

**Minutes for Approval at the Regular February 2022  
Meeting of the Milwaukee Board of School Directors**

**PLEASE REVIEW PRIOR TO THE  
FEBRUARY 24, 2022, BOARD MEETING**

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**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
JANUARY 6, 2022**

Special meeting of the Board of School Directors called to order by President Peterson at 7:26 P.M.

Present — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.

Absent— None.

The Board Clerk read the following call of the meeting:

January 5, 2022  
REVISED

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Special Board Meeting  
6:30 p.m., Thursday, January 6, 2022

At the request of President Robert E. Peterson, a special meeting of the Board of School Directors will be held on Thursday, January 6, 2022, to consider the item below. The meeting will begin at 6:30 p.m., or immediately following the adjournment of the meeting of the Committee on Student Achievement and School Innovation.

1. Report with Possible Action Regarding COVID-19 Health and Safety Protocols

MPS buildings are closed to the public due to ongoing public health concerns related to the COVID-19 pandemic. This meeting will be held virtually, however, members of the Board may join the meeting in-person, from the Central Services building.

Testimony will be taken live during the meeting. Those who wish to speak must register in advance to receive a participation code to enter the platform. The deadline to register is 3:00 P.M. on January 6, 2022.

To register to participate by dial-in, call 414-475-8200 and follow the instructions.

To register to participate via email, visit the Boardcast page of the MPS website to send an email request: <https://mps.milwaukee.k12.wi.us/en/District/About-MPS/School-Board/Boardcast.htm>

Written comments may be submitted to the Office of Board Governance by mail, to 5225 W. Vliet Street, Milwaukee, 53208; by email, to [governance@milwaukee.k12.wi.us](mailto:governance@milwaukee.k12.wi.us); or by fax, to 414-475-8071. Public comments received before 3:00 P.M. on January 6, 2022, will be forwarded to the Board for its consideration.

This meeting will be broadcast on Time-Warner/Spectrum Channel 13, and via livestream or the MPS YouTube Stream at:

<https://mps.milwaukee.k12.wi.us/en/District/About-MPS/School-Board/Boardcast.htm>

JACQUELINE M. MANN, Ph.D.  
Board Clerk

**(Item 1) Report with Possible Action Regarding COVID-19 Health and Safety Protocols**

**Background**

Milwaukee Public Schools continues to monitor its response to the COVID-19 pandemic. In light of this evolving situation, we remain flexible in our strategy to maintain healthy and safe schools and buildings for all students and staff. Health protocols continue to be refined based on public health guidance.

The following outlines the District's approach to provide a healthy and safe learning and work environment.

## COVID-19 Update

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### Roadmap to Readiness

#### Guiding Principles

- Health and Safety
- Quality Instruction
- Support for Students and Staff
- Efficient and Safe Operations
- Effective Communication

### Current Health and Safety Protocols

- Wear facemask in all MPS locations
- Practice physical distancing
- Wash hands often
- Get the vaccine or booster
- Stay home if sick
- Report positive cases, symptoms, and close contacts
- Use isolation rooms
- Isolate and quarantine as necessary
- Facilitate districtwide COVID-19 testing
- Replace filters and improve air quality
- Continue advanced and daily cleaning
- Clean and disinfect high-touch surfaces
- Provide personal protective equipment
- Distribute technology to students and staff
- Transition to virtual learning when positive cases reach 3% per 14-day period
- Offer two virtual-learning programs
- Conduct virtual staff meetings and professional development sessions

### Updates

- Purchased additional KN95 and N95 masks for students and staff
- Mandated vaccinations for staff
- Expanded vaccination incentive for students
- Requested additional school vaccination clinics

#### Additional COVID-19 testing opportunities

- January 1 & 2: 448 staff tested
- January 3: 1,913 staff and students tested

### Student and Staff Support

- District staff assigned to support schools:
  - Central staff
  - School support teachers and coaches
  - Limited-term employees
  - Substitute teachers
- Social and emotional learning
- Student vaccination incentive
- Early-release days
- Staff bonus and vacation compensation
- Employee assistance program
- Alternative MPS work locations for central staff
- Visits to schools and central buildings by appointment only
- Limited capacity at school events and activities

### Student and Community Support

- Student meal distribution locations
- Twilight Centers
- Recreation Programs
- Athletics
- School events, e.g., plays, musicals

### Extended Learning Opportunities

- Virtual-learning options
- Targeted interventions
- Compensatory after-school support

### Considerations

- Assess schools on a case-by-case basis
- Adjust isolation and quarantine guidance
- Request waivers from the Department of Public Instruction
- Review staffing and all salary schedules

- Update emergency paid sick leave
- Assess student transportation
- Anticipate the needs of students and their families

### **Strategic Plan Compatibility Statement**

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

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

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

### **Fiscal Impact Statement**

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This item does not authorize expenditures.

Director Peterson moved:

1. to extend virtual learning for one week, with an expected return to in-person learning on Tuesday, January 18, 2022;
2. to continue and to improve mitigation strategies relative to COVID-19 health and safety protocols, including cleaning, adequate PPE supplies, vaccine clinics, support for staff and others;
3. to direct the Office of Board Governance to immediately send an urgent communication to Acting Mayor Cavalier Johnson, to the Common Council, and to Milwaukee Health Commissioner, Kirsten Johnson, to request that the City reinstate its mask mandate for all buildings and events that are open to the public; and
4. that the communication reference the rapid spread of the Omicron virus as a compelling reason for a city-wide mask mandate.

The gavel was passed to Vice-President Taylor at 8:32 P.M. and returned to President Peterson at 8:34 P.M.

The Board was in recess from 9:40 to 10:02 P.M.

The gavel was passed to Vice President Taylor at 11:16 P.M.

The question being the four-part motion by Director Peterson, the motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, Siemsen, Taylor, and President Peterson — 8.  
Noes — Director O'Halloran — 1.

The gavel was returned to President Peterson at 11:38 P.M.

The Board adjourned at 11:38 P.M.

JACQUELINE M. MANN, Ph.D.  
Board Clerk



# BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN JANUARY 27, 2022

Regular meeting of the Board of School Directors called to order by President Peterson at 5:36 p.m.

Present — Directors Carr (6:20 P.M.), Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.

Absent — None.

Before commencing with the items on the agenda, President Peterson asked for a moment of silence to commemorate the passing of the following members of the MPS Community:

- Richard Anderson, a retired teacher from South Division High School;
- Ada Antonopoulos, a retired teacher from Fritsche Middle School;
- John Donahue, a retired building service helper from South Division High School;
- Donniesha Harris, a graduate of Vincent High School;
- Tianna Huddleston, a student from Samuel Clemens;
- Van Johnson, a paraprofessional from Hopkins-Lloyd school;
- Eddie Jones, a retired general education assistant from Northwest Secondary School;
- Martha Korpke, a retired teacher from our Home and Hospital program;
- Ardys Listug, a retired paraprofessional from Bay View Middle and High School;
- Maria Guadalupe Lopez, a school secretary from Hayes Bilingual School, and
- Rosie Sims, a retired general education assistant from Barack Obama K-8 School.

## APPROVAL OF MINUTES

The minutes of the special and regular board meetings of December 2021 were approved as printed.

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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

#### Superintendent's Report

Activities from late December through mid-January are included in the following report.

### MPS Celebrates the Birthday of Dr. Martin Luther King, Jr.

Monday, January 17, 2022, was the formal observance of the birthday of Dr. Martin Luther King, Jr., who would have been 93 years old this year. Milwaukee Public Schools' students and teachers observed Dr. King's birthday and learned about his legacy throughout the week and will continue to do so.

Students and educators observe Dr. King's Holiday by participating in virtual celebrations and services, reading books or watching videos about Dr. King's life and legacy, listening to one of Dr. King's speeches, or discussing the Civil Rights Movement.

On Monday, January 17, 2022, Dr. King's birthday was highlighted with the 38<sup>th</sup> Annual Dr. Martin Luther King, Jr., virtual celebration, sponsored by the Marcus Center for the Performing Arts. This annual event included recognition of participants in the 38th Annual Dr. Martin Luther King, Jr., Art, Speech and Writing Contest, the theme of which was "We Must Speak." Milwaukee Public Schools students performed, delivered speeches, and shared artwork during this year's event, which was livestreamed.

