2023 - 2024. A proposed timeline for implementation of this tool is included with the report.

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**(Item 11) Report with Possible Action Regarding the Black Lives Matter End-of-year Report**

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

**Background**

At its regular meeting in August 2020, meeting, the Board adopted Resolution 2021R-010 regarding the Black Lives Matter End-of-year Report., which the Administration implemented for the 2022-23 school year. This included assembling the 2022-23 Black Lives Matter (BLM) Week of Action and a Year of Purpose Advisory Committee and creating sub-groups. The Administration is continuing this important work for the 2022-23 school year, and planning is underway.

For the 2022-23 school year, the committee and sub-groups were updated and have been meeting regularly. The Administration will continue to provide quarterly reports to the Board on its planning for the current school year relative to three key areas:

- Curriculum & Professional Development
- Week of Action
- Monthly School Projects.

The June 2023 quarterly report follows.

### **Black Lives Matter Quarterly Update**

#### **Black Lives Matter 2022-23**

##### *Areas of Engagement*

- Community Connections
- Partnerships
- District Initiatives

#### **Committee Updates**

##### *Curriculum Committee*

###### April

Presented BLM monthly activity and yearly initiatives during the AP & SST institutes

###### May

May's Black Lives Matter at School Year of Purpose activities. Education for Liberation Day was created and shared with all schools

###### June

Assisted in the promotion of Juneteenth Day, which celebrates the emancipation of four million people enslaved in the United States

##### *Week of Action Committee*

###### March

- Revisited the Week of Action's activities and met with the committee team to collect and return items used to spearhead daily activities
- Advertised the outcome of the 2022 23 Week of Action via social media platforms and the MPS website

###### April

Collaborated with the Monthly Activities Committee to finalize the May activities

###### May

- Collaborated with Core Leadership Team to identify challenges and successes and to create a timeline for the 2023- 24 school year
- Committees' framework, chairs and co-chairs were discussed and will be established during the June meeting

##### *Monthly Activities Committee*

###### March

Provided monthly activities to all schools for the month of March. The principle focus was on loving engagement 1 and empathy. The guiding principle focused on embodying and practicing justice, liberation, and peace in our engagement with one another

**April**

Provided monthly activities to all schools for the month of April. The principle focus was intergenerational, on Black writers and artists across the generations

Provided the monthly activities for the month of May to all schools. The principle focus was on liberation: value collective uplift for Black families; disrupting the myth of individualism

**May**

Created an opportunity for Victory over Violence Day creators to present during the Student Summit. Students received information about violence prevention and engaged in dialogue about positive measures to decrease violence in school and home and within the city of Milwaukee

**Next Steps**

- Restructure committees' outlines & expectations
- Obtain additional partnerships
- Increase student participation
- Revamp the Week of Action

**Strategic Plan Compatibility Statement**

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

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

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

**Fiscal Impact Statement**

N/A

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**(Item 12) Report with Possible Action Regarding Bilingual Education and the District Multicultural Multilingual Advisory Council (DMMAC)**

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

**Background**

In June 2014, the Milwaukee Board of School Directors adopted Resolution 1415R-003 regarding bilingual multicultural education. The Board's action promotes bilingualism through the implementation of essential aspects to enhance our one-way and two-way dual-language programs.

Our goals related to bilingual education are that students graduate academically prepared in English and Spanish and conversant in other languages and capitalize on the cultural and linguistic backgrounds of all English -learner students (ELLs).

Another important component of the Board's action is encouraging the participation of parents, staff, and other community stakeholders. To that end, the District Multicultural Multilingual Advisory Council (DMMAC) is supporting these efforts.

Since the Board's action, district staff have been working with the community to implement the resolution. The following presentation will provide a brief overview regarding progress and next steps as well as a DMMAC update.

**Bilingual Multicultural Education****Bilingual Schools, 2022-23**

- 13,298 Students (as of June 2023)
- 21 Schools
- 40.3% English-language Learners
- 23.2% Special Education
- 84.2% Economically Disadvantaged

American Indian.....	0.3%	HI/PI.....	0.1%
Asian.....	4.4%	Multi-ethnic.....	2.2%
Black.....	21.7%	White.....	4.2%
Hispanic.....	67.1%		

### **Department of Bilingual Multicultural Education**

- Bilingual programming
- Seal of Biliteracy
- Professional development to schools
- Parent engagement and marketing
- District Multicultural Multilingual Advisory Council (DMMAC)

#### ***Mission***

The mission of the Department of Bilingual Multicultural Education is to provide equitable access to quality multilingual and multicultural programming in Milwaukee Public Schools