The following are the MPS students who placed in the contest:

#### 38<sup>th</sup> Annual Dr. Martin Luther King, Jr., Birthday Celebration

Grades	Place	Student	School	Teacher
<b>Art Contest</b>				
K-2	1 <sup>st</sup>	Donald Mason	Fratney	Elizabeth Kremer
	2 <sup>nd</sup>	Dakota Ellis	Goodrich	Rosalind Knight
	3 <sup>rd</sup>	Bella Marie Calderon	Spanish Immersion	Tracy Matel
3-5	1 <sup>st</sup>	Devion Hardin	Alcott	Valerie Erby-Walker
	2 <sup>nd</sup>	Niles Janzen	Fernwood Montessori	Laura Zimmerman
	3 <sup>rd</sup>	Dyani Mendoza	Spanish Immersion	Tracy Matel
6-8	1 <sup>st</sup>	Skye Arnold	Wedgewood Park	Margaret Fish
	2 <sup>nd</sup>	Nandar Oak	Wedgewood Park	Margaret Fish
	3 <sup>rd</sup>	Andrea Correa-Resendiz	Wedgewood Park	Margaret Fish
9-12	1 <sup>st</sup>	Camorra Forrest	MHSA	Kaitlynn Radloff
	3 <sup>rd</sup>	Odalys Garcia	MHSA	Kaitlynn Radloff
<b>Speech Contest</b>				
K-2	1 <sup>st</sup>	Trinity Gentry	Craig Montessori	Susan Starkman
	2 <sup>nd</sup>	Haley Johnson	Elm Creative Arts	Therese Kroll
3-4	1 <sup>st</sup>	Madison Kruczkowski	Gold Meir	Tracey Joan Fecteau
	2 <sup>nd</sup>	Melvin Morris	Forest Home	Laurie Hett
5-6	1 <sup>st</sup>	Aniyah Lewis	Alcott School	Valerie Erby-Walker
	2 <sup>nd</sup>	Antonio Deal	Samuel Clemens	Rakia Jones
	2 <sup>nd</sup>	Dahlia Santiago	Golda Meir	Nicole Price
7-8	3 <sup>rd</sup>	Isabella Krieger Silva	Fernwood Montessori	Jean Vogel
	2 <sup>nd</sup>	Aida El-Hajjar	Maryland Ave. Montessori	Gina Follstad
	3 <sup>rd</sup>	Isaac Feng	Victory School	Amrit Kaur
9-10	1 <sup>st</sup>	Leila Muhammad	Reagan High School	Carrie Baker
	3 <sup>rd</sup>	Bujana Ntabala	MHSA	David Powell
11-12	1 <sup>st</sup>	Amillia Bell	King IB High School	Camilla Sparks
	2 <sup>nd</sup>	Malcolm Bishop	Vincent High School	Jennifer Koss
<b>Writing Contest</b>				
2-3	1 <sup>st</sup>	Jasper Goochey	Trowbridge	Desire Tyler
	2 <sup>nd</sup>	Aarya Rodriguez	I.D.E.A.L.	Jennifer Kolatski
	3 <sup>rd</sup>	Isabella Doyle	Fratney	Elsi Mercado
4-5	1 <sup>st</sup>	Aaliyah Cooper Durant	Clemens School	Aruna Halala- Vishudh
	2 <sup>nd</sup>	Kennedi Chapman	Golda Meir	Alexandra Schley
	3 <sup>rd</sup>	Deonna Jones	Hi-Mount	Mary Seewald
6	1 <sup>st</sup>	Eleanor Lawton	Parkside School	Erica Zitzke
	2 <sup>nd</sup>	Emerson Schaber	Bay View Montessori	Emma Gunderson
	3 <sup>rd</sup>	Emilio Carro	Green Tree Prep Academy	Tyra Merriweather
7-8	1 <sup>st</sup>	Victoria Kona	MACL	Bianca Gasparri
	2 <sup>nd</sup>	Jayla Harris	Morse Middle	Laura Hopps
	3 <sup>rd</sup>	Claire Wise	ID.E.A.L.	Aimie Rognsvoog
9-10	1 <sup>st</sup>	Jesabelle Cruz	MHSA	Peter Whalen
	2 <sup>nd</sup>	Jacob Britton	King IB High School	Dawn Schlipp



Grades	Place	Student	School	Teacher
11-12	1 <sup>st</sup>	Jayda Lee	Riverside	Cara Slingerland
	2 <sup>nd</sup>	Lamont Johnson	Riverside	Cara Slingerland
	3 <sup>rd</sup>	Evelinda Arteaga	Riverside	Cara Slingerland

Happy Birthday, Dr. King! Congratulations to all of this year's contest's participants!

### **Congratulations, Milwaukee Public Schools' Winter Graduates!**

On January 15, 2022, MPS hosted an in-person ceremony that was livestreamed to recognize the more than 100 winter graduates.

Milwaukee Public Schools congratulates these graduates and wishes them a bright and successful future!

### **MPS Hosts a Virtual Kindergarten Fair on February 5, 2022, 9:00 a.m.-12:00 Noon**

MPS will host a Virtual Enrollment Kindergarten Fair allowing families to view schools, to meet with school administrators and educators, to select schools, and to enroll their children.

#### **Head Start**

Preschool is available through the federal Head Start program for families who meet income limits. Head Start prepares children for school and teaches important early skills. Transportation is available.

#### **Kindergarten**

##### *Three-year-old Kindergarten*

Programs are available at some schools. Children must turn three by September 1, 2022, to be eligible.

##### *Four-year-old Kindergarten*

Programs are available at most schools across the district. Children must turn four by September 1, 2022, to be eligible.

##### *Five-year-old Kindergarten*

Programs are available at most schools across the district. Children must turn five by September 1, 2022, to be eligible.

To apply for Kindergarten enrollment, please complete the following steps:

1. Visit the website:

<https://mps.milwaukee.k12.wi.us/en/Schools/How-to-Apply/Kindergarten-Enrollment.htm>

2. Go to To Complete Your Enrollment
3. Select the link that describes you — “current” family or “new” family
4. Current families will need their log-in information, and new families will need email addresses

### **Additional Health and Safety Guidance in MPS**

In order to help mitigate COVID-19, MPS has expanded COVID-19 vaccine clinics in its schools. In collaboration with the Milwaukee Health Department, the District continues to provide access in schools to help protect students, staff, and families.

The District remains committed to providing appropriate masks for students and staff. We would like to recognize Governor Evers for supporting the District by providing 100,000 N95 masks and the City of Milwaukee for providing 300,000 additional N95 masks. We will all do our part to help support a safe and healthy community.

#### **School Vaccination Clinics**

Alexander Mitchell Integrated Arts School 1728 S. 23 <sup>rd</sup> St., Milwaukee, WI, 53204	January 19, 2022, and February 9, 2022	1-4 p.m.
Morse Middle School for the Gifted and Talented 6700 N. 80 <sup>th</sup> St., Milwaukee, WI, 53223	January 20, 2022, and February 10, 2022	2-5 p.m.

Clement J. Zablocki School 1016 W. Oklahoma Ave., Milwaukee, WI, 53215	January 21, 2022, and February 11, 2022	1-4 p.m.
Grant Gordon Learning Center 921 W. Meinecke Ave., Milwaukee, WI, 53206	January 24, 2022, and February 14, 2022	1-4 p.m.
Hayes Bilingual School 971 W. Windlake Ave., Milwaukee, WI, 53204	January 25, 2022, and February 15, 2022	2-5 p.m.
Auer Avenue School 2319 W. Auer Ave., Milwaukee, WI, 53206	January 28, 2022, and February 18, 2022	1-4 p.m.
Clarke Street School 2816 W. Clarke St., Milwaukee, WI, 53210	January 31, 2022 and February 21, 2022	1-4 p.m.
Jackson Early Childhood and Elementary School 2121 W. Hadley St., Milwaukee, WI, 53206	February 3, 2022, and February 24, 2022	1-4 p.m.
Starrns Discovery 2035 N. 25 <sup>th</sup> St., Milwaukee, WI, 53205	February 4, 2022, and February 25, 2022	2-5 p.m.
Longfellow School 1021 S. 21 <sup>st</sup> St., Milwaukee, WI, 53204	February 7, 2022, and February 28, 2022	1-4 p.m.
Hopkins-Lloyd Community School 1503 W. Hopkins St., Milwaukee, WI, 53206	February 8, 2022, and March 1, 2022	1-4 p.m.

### **Strategic Plan Compatibility Statement**

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

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

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

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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**

#### **Background**

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In January, the Wisconsin Policy Forum issued a report on state taxes in which it warned of diminished support for public services and highlighted the fact that Wisconsin's support for its schools has fallen below the national average. Specifically, the report stated:

[A] continued focus on lowering Wisconsin's tax burden may bring with it diminished public services, particularly at the local level. Already, for example, the state has seen its per pupil spending on K-12 education fall from the top 10 nationally to below average.

In fact, over the past decade, per-pupil funding support has fallen well off of the pace of inflation. Since 1993, allowing per-pupil funding to keep pace with the rate of inflation had been a cornerstone of Wisconsin's K-12 funding system. Over the past ten years, however, per-pupil support has been \$1,864 per pupil behind the inflationary index. Stated in a different way, if per-pupil funding had simply kept pace with inflation, each student would have \$1,864 more of support than he/she does today.

As a fundamental part of the State's K-12 funding system, that support should be provided and is attainable. New state revenue estimates are expected to be published at the end of January, and on top of \$1.7 billion available in the State's fiscal stabilization fund, it is anticipated that there could be an additional \$2 billion of available revenue. Given the persistent underfunding of K-12 education and of other public services, and if current estimates are correct, the nearly \$4 billion of possible revenue should not be seen as a "surplus," but be put to immediate use to support critically-needed programs.

**Revenue Limit’s Per-pupil Adjustment Indexed to Inflation**

The following information has been provided by the Legislative Fiscal Bureau.

Under revenue limits, the amount of revenue that a school district can raise from general school aids, property taxes, and exempt property aid is restricted. A district’s base revenue in a given year is equal to the restricted revenues received in the prior school year. Base revenue is divided by the average of the district’s enrollments in the prior three years to determine its base revenue per pupil.

In 2021-22, no per-pupil adjustment was made to each district's base-revenue per pupil to determine its current-year revenue per pupil. Current-year revenue per pupil is then multiplied by the average of the district’s enrollments in the current and prior two years to determine the district’s initial revenue limit. There are several adjustments that are made to the initial revenue limit, such as the declining-enrollment adjustment and the low-revenue adjustment. A district can also exceed its revenue limit by receiving voters’ approval of a referendum.

From 1998-99 to 2008-09, the revenue limit’s per-pupil adjustment was indexed for inflation each year. The increase in inflation was the percentage change, if not negative, in the Consumer Price Index for all urban consumers between the preceding March and second-preceding March. Under the 2009-11 budget act, the inflation adjustment was deleted. Per-pupil adjustments under revenue limits were then specified by law in biennial budget acts.

As to what the revenue limit’s per-pupil adjustment would have been in each year, had the prior law’s indexing mechanism been in place since its repeal, and how that amount compares with the actual annual combined resource change provided from the revenue limit’s per-pupil adjustment and the change in the per-pupil aid payment relative to the prior year, that information is shown in the table below.

**Revenue Limit Per-pupil Adjustment under Prior Inflation Indexing Compared with Actual Resource Change**

	Per-pupil Adjustment under Prior Indexing	Actual Combined Resource Change	Difference		Per-pupil Adjustment under Prior Indexing	Actual Combined Resource Change	Difference
2008-09	\$274.68	\$274.68	\$0.00	2015-16	\$305.34	\$0.00	-\$305.34
2009-10	\$274.68	\$200.00	-\$74.68	2016-17	\$308.09	\$100.00	-\$208.09
2010-11	\$281.00	\$200.00	-\$81.00	2017-18	\$315.48	\$200.00	-\$115.48
2011-12	\$288.59	\$-554.00*	-\$842.59	2018-19	\$323.05	\$204.00	-\$119.05
2012-13	\$296.38	\$100.00	-\$196.38	2019-20	\$329.19	\$263.00	-\$66.19
2013-14	\$300.83	\$100.00	-\$200.83	2020-21	\$334.13	\$179.00	-\$155.13
2014-15	\$305.34	\$150.00	-\$155.34	2021-22	\$342.82	\$0.00	-\$342.82

\*While the 5.5% per-pupil reduction amount varied among districts, the statewide average reduction was \$554

As they move forward, updates on relevant bills and legislation will be provided.

**Strategic Plan Compatibility Statement**

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

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

Board Governance Policy BG 2.13, Board Legislation Program

**Fiscal Impact Statement**

This item does not authorize expenditures.

## **Implementation and Assessment Plan**

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

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

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

#### **Background**

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The Office of Accountability and Efficiency (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.

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.

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

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The following report includes activities from late December through mid-January.

During the reporting period, the Office of Accountability and Efficiency continued to implement its FY22 Work Plan.

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

Between December 6, 2021, and January 17, 2022, Accountability and Efficiency Services fulfilled six requests for information/research and seven constituent inquiries. Accountability and Efficiency Services also completed one special project. The OAE also collaborated with the Office of Board Governance and the Administration on the implementation of Resolution 2122R-007, regarding an evaluation of the effectiveness and impact of charter schools in MPS.

Accountability and Efficiency Services collaborated with the Office of Finance to complete the District's five-year forecast for presentation to the Board's Committee on Strategic Planning and Budget as part of the District's budget-planning process for Fiscal Year 2022-23 (FY23). The forecast is intended to support fiscal and equity-based decision making to maintain and to improve essential school operations services in the FY23 budget cycle. Forecast assumptions are calculated based on actuals, trends, economic indicators, and regional and local economics. Additionally, analysis of enrollment, revenues, and expenditures, including analysis of nearly 200 expense and revenue categories, is conducted as part of this process.

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

#### **Contract Compliance Services**

During the reporting period, Contract Compliance Services' (CCS's) staff members focused on efforts in the Communities In Need (COIN) and Student Engagement programs. The team collaborated with Mission Aligned Partners (MAPs) to recruit MPS students for a project-based carpentry internship that provides hands-on learning with wood as a pathway to COIN certification and the skilled trades. The recruitment process is ongoing.

CCS continues to engage MPS's high schools interested in taking advantage of abbreviated Job-readiness training sessions. Grandview, Marshall, NOVA, and Vincent high schools have submitted requests. These sessions will be scheduled once the District returns to in-person learning.

Additionally, four high-school students engaged in interviews for internship opportunities in actuarial services administration, construction, and information technology. Three of the students were hired — two in actuarial services, and one in information technology.

Team members participated in the Department of Facilities and Maintenance Services's (DFMS's) Contractor Open House. DFMS hosted the event to provide an educational session on bidding on ESSER II and III Relief Fund projects. The open house afforded potential contractors and subcontractors the opportunity to learn how to navigate the bidding process from start to submittal. CCS used the opportunity to provide an in-depth overview of HUB and COIN participation requirements, including, but not limited to, schedule reviews.

CCS fulfilled four requests for lists of certified HUB firm in the areas of construction, professional development, and textbook publishing.

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

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

Board Governance Policy BG 3.08, Role of the Management of the Office of Accountability and Efficiency

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### **(Item 2) Action on a Request to Retire to Executive Session in Order to Consider Information Received in Accordance with Administrative Policy 6.35, Whistleblower Protections**

Consideration of this item was deferred to the end of the meeting.

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

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

The Board Clerk presented 13 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors for the following dates and times:

- January 4, 2022, at 9:00 a.m., 10:00 a.m., 11:00 a.m., 1:00 p.m., and 2:00 p.m.
- January 5, 2022, at 9:00 a.m. and 10:00 a.m.
- January 6, 2022, at 9:00 a.m.
- January 11, 2022, at 9:00 a.m.
- January 13, 2022, at 9:00 a.m. and 10:00 a.m.
- January 20, 2022, at 9:00 a.m. and 10:00 a.m.

Provided under separate cover for the Board's information were the monthly expulsion summaries.

Director Herndon moved to accept the reports of the Independent Hearing Officers of January 4, 5, 6, 11, 13, and 20.

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

Ayes — Directors Garcia, Gokalgandhi, Herndon, Leonard, O’Halloran, Siemsen, Taylor, and President Peterson — 8.  
 Noes — None.  
 Temporarily Absent — Director Carr — 1.

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### REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

- Report of the Committee on Accountability, Finance, and Personnel, Item Seven, Action on Monthly Facilities Matters: FMS Award of Professional Services Contracts Recommendation; Report with Possible Action Regarding Air Quality, which had been set aside at the request of the Administration; and
- Report of the Committee on Strategic Planning and Budget, Item Two, Action on Schools’ Requests for Addition and Renovation Projects, which had been set aside at the request of President Peterson.