#### ***Vision***

MPS's students will graduate with strong cultural and linguistic identities, leveraging these assets to navigate college, career, and life as global citizens in an inclusive society

### **Program Updates**

#### ***Bilingual***

##### **Accomplishments**

Hosted a Spring Saturday PD series on Oracy and the Bridge. 34 teacher in pre-K through high school from a variety of bilingual dual-language schools participated

Collaboratively developed materials for five biliteracy units this year to promote language development

Selected books in Spanish to augment the bilingual classrooms' libraries

##### **Next Steps**

Continue to offer professional development that supports Teaching for Biliteracy

Continue to support Riley Dual-language Montessori through the intentional development of tier one curricular materials, supports, and strategies that promote language development

#### ***English as a Second Language (ESL)***

##### **Accomplishments**

Determined process for adding English-language development to the Biliteracy Unit Framework and produced grade-level examples

##### **Next Steps**

Develop communication around the integration of English-language development in the Biliteracy Unit Framework to the Bilingual schools and provide PD using the examples

#### ***English-language Development (ELD)***

##### **Accomplishments**

Offered professional development and coaching to schools that educate English learners

Received award letter for refugee grants to provide supplemental services to newcomer refugees

##### **Next Steps**

Analyze outcomes of the professional development and coaching to determine the priority areas for 2023-24 that should be monitored and how to conduct monitoring of implementation

Determine/document eligibility of qualifying refugee youth and plan/deliver services in the summer of 2023

*World Languages and Immersion***Accomplishments**

Supported immersion schools  
 Curriculum Map  
 Proximity Learning  
 Mango Languages  
 Speakable

**Next Steps**

Create a new lesson-plan template for our language arts courses to help support our immersion teachers during language instruction

Update our curriculum map and lesson-plan template to align with Wisconsin's new world-language standards

Continue to help teachers use our district-adopted resources to help engage our students in their language pathways

*Seal of Biliteracy (SBL)***Accomplishments**

2019-20..... 18 graduates  
 2020-21..... 58 graduates  
 2021-22..... 64 graduates  
 2022-23..... 137 graduates

Celebrated our first Multicultural Exposition Fair, where 50 students from different high schools exposed their socio-cultural projects

**Next Steps**

Continue to motivate more high schools to participate in the recognition of the Seal of Biliteracy and to reach our new goal of graduating 180 students with this honor

*Parental Engagement and Marketing***Accomplishments**

Bilingual Department offered professional development for parents through DMMAC and at schools sites.

Schools attended Kindergarten Fair and shared information about their bilingual/language/ESL

**Next Steps**

All schools will market their schools and their respective bilingual programs during the summer as they look to attract students

**DMMAC Update, January 2023- May 2023***Topics Presented***Parent Advocacy**

The purpose of this session was to strengthen parents' understanding of how to advocate for quality public education. Parents had an opportunity to engage with a guest speaker from Parents for Public schools, who led a workshop about best practice in parent advocacy.

**Language Opportunities beyond the classroom**

The purpose of this session was to introduce parents to the numerous opportunities available to MPS's students who speak or are learning multiple languages. Parents heard from the MPS World Language Coordinator and a German instructor for MSL about travel opportunities and scholarships for MPS's students.

## MPS Budget 101

The purpose of this session was to inform parents about the Wisconsin and MPS budgets. Parents had an opportunity to meet and ask the MPS Chief of Finances about budget allocations and challenges. Additionally, parents received information about the state budget's challenges.

## Summer Academy

The purpose of this session was to introduce parents to the MPS Summer Academy portfolio. Our guest presented the array of activities and ways for parents to register.

## **Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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

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## **(Item 13) Report with Possible Action Regarding the Implementation of the Personal Finance Course**

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

## **Background**

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At its regular meeting of May 2021, the Board approved the proposed revisions to Administrative Policy 7.37 requiring all high-school students to take a one-semester personal finance course to prepare them to be college-and-career ready. This is the third, and final, update for the 2022-23 school year on the development and implementation of the personal finance course required for graduation.

The graduation requirement began at three schools — Riverside University High School, Alexander Hamilton High School, and Green Tree Preparatory Academy — starting with the Class of 2026, with additional schools being added in subsequent semesters/years. Bay View, Bradley Tech, MacDowell, Marshall, Milwaukee High School of the Arts, Project Stay, Vincent Accelerated Academy, and Wisconsin Conservatory of Lifelong Learning offered the personal finance course in Spring 2022. Alliance, Audubon, JMAC, King IB, Milwaukee County Youth Education Center, Milwaukee School of Languages, and Pulaski offered the personal finance course in Fall 2022. In spring 2023, Golda Meir, Obama, Reagan, South Division, Vincent, and Washington offered the course.