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

Ayes — Directors Garcia, Gokalgandhi, Herndon, Leonard, O’Halloran, Siemsen, Taylor, and President Peterson — 8.  
 Noes — None.  
 Temporarily Absent — Director Carr — 1.

### REPORT OF THE COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Herndon 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, and Affirmative Action Report**

**Classified Personnel Transactions**

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Code	Name	Position	Salary	Date
<b>New Hires</b>				
5	Stephanie Hapka	Building Service Helper I	\$15.18/hr.	12/06/2021
2	Jordan Weathersby	Building Service Helper I	\$15.18/hr.	11/22/2021
2	Jaheim Neely	Boiler Attendant Trainee	\$37,102.00	12/13/2021
2	Jason Saunders	Boiler Attendant Trainee	\$37,102.00	12/13/2021
2	Renee Broady	Children’s Health Assistant	\$21,465.00	12/15/2021
4	Rocio Gaytan	Children’s Health Assistant	\$18,139.00	11/29/2021
2	Betty Branom	Food Service Assistant	\$15.18/hr.	12/13/2021
2	Dawn Christen	Food Service Assistant	\$15.18/hr.	11/16/2021
4	Elizabeth Mejia	Food Service Assistant	\$15.18/hr.	12/13/2021
4	Anitxa Ortiz De Jesus	Food Service Assistant	\$15.18/hr.	12/13/2021
2	Jahadu Rahman	Food Service Assistant	\$15.18/hr.	11/16/2021
2	Laura Robinson	Food Service Assistant	\$15.18/hr.	11/16/2021
2	Lorraine Starks	Food Service Assistant	\$15.18/hr.	12/13/2021
2	Trulunda Stenson	Food Service Assistant	\$15.18/hr.	11/16/2021

Code	Name	Position	Salary	Date
2	Charles Benford	Para Ed Assistant	\$18,872.00	12/09/2021
5	Ian Bigalk	Para Ed Assistant	\$18,872.00	12/02/2021
2	Cierra Buford	Para Ed Assistant	\$18,872.00	11/17/2021
2	Esther Chappell	Para Ed Assistant	\$19,334.00	12/15/2021
2	Tina Dalton	Para Ed Assistant	\$18,872.00	11/29/2021
5	Brook Dirk	Para Ed Assistant	\$22,803.00	11/29/2021
4	Yosmary Godkin	Para Ed Assistant	\$22,803.00	11/29/2021
2	Kabrina Griffin	Para Ed Assistant	\$18,872.00	12/06/2021
2	Tequilia Lewis	Para Ed Assistant	\$18,872.00	12/13/2021
2	Faye Madison	Para Ed Assistant	\$21,416.00	11/29/2021
4	Arantxa Ojeda Lopez	Para Ed Assistant	\$18,872.00	11/19/2021
4	Willmarie Pagan	Para Ed Assistant	\$18,872.00	11/16/2021
2	Tiffany Parker	Para Ed Assistant	\$20,722.00	11/30/2021
5	Marina Povich	Para Ed Assistant	\$21,416.00	11/29/2021
5	Angela Pryor	Para Ed Assistant	\$18,872.00	12/07/2021
3	Maricar Ranic	Para Ed Assistant	\$18,872.00	12/09/2021
4	Maria Rodriguez	Para Ed Assistant	\$18,872.00	12/13/2021
2	Angela Smith	Para Ed Assistant	\$21,416.00	11/22/2021
2	Ishmael Swain	Para Ed Assistant	\$20,722.00	12/10/2021
2	Sharon Tidwell	Para Ed Assistant	\$22,803.00	11/29/2021
2	Patricia Whitehurst	Para Ed Assistant	\$18,872.00	12/13/2021
2	Tracy Williams	Para Ed Assistant	\$20,028.00	11/16/2021
5	Mike Wooldridge	Para Ed Assistant	\$22,803.00	12/15/2021
6	David Woolfolk Jr.	Para Ed Assistant	\$18,872.00	11/16/2021
2	Jay Shields	Para Ed Assistant Hourly	\$20.32/hr.	12/06/2021
4	Diana Sotelo Munoz	Para Ed Assistant — Parental Involvement	\$25,162.00	11/22/2021
2	Raheem Baber	School Safety Assistant	\$23,513.00	12/01/2021
2	Rafonte Bandy	School Safety Assistant	\$27,676.00	12/01/2021
2	Kanzetta Davis	School Safety Assistant	\$23,513.00	12/01/2021
2	Money Love	School Safety Assistant	\$25,887.00	12/01/2021
2	Dajanique Williams	School Safety Assistant	\$23,513.00	12/01/2021
2	Trayvon Wilson	School Safety Assistant	\$26,781.00	12/01/2021
2	Alfreida Casterlow	School Secretary I — 10-month	\$30,886.00	11/29/2021
2	Tierra Harris	School Secretary I — 10-month	\$28,973.00	12/13/2021
2	Jaslyn Lewis	School Secretary I — 11-month	\$31,870.00	12/13/2021
5	Evan Close	School Secretary I — 12-month	\$33,570.00	11/22/2021
5	Joanne Lake	Steamfitter	\$47.79/hr.	12/06/2021

**Promotions**

2	Tamika Ramey	Para Ed Assistant	\$20,722.00	11/22/2021
2	Tonya Armstrong	Secretary I — 10-month	\$29,929.00	11/22/2021
2	Shantel Richardson	Telephone Operator	\$38,544.00	12/06/2021

**Rehires**

2	Peggy Fortune	Food Service Assistant	\$15.18/hr.	12/15/2021
2	Chymikheysia Holmes	Food Service Assistant	\$15.18/hr.	12/13/2021
2	Jadaya McCoy	Food Service Assistant	\$15.18/hr.	11/16/2021
4	Rebecca Zepeda	Food Service Assistant	\$15.18/hr.	12/13/2021
2	Levita Davis	Para Ed Assistant	\$19,334.00	11/30/2021
2	Deidre Warner	Para Ed Assistant	\$20,028.00	11/29/2021
2	Carleesha Ferguson	Para Ed Assistant	\$23,366.00	12/13/2021

**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
<b>Teacher, Restorative Practice</b>					
2, r	Russell, Lakiesha Q	General Operations	01/B	\$59,275.00	12/13/2021

Codes	Name	Appointment	Level	Salary	Date
<b>Teacher</b>					
5, nr	Barrett, Michaela	AMP HPE	01/MA	\$51,569.00	11/29/2021
5, nr	Ceravolo, Michael	Gen Elem & K8 — All Grades	01/MA	\$67,802.00	12/6/2021
5, nr	Kastner, Kelly M	Spec Ed Multicateg.	01/BA	\$44,870.00	12/6/2021
<b>Library Media Specialist</b>					
4, r	Engelbrecht, Laura	Library	01/2F	\$46,985.00	11/29/2021
<b>Teacher, Early Start</b>					
6, nr	Alston, Brenda	Business Ed	01/BA	\$44,870.00	8/9/2021
2, r	Brown, Kaydine Karyne	Health & Phy Ed	01/BA	\$53,115.00	11/1/2021
2, r	Fancher, Cassandra	Spec Ed Multicateg.	01/MA	\$47,962.00	12/6/2021
<b>School Counselor, Early Start</b>					
2, r	Cummings, Christopher	Guidance	01/MA	\$47,962.00	12/3/2021
<b>Teacher Leader, Early Start</b>					
4, nr	Garcia, Elizabeth	Educational Operations	1C/BA	\$60,378.00	12/13/2021
<b>Permit Teacher</b>					
2, nr	Hussey, Chenon	Gen Elem & K8 — All Grades	XX/4W2	\$44,073.00	11/29/2021
4, r	Morales Negron, Karla F	SAGE	XX/4W2	\$44,073.00	12/1/2021
<b>Permit Teacher, Early Start</b>					
4, nr	Perez, Maria Guadalupe	Foreign Language	XX/4W2	\$44,073.00	12/6/2021
5, r	Spirewka, Laura M	Spec Ed Multicateg.	XX/4W2	\$44,073.00	11/29/2021

Code	Teachers	SSWs	Psychs	Other	Total
1 Native American	0	0	0	0	0
2 African American	4	0	0	1	5
3 Asian/Oriental/Pacific Islander	0	0	0	0	0
4 Hispanic	3	0	0	1	4
5 White	4	0	0	0	4
6 Other	1	0	0	0	1
7 Two or More Ethnic Codes	0	0	0	0	0
Male	1	0	0	1	2
Female	11	0	0	1	12
B, BA Bachelor's Level (Teachers)					
C, MA Master's Level (Teachers)					
nr Non-residents					
r Residents					

**Leaves of Absence**

	<u>Present Assignment</u>	<u>Effective From</u>
Illness Leave, August 2021		
Mary J. Bell	Out of Assignments	August 9, 2021
Dannette Calvin	Obama S.C.T.E.	August 9, 2021
Illness Leave, September 2021		
Kendra Terry	Itinerant — System-wide	September 9, 2021
Illness Leave, November 2021		
Amanda Coyle	Equity Access & Inclusion	November 15, 2021
Kristine Esmond	Out of Assignments	November 17, 2021
Dale Balkowski	Bethune Academy	November 18, 2021
James Korski	Meir School	November 18, 2021
Illness Leave, December 2021		
Iman Abuhakmek	Out of Assignments	December 13, 2021
Personal Leave, November 2021		
Antoinette Anyanwu	Itinerant — System-wide	November 19, 2021



Personal Leave, December 2021

Leiloni Cloutier	Story School	December 7, 2021
Maria Garcia	Vieau School	December 6, 2021
Alyssa Caballero	Out of Assignments	December 8, 2021
Kellie Butler	Itinerant — System-wide	December 14, 2021

**Report on Certificated Resignations and Classified Retirements**

Reason	Yrs Svc	Code	Name	Position	Location	Date
<b>Certificated Resignations</b>						
Retire	18.3	5	Dale Balkowski	Teacher	Bethune	12/03/2021
Retire	32.2	4	Nilda Cordero	Teacher	Kagel	01/04/2022
Personal	0.2	5	Elizabeth Crahen	Teacher	Starms	11/12/2021
Personal	7.3	2	Krista Helsell	Teacher	Parkview	12/15/2021
Personal	7.9	5	Marcy Hunter	Speech Path	Alcott	01/03/2022
Other Work	12.3	5	Steven Johansen	Teacher	South Division	12/11/2021
Personal	7.9	2	Shantale Kimber	Teacher	Lancaster	11/09/2021
Other Work	0.3	5	Tyler Kraft	Teacher	Bradley Tech	11/13/2021
Retire	31.9	5	Joy Kuharske	Teacher	MCYEC	01/04/2022
Retire	22.3	5	Curtiss Larson	Teacher	Metcalfe	05/27/2022
Retire	42.0	4	Maria Lopez	Teacher	Doerfler	01/07/2022
Personal	2.3	5	Emma Manola	Teacher	AAL	12/23/2021
Personal	2.4	5	Brian Mullen	Counselor	Green Tree Prep	12/23/2021
Personal	0.3	5	Sydni Nass	Teacher	Meir	11/23/2021
Retire	30.1	5	Jay Phebus	Teacher	Burdick	12/31/2021
Personal	7.0	4	Ana Puma	Nurse	Central Svcs	12/03/2021
Personal	0.2	5	Morgan Ramey	Teacher	Dr. King Elem	11/22/2021
Retire	31.3	5	Darren Schacht	Teacher	Manitoba	01/28/2022
Other Dist	1.2	5	Melissa Schumacher	Teacher	Thurston Woods	11/12/2021
Other Dist	19.3	2	Jacqueline Spence	AP	Grantosa	12/17/2021
Other Dist	0.2	5	Audra Stanislawski	Teacher	Allen Field	11/12/2021
Other Dist	0.4	2	Ruthie Stewart	Teacher	Meir	12/23/2021
Other Work	19.0	5	Sheri Turnacliff	Teacher	Green Tree Prep	12/31/2021
Retire	25.9	5	John Woida	Teacher	Vincent	12/31/2021

**Classified Retirements**

Retire	21.9	5	Mary Hoppert	Para	Browning	11/20/2021
Retire	20.0	2	Louis Stewart	Boiler Attendant	MacDowell	11/20/2021
Retire	25.6	2	Mari Payton	Secretary I	Marshall	12/01/2021
Retire	32.9	5	Jan Preston	Para	Honey Creek	12/02/2021
Retire	2.9	2	Tawny Vinson	Para	Townsend	12/05/2021

**Summary of Certificated Resignations**

Personal	9	38%
Retire	8	33%
Other District	4	17%
Other Work	3	13%

**Affirmative Action Report**

The Affirmative Action monthly personnel transaction report for December 2021 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.

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

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**(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	Michelle Lenski	Manager III — Design & Construction	Office of the Chief of School Administration	03	13A	\$113,181
2, r	Ray Perine	Assistant Principal III — Rufus King High School	Office of the Chief of School Administration	03	12C	\$89,388
5, nr	Debra Hickey	Coordinator III — Non-public Educational Services	Office of the Chief of Finance	03	08A	\$87,980
5, r	Anthony Frank	Assistant Principal III — Alexander Hamilton HS	Office of the Chief of School Administration	03	12C	\$80,936
2, r	Rodney Gary	Assistant Principal II — Obama SCTE	Office of the Chief of School Administration	03	11C	\$76,994
5, nr	Renea Drews	Webmaster	Office of the Chief of Communications & School Performance	03	08A	\$70,465
5, r	Tamara Tyrrell	Finance & Budget Analyst I	Office of the Chief of Finance	03	05A	\$66,758
2, r	Taylor Wingate	Procurement Associate III	Office of the Chief of Finance	03	05A	\$61,381
4, r	Regina Stieber	Family & Communication Engagement Associate	Office of the Chief of Communications & School Performance	03	03A	\$56,827
2, nr	Jaquita Murphy	Planning Assistant III	Office of the Chief of Academics	03	02A	\$53,792

**Recommended LTE Contracts Exceeding 60 Days**

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

Codes	Name	Position	Assignment	Hourly	
				Wage	Dates
5, nr	Susan Apps	Administrator — Coach & Mentoring	Office of the Chief of School Administration	\$40.00	12/31/21-06/30/22
2, nr	Janine Cano-Graber	Administrator — Coach & Mentoring	Office of the Chief of School Administration	\$40.00	12/31/21-06/30/22
2, r	Thressessa Childs	Administrator — Coach & Mentoring	Office of the Chief of School Administration	\$40.00	12/31/21-06/30/22
2, r	Beverly Conner	Administrator — Coach & Mentoring	Office of the Chief of School Administration	\$40.00	12/31/21-06/30/22
5, r	Jordan Fishman	Assistant Principal — Coach & Mentoring	Office of the Chief of School Administration	\$40.00	02/01/21-05/30/22
2, r	Thyra Handford	Administrator — Coach & Mentoring	Office of the Chief of School Administration	\$40.00	12/31/21-06/30/22
6, r	Ali Hatab	Administrator — Coach & Mentoring	Office of the Chief of School Administration	\$40.00	12/31/21-06/30/22
5, nr	Margie Hood	ESSER Project Manager	Office of the Chief of Academics	\$40.00	01/01/21-06/30/22
2, r	Yvette Martel	Administrator — Coach & Mentoring	Office of the Chief of School Administration	\$40.00	12/31/21-06/30/22
5, r	Virginia McFadden	Administrator — Coach & Mentoring	Office of the Chief of School Administration	\$40.00	12/31/21-06/30/22