## **Personal Finance Course**

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### **Personal Finance Implementation**

#### *Cohort 1 (2026), 2021 Fall*

Green Tree Prep, Hamilton, Riverside

#### *Cohort 2 (2027), 2022 Spring*

Bay View, Bradley Tech, MacDowell, Marshall, MHSA, Project STAY, Vincent Accelerated, WCLL

#### *Cohort 3 (2027), 2022 Fall*

Alliance, Audubon, King, Madison, MCYEC, MSOL, Pulaski

#### *Cohort 4 (2028), 2023 Spring*

Meir, Obama, Reagan, South, Vincent, Washington

## **Professional Development Plan**

- Summer Professional Development Sessions

- Fall Program Trainings: NextGen Personal Finance, Stock Market Game, Educators Credit Union's Reality Check, EverFi, Secure Futures
- Fall Professional Conferences: Economics Wisconsin, JumpStart National Educator's Conference
- Monthly Professional Learning Community

### **Events & Engagement Strategies**

- Guest speakers: US Bank, Summit Credit Unions, SecureFutures, and NextGen Personal Finance
- Family Financial Literacy Night Series — BankOn, Educators Credit Union, Department of Financial Institutions
- Finance & Investment Challenge Bowl — Asset Builders
- Reality Check Day — Educators Credit Union
- MoneyPath — SecureFutures
- Finance Park — Junior Achievement
- Stock Market Game — Economics Wisconsin

### **Plan 2023-24**

- Expand and improve partnerships
- Provide continued professional development
- Provide school-based parental financial literacy workshops in multiple locations on a monthly basis
- Expand financial literacy programming to elementary & middle schools

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

Administrative Policy 7.37, Graduation Requirements

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## **REGULAR ITEMS OF BUSINESS**

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

The Board received the monthly reports of its delegates to the Library Board of Trustees, to CESA #1, and to the Head Start Policy Council.

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

The month of June 2023 has been extremely busy as we worked diligently on both the year-end festivities for the late-start schools and the State budget. In addition, I participated in all of the listed meetings and activities.

#### **Academic Achievement**

- Attended a meeting with Dr. Mims-Howell, Dr. Bowling, Sharie Garcia, and Dr. Felecia Saffold regarding updates to the Administrative Policy 7.44 for music education and Administrative Policy 7.45 for art education.

#### **Effective and Efficient Operations**

- Attended a meeting with Dr. Posley, the Administrative Team, and Rufus King HS's principal regarding the school's interest in purchasing the old Fiebrantz bus terminal
- Attended the pre-LRP meeting with Dr. Posley and team
- Attended the monthly LRP Meeting
- Attended a meeting with Dr. Posley regarding changes to the Student Handbook
- Attended the monthly AFP Meeting
- Attended the SPB meeting on the Strategic Plan

- Attended the regular monthly board meeting

### **Student, Parent and Community Engagement**

- Attended Bryant Elementary's ribbon cutting for its new outdoor classroom
- Attended graduating seniors' send-off event held at Wick Field
- Attended Siefert Elementary's end-of-schoolyear student-recognition event
- Visited Manitoba Elementary for a school tour and to observe the end-of-school-year outdoor games event
- Attended the Wisconsin Alliance for Excellent Schools' (WAES) meeting regarding the state budget update

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## **UNFINISHED BUSINESS**

### **(Item 1) Annual Review of and Possible Action on Board Compensation**

#### **Background**

Pursuant to the Board's action of November 28, 2000, the Board's compensation is to be reviewed annually at its organizational meeting.

The Board's action of November 2000, also set the Board's salaries at \$18,121 per year for board members and \$18,667 per year for the Board's president.

Board members' compensation remained at this level for 21 years, until April 2022, at which time the Board increased its compensation by 4.7%, commensurate with the cost-of-living adjustment given to employees. Thus, the Board's compensation was adjusted to \$18,972 for board members, with compensation of \$19,544 for the Board's president for the 2022-23 board year.

At its annual organizational meeting of April 25, 2023, the Board postponed consideration of this item until June 2023.

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

Goal 3, Effective and Efficient Operations

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

Board Rule 1.01, Organizational Meeting

#### **Fiscal Impact Statement**

The fiscal impact of this item is dependent on the action the Board wishes to take.

#### **Recommendation**

That the Board determine how it wishes to proceed with the review.

Director Gokalgandhi moved to consider this item at the Board's regular meeting in July 2023.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, Zombor, and President Herndon — 5.  
Noes — None.

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The Board adjourned at 6:23 .p.m.

JACQUELINE M. MANN, Ph.D.  
Board Clerk