Codes	Name	Position	Assignment	Hourly Wage	Dates
5, r	Ruth Messnick	Administrator — Coach & Mentoring	Office of the Chief of School Administration	\$40.00	12/31/21-06/30/22
2, r	Peggie Swift	Administrator — Coach & Mentoring	Office of the Chief of School Administration	\$40.00	12/31/21-06/30/22
2, nr	Winifred Tidmore	Administrator — Coach & Mentoring	Office of the Chief of School Administration	\$40.00	12/31/21-06/30/22
2, r	Ruth Aviles	Induction & Support Specialist	Office of the Chief of Academics	\$30.00	01/01/22-06/30/22
5, nr	Mae Beard	Induction & Support Specialist	Office of the Chief of Academics	\$30.00	01/01/22-06/30/22
5, nr	Walter Boyer	Male Vocal Instructor — Music Department	Office of the Chief of School Administration	\$30.00	01/01/22-05/27/22
5, r	Geoffrey Carter	Induction & Support Specialist	Office of the Chief of Academics	\$30.00	01/01/22-06/30/22
5, r	Deon Haith	Induction & Support Specialist	Office of the Chief of Academics	\$30.00	01/01/22-06/30/22
2, r	Janie Hatton	Induction & Support Specialist	Office of the Chief of Academics	\$30.00	01/01/22-06/30/22
2, r	Rozalia Harris	Induction & Support Specialist	Office of the Chief of Academics	\$30.00	01/01/22-06/30/22
2, r	Mary Henry	Induction & Support Specialist	Office of the Chief of Academics	\$30.00	01/01/22-06/30/22
5, r	Debbie Karow	Induction & Support Specialist	Office of the Chief of Academics	\$30.00	01/01/22-06/30/22
5, r	Steven Krey	Induction & Support Specialist	Office of the Chief of Academics	\$30.00	01/01/22-06/30/22
5, nr	Devin Lazo	Planning Assistant	Office of the Chief of Academics	\$30.00	12/16/21-06/16/22
5, r	Roberta McCloud	Induction & Support Specialist	Office of the Chief of Academics	\$30.00	01/01/22-06/30/22
2, r	Mondell Mayfield	Induction & Support Specialist	Office of the Chief of Academics	\$30.00	01/01/22-06/30/22
5, r	Therese Meurer	Induction & Support Specialist	Office of the Chief of Academics	\$30.00	01/01/22-06/30/22
4, r	Lourdes Ocampo	Induction & Support Specialist	Office of the Chief of Academics	\$30.00	01/01/22-06/30/22
2, r	Kelvin Robinson	Induction & Support Specialist	Office of the Chief of Academics	\$30.00	01/01/22-06/30/22
5, r	Cynthia Shields	Induction & Support Specialist	Office of the Chief of Academics	\$30.00	01/01/22-06/30/22
5, r	Robin Waeltz	Induction & Support Specialist	Office of the Chief of Academics	\$30.00	01/01/22-06/30/22
5, r	Diana Wellinghoff	Induction & Support Specialist	Office of the Chief of Academics	\$30.00	01/01/22-06/30/22
5, r	Paul Westfahl	Percussion Instructor — Music Department	Office of the Chief of School Administration	\$30.00	01/01/22-06/30/22
2, r	Ouida Williams	Induction & Support Specialist	Office of the Chief of Academics	\$30.00	01/01/22-06/30/22
2, r	Louise Young Benson	Induction & Support Specialist	Office of the Chief of Academics	\$30.00	01/01/22-06/30/22
5, r	John Zablocki	Induction & Support Specialist	Office of the Chief of Academics	\$30.00	01/01/22-06/30/22
2, r	Lavenia Shorter	School Safety Assistant	Office of the Chief of School Administration	\$22.00	01/01/22-05/26/22
2, nr	Leah Cornelius	Limited-term Employment Paraprofessional	Office of the Chief of Academics	\$20.00	01/04/22-05/25/22

## 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 on the roll call vote to approve the balance of the Committees' reports.*

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**(Item 3) Action on a Request for Authorization to Seek Waivers of Educator Effectiveness and Personnel Evaluation from the Wisconsin Department of Public Instruction as a Result of the COVID-19 Pandemic for the 2021-22 School Year**

**Background**

The Wisconsin Legislature developed the 20 Wisconsin Education Standards found in Wisconsin Administrative Code sec. PI 8.01, which establish minimum expectations for each school district. Standard 17 requires each school district to evaluate all licensed school personnel in their “first year of employment and, at least, every third year thereafter.” Wis. Stat., §115.415, requires the Wisconsin Educator Effectiveness (EE) System as the specific process by which all Wisconsin districts must meet the requirements listed in PI 8 for principals and teachers. Milwaukee Public Schools uses the Educator Effectiveness (EE) System, which identifies specific criteria for best practices in teaching (teachers) and leadership of schools (principals and assistant principals), for professional growth and evaluation.

During the 2019-20 school year, the statewide alteration of school calendars as a result of the COVID-19 pandemic caused disruption to the Educator Effectiveness’s cycle. Based on this, the District applied for and received a waiver of the Wisconsin Educator Effectiveness System for the 2019-20 school year. The District again applied for and received a waiver of the Wisconsin Educator Effectiveness System for the 2020-21 school year.

The Wisconsin Department of Public Instruction (DPI) is offering districts flexibility during the COVID-19 pandemic as they continually seek new ways in which to best serve all students, to improve students’ learning, and to increase opportunities for the children whom they serve through a variety of options. To accomplish this, the DPI created the COVID-19 District Flexibility application, which provides districts the ability to apply for regulatory flexibility and waivers needed as a result of the impacts of the pandemic relative to K-12 education. Due to the continued and unexpected impacts that COVID-19 has had on staffing, the Administration is requesting that the Board authorize the Administration to seek waivers of Educator Effectiveness and personnel evaluation from the DPI for the 2021-22 school year via submission of the COVID-19 District Flexibility Application.

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement  
Goal 3, Effective and Efficient Operations

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

Administrative Policy 6.01, General Personnel Policies

**Fiscal Impact Statement**

This item does not authorize expenditures.

**Implementation and Assessment Plan**

Upon approval by the Board, the Administration will submit a request for an Educator Effectiveness waiver from the Wisconsin Department of Public Instruction.

**Committee’s Recommendation**

Your Committee recommends approval of the request to seek waivers of Educator Effectiveness and personnel evaluation for the 2021-22 school year from the Department of Instruction.

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

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**(Item 4) 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 School Fund Transfers; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; and Acceptance of Donations**

**Purchases**

RFB 5784 Authorization to Extend a Blanket Agreement with American Lithography and Publishing, Inc., for Printing and Mailing of Four Seasonal Recreation Guides

The Administration is requesting authorization to extend the blanket agreement with American Lithography and Publishing, Inc., (“American Lithography”) to provide printing and mailing of the MPS Department of Recreation and Community Services four seasonal recreation guides.

The contractor was chosen pursuant to RFB 5784 which closed on December 3, 2019. American Lithography was the lowest-complying bidder. The original agreement provided for two one-year options to extend if certain performance metrics were met. American Lithography has met the performance metrics codified in the bid; therefore, MPS is exercising the second, and final, extension option (“Year 3”) for the blanket agreement.

This agreement extension will run from February 1, 2022, through January 31, 2023. The total cost of the blanket agreement in this extension year will not exceed \$244,252.

Budget Code: CSV-0-0-PRC-RC-EADV (Community Recreation — Official Advertising)..... \$244,252

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
18	4	2	No	NA	NA	NA	NA	300	10

————— **Authorization to Purchase from Deere & Company Ground-maintenance Equipment (under NASPO ValuePoint Contract)**

The Administration is requesting authorization to use a NASPO (National Association of State Procurement Officials) ValuePoint contract to purchase from Deere & Company ground-maintenance equipment. This purchase will be made under the NASPO ValuePoint Contract 505ENT-M20- GROUNDMAINT-02 Master Agreement E194-81037-DC.

Farm equipment to be purchased is a John Deere tractor (\$56,877.57) and loader (\$6,578.56); a John Deere discbine (\$27,790.62); and a Frontier manure spreader (\$19,650.81). The equipment currently is used to maintain the fully- functional, educationally-focused Oakridge Farm and has exceeded its service life. The tractor in use was manufactured in 1963. the discbine is from the early 1980s, and the manure spreader is from 1979. On average, more than 10,000 MPS students visit Oakridge Farm annually.

The current lease agreement with the Department of Natural Resources requires maintenance of the property to be the responsibility of the Milwaukee Public Schools. The impact of the aging equipment is felt on a daily basis when various chores and projects cannot be completed due to the constant servicing needs of the current equipment.

This will be a one-time purchase, and funds expended will not exceed \$110,897.56

Budget Codes: ORF-0-0-PRC-RC-ERVH (Vehicle Replacement — Recreation) ..... \$63,456.13  
 ORF-0-0-PRC-RC-EEQ5 (Equipment over \$5k)..... \$47,441.43

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

Authorization to Issue a Blanket Agreement with Fastenal Company and Cintas Corporation for KN95 Disposable Face Masks (under the OMNIA Cooperative Program)

The Administration requests authorization to issue a blanket agreement with Fastenal Company and Cintas Corporation for adult and child KN95 masks, which meet the FDA’s requirements. These items will foster a safe learning environment and promote students’ and staffs’ safety by reducing risk of transmission of COVID-19 in MPS facilities.

The vendors were chosen pursuant to OMNIA Cooperative Program. OMNIA Partners is the largest cooperative purchasing organization for public-sector procurement. The Administration is requesting approval of both vendors due to the high demand for KN95 masks to ensure that masks will be available.

The total cost of the agreements for each vendor will not exceed \$1,000,000

Budget Code: OPR0SCR2DWESUP-COVID ..... \$2,000,000

Fastenal Company

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	No	NA	NA	TBD	NA	400	10

Cintas Corporation

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	No	NA	NA	TBD	NA	400	10

**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. This is an informational item, and no action is required.

C029756 EdTech Strategies, LLC

Original Contract Amount ..... \$282,460.03  
 Increase..... \$31,000.00  
 Adjusted Contract Amount ..... \$313,460.03

On January 1, 2021, the Milwaukee Board of School Directors and EdTech Strategies, LLC, entered into Professional Services Contract number C029756 (“Contract”), with a term of January 1, 2021, through September 30, 2021, in response to RFP 1032 for eRate funding from the FCC . The contract was subsequently extended for a second term, from October 1, 2021, through September 30, 2022.

Additional funding was needed for additional consultant work in connection with the Emergency Connectivity Fund application for families, which included survey, ordering, audit, and tracking.

C029591 National Academy Foundation (NAF)

Original Contract Amount ..... \$24,875.00  
 Increase..... \$22,825.00  
 Adjusted Contract Amount ..... \$47,700.00

On July 22, 2020, the Milwaukee Board of School Directors and National Academy Foundation (NAF) entered into Professional Services Contract number C029591 (“Contract”), with a term of September 1, 2020, through August 31, 2021, to provide support for 14 NAF academies, including South Division High School and Washington High School. The contract was extended from September 1, 2021, through August 31, 2022.

Additional funds are now added as the scope was amended to add Year of Planning (“YOP”) for Marshall High School and NAF Fast-track Process for Marshall High School.

### **Routine Monthly Reports**

The report on revenues and expenses; the monthly expenditure control report; the report of school fund 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
<i>Monetary Donations over \$5,000</i>			
Milw German Immersion	German Consulate General	17,407.50	Support for the German Immersion program
<i>Total Monetary Donations over \$5,000</i>		<i>17,407.50</i>	
<i>Monetary Donations</i>			
Alliance High School	G/L Community Fund, Inc.	200.00	Support for Alliance School Programs
Auer Avenue School	By Sophia Lee LLC	2,000.00	Money for Holiday Bazaar 2021
Bradley Trade & Tech	Theresa Thurman*	200.00	Support for Football
Clement Avenue School	Kyle S. Davis	50.00	School Support
Curtin School	N Cody Hedrick	250.00	Holiday gifts for families
Curtin School	Anonymous Donor	5.00	Holiday donation
Sp Ed & Supportive Svcs	CS Giving Foundation	2,200.00	AED Equipment
Fernwood School	Jill David Nelson	20.00	Pet supplies
Forest Home Ave Elem	Big Green	2,000.00	Big Green Grant
Franklin School	Daniel and Sarah Czaplowski	100.00	Playground Redevelopment
German Immersion School	Gary Lehman	30.00	School Supplies
German Immersion School	Robert Bartels	245.00	School Supplies
German Immersion School	Sara Coleman	75.00	School Supplies
German Immersion School	Christine Luedeman Fenner	50.00	Classroom Supplies
German Immersion School	Ronald and Jane Miller	25.00	School Supplies
German Immersion School	Christine and James Schindhelm	50.00	School Supplies
German Immersion School	Patricia DAmore	10.00	School Supplies
German Immersion School	Christine Benson	30.00	School Supplies
German Immersion School	Michael and Erin Mindt	100.00	School Supplies
German Immersion School	Dennis or Ann Lauber	100.00	School Supplies
German Immersion School	David and Dawn Dvorak	25.00	School Supplies
German Immersion School	Ronald and Betty Marks	25.00	School Supplies
Hamilton High School	Kingfish Solutions LLC	29.75	School Supplies
Bay View Montessori	Maria A. Karos	25.00	Classroom Supplies
Longfellow Elementary	Big Green	2,000.00	Big Green Grant
Marshall High School	Antioch Baptist Church	200.00	Transitional Café Supplies
Meir School	National Forensics League	2,500.00	NSDA Memorial Debate Grant
Milw. Sch. of Languages	Nathan A. and Jodi S. Elliot	40.00	Speech and Debate tournament
Milw. Sch. of Languages	Lisa Kamutzki	50.00	Donation to Forensics
Milw. Parkside School	Rebecca and Benjamin Wilson	100.00	School Supplies
Riverwest Elementary	Milwaukee Spurs Official Supporters Club	3,000.00	School Supplies
Riverwest Elementary	Milwaukee Spurs Official Supporters Club	246.00	School Supplies
Riverwest Elementary	General School	3,246.00	Spurs and Dinner baskets
Siefert School	Thomas Kriofsky	100.00	Staff Activities

Location	Donor	Amount	Gift or Purpose
Starms Early Childhood School	Diane and John T. Duffey*	100.00	Books
Marvin Pratt School	Northwest Side Community Development Corp.	2,850.00	Safe Street Project
Trowbridge School	Childrens Wisconsin	1,000.00	Healthy Schools Challenge
Trowbridge School	Various Anonymous Donors	400.00	School Support
Zablocki School	Michael S Ward	500.00	Green Schoolyard
Zablocki School	Big Green	2,000.00	Outdoor Learning
<i>Total Monetary Donations</i>		26,176.75	
<i>Non-monetary Donations</i>			
Audubon High School	Donors Choose	537.45	Graphing Calculators
Audubon High School	Donors Choose	2,059.80	Graphing Calculators
Audubon High School	Donors Choose	222.56	Supplies for Wellness Activity
Audubon Middle School	Donors Choose	1,356.16	Water Bottles /PhyEd
Audubon Middle School	Donors Choose	454.21	Kidney Table and supplies
Bryant School	Donors Choose	376.97	Scholastic Reading
Bryant School	Donors Choose	550.20	New year reboot
Bryant School	Donors Choose	324.35	Sound wall
Carver Academy	Donors Choose	624.00	Classroom Supplies
Cass Street School	Donors Choose	214.85	Cricut Explore Air 2 fundraise
Clarke Street School	Donors Choose	274.06	Reading resources
Clarke Street School	Donors Choose	491.18	Engaged Virtual Reading
Curtin School	Various Donors Anonymous	1,115.00	Gift cards for families
Doerfler School	Fox River Christian Church	1,000.00	Handmade hats and mittens
Doerfler School	Just One More Ministry	750.00	Winter coats for students
Dr.B.Carson Academy of Science	Donors Choose	322.12	Clothes
Emerson School	Milwaukee Urban League	3,117.26	Support for families in need
Emerson School	Anonymous	450.31	School Supplies
Emerson School	American Legion Auxiliary Unit 449	151.17	School Supplies
Engleburg School	Donors Choose	149.43	Items for speech therapy
Engleburg School	Donors Choose	293.53	Books-Update classroom library
Engleburg School	Donors Choose	227.73	Learn on the Move
Engleburg School	Donors Choose	627.55	Cleaning/health supplies
Engleburg School	Donors Choose	239.64	Childrens Books and Math materials
Engleburg School	Donors Choose	393.53	Gift cards - student incentives
Engleburg School	Donors Choose	311.02	Reading and math material
Engleburg School	Donors Choose	745.79	Reading skill training online
Fernwood School	Donors Choose	400.79	Montessori practical life supplies
Fernwood School	Donors Choose	377.11	School Supplies
Fernwood School	Chanda Miller-Scout Leader	300.00	Bike rack for Girlscouts
Fifty-Third Street School	Donors Choose	576.94	Classroom Materials
Fratney Street School	Donors Choose	283.77	Laminator and Office Supplies
Fratney Street School	Donors Choose	450.13	Mobile Storage Cabinet
French Immersion School	Anonymous donor	35.00	Change of clothes for student
French Immersion School	Treml Family	120.00	Classroom supplies
French Immersion School	Raymond McCormick Family	65.00	Classroom supplies
French Immersion School	Carlberg Family	16.99	Classroom organization supplies
Gaenslen School	Linda's Kids Inc.	500.00	New Clothes, Toys, Backpacks
German Immersion School	Donors Choose	258.12	School Supplies
German Immersion School	Donors Choose	186.91	Classroom Supplies
Goodrich School	Donors Choose	457.02	Books for Classroom
Goodrich School	Donors Choose	336.85	Books for Classroom
Goodrich School	Donors Choose	266.18	Books for Classroom
Goodrich School	Donors Choose	181.89	Books for Classroom
Goodrich School	Donors Choose	156.30	Books for Classroom
Goodrich School	Donors Choose	553.30	Classroom supplies



Location	Donor	Amount	Gift or Purpose
Goodrich School	Donors Choose	370.78	Art Materials
Goodrich School	Donors Choose	607.49	Books for Classroom
Goodrich School	Donors Choose	300.06	Books for Classroom
Goodrich School	Donors Choose	162.90	Books for Classroom
Goodrich School	Donors Choose	325.61	Books for Classroom
Goodrich School	Donors Choose	235.88	Books for Classroom
Goodrich School	Donors Choose	200.05	Books for Classroom
Goodrich School	Donors Choose	452.08	Books for Classroom
Goodrich School	Donors Choose	149.86	Books for Classroom
Goodrich School	Donors Choose	154.68	Books for Classroom
Goodrich School	Donors Choose	295.91	Books for Classroom
Goodrich School	Donors Choose	387.73	Books for Classroom
Goodrich School	Donors Choose	263.54	Books for Classroom
Goodrich School	Donors Choose	263.15	Books for Classroom
Goodrich School	Donors Choose	447.21	Books for Classroom
Goodrich School	Donors Choose	131.50	Books for Classroom
Goodrich School	Donors Choose	483.67	Books for Classroom
Goodrich School	Donors Choose	382.14	Books
Goodrich School	Donors Choose	214.37	Classroom Supplies
Goodrich School	Donors Choose	324.45	Books for Classroom
Goodrich School	Donors Choose	290.37	Exploring stem literacy
Goodrich School	Donors Choose	276.91	Books for Classroom
Goodrich School	Donors Choose	279.51	Books for Classroom
Goodrich School	Donors Choose	373.71	Books for Classroom
Goodrich School	Donors Choose	398.48	Books for Classroom
Goodrich School	Donors Choose	258.90	Novels
Green Tree Prep Academy	Julia Damato	462.00	Appreciation lunch-staff/students
Green Tree Prep Academy	Dr. Katrina Fisher	69.95	Pizza
Holmes School	Donors Choose	864.09	Library Supplies for Holmes
Holmes School	Donors Choose	854.75	Popular books for library
Holmes School	Donors Choose	866.39	Library supplies
Honey Creek Elementary School	Donors Choose	501.54	Books for Classroom
Honey Creek Elementary School	Donors Choose	397.67	STEM Building Toys
Honey Creek Elementary School	Donors Choose	288.85	Classroom Library
Honey Creek Elementary School	Donors Choose	434.13	Scholastic News Subscription
Humboldt Park School	Donors Choose	251.49	Snacks
Humboldt Park School	Donors Choose	321.61	Puzzlies
Humboldt Park School	Starbucks	125.00	Gift cards
Keefe Avenue School	St. Mark AME	500.00	20 \$25 Amazon Gift Cards
Kluge School	Donors Choose	330.53	Subscription
MacDowell Montessori	Donors Choose	466.40	Classroom Supplies/snow machine
MacDowell Montessori	Donors Choose	388.72	Classroom Supplies
MacDowell Montessori	Donors Choose	429.38	Classroom Supplies
MacDowell Montessori	Donors Choose	336.45	Classroom Supplies
MacDowell Montessori	Donors Choose	562.20	Classroom Supplies
MacDowell Montessori	Donors Choose	732.12	Classroom Supplies
MacDowell Montessori	Donors Choose	2,169.00	Classroom Supplies
MacDowell Montessori	Donors Choose	341.62	Classroom Supplies
MacDowell Montessori	Donors Choose	432.34	Classroom Supplies
MacDowell Montessori	Donors Choose	1,250.28	Maps/cabinet
Manitoba School	Donors Choose	293.73	Markers, pencils, whiteboards
Manitoba School	Donors Choose	278.92	Scholastic News, Science Spin
Manitoba School	Donors Choose	245.98	Multicultural Classroom Books
Manitoba School	Donors Choose	155.91	Pencils, sharpener, books

Location	Donor	Amount	Gift or Purpose
Manitoba School	Donors Choose	252.88	Colored pencils, crayons, wipes
Manitoba School	Donors Choose	143.73	Books
Manitoba School	Donors Choose	328.65	Books/supplies
Manitoba School	Donors Choose	425.32	Books
Maple Tree School	Donors Choose	253.97	Classroom Supplies
Maple Tree School	Donors Choose	372.00	Classroom Supplies
Marshall High School	Donors Choose	307.16	Supplies ink for printer
Marshall High School	Donors Choose	296.53	Social studies supplies
Milw High Sch of Arts	Donors Choose	391.00	Classroom supplies
Milw High Sch of Arts	Donors Choose	520.00	Seating for students
Milw. Sch. of Languages	Donors Choose	1,035.52	Books for classroom
Milw. Sign Language School	Harbor Freight Tools	250.00	Gift card
Mitchell School	Donors Choose	790.28	Health-Wellness Items
Mitchell School	Culvers West Milwaukee	250.00	Ice Cream Tokens/Meal Vouchers
Morgandale School	Donors Choose	413.62	Basic School Supplies
Morgandale School	Donors Choose	1,017.60	Storage Center/Cubbies
Morgandale School	Donors Choose	417.79	Play-Doh/Model Magic
Morgandale School	Donors Choose	481.60	Paint Supplies
Morgandale School	Donors Choose	414.70	Craft Supplies
Morse Middle School	Donors Choose	533.24	Science Reading materials
Neeskara School	Donors Choose	517.17	Food, Clothing Hygiene
Neeskara School	Donors Choose	18,300.00	Playground equipment
Ninety-Fifth Street School	Donors Choose	247.43	Classroom Supplies
Ninety-Fifth Street School	Donors Choose	363.42	Montessori supplies
Ninety-Fifth Street School	Donors Choose	257.11	Holiday gifts
Ninety-Fifth Street School	Donors Choose	155.53	Masks
Ninety-Fifth Street School	Donors Choose	161.45	Supplies for tactile play
Ninety-Fifth Street School	Donors Choose	496.49	Sensory materials
Ninety-Fifth Street School	Donors Choose	392.47	Kargol books
Ninety-Fifth Street School	Donors Choose	214.42	Document camera
Ninety-Fifth Street School	Donors Choose	219.21	Kargol winter gear
Project Stay Senior Institute	Calvary Presbyterian Church	200.00	Thanksgiving Food/Sides
Project Stay Senior Institute	Funky Fresh Spring Rolls	30.00	Gift Cards
Project Stay Senior Institute	Restorative Church	600.00	Winter Gloves Hats
Riverwest Elementary	Donors Choose	864.39	Supplies — Balls
Riverwest Elementary	Milwaukee Spurs Official Supporters Club	2,400.00	Dinner basket for families and students
Siefert School	Donors Choose	260.03	School Supplies
Siefert School	Donors Choose	325.57	School Supplies
Marvin Pratt School	Donors Choose	230.75	School Supplies — Pop it toys
Story School	Donors Choose	225.86	Classroom Supplies
Story School	Donors Choose	469.67	Classroom Supplies
Story School	Harley-Davidson Motor Company	2,017.02	Classroom Supplies
Thurston Woods	Donors Choose	363.94	Sensory table
Townsend School	Milwaukee Black Media Association*	150.00	Backpacks with school supplies
Trowbridge School	Donors Choose	177.80	Donors Choose
Trowbridge School	Donors Choose	283.63	Donors Choose
Trowbridge School	Donors Choose	131.77	Donors Choose
Victory School	Donors Choose	578.00	Classroom Supplies
Wisconsin Conservatory	Donors Choose	230.30	Science Investigation
Zablocki School	Donors Choose	154.80	Sensory Materials for Early Childhood
<i>Total Non-monetary Donations</i>		<i>85,197.98</i>	

Location	Donor	Amount	Gift or Purpose
Total Value of Donations		128,782.23	
*Donations from MPS Alumni		450.00	

**Committee’s Recommendation**

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

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

\* \* \* \* \*

**(Item 5) Action on the Award of Exception-to-bid Contracts**

\_\_\_\_\_ Authorization to Contract with Center for Safe & Resilient Schools and Workplaces for Cognitive Behavioral Intervention for Trauma in Schools (CBITS) Training for Social Workers and School Psychologists

The Administration is requesting authorization to enter into a contract with Center for Safe & Resilient Schools and Workplaces for CBITS training for social workers and school psychologists. Contractor will be used to deliver Cognitive Behavioral Intervention for Trauma in Schools, an evidence-based, trauma-focused, cognitive-behavioral intervention designed for the school setting. This service will serve as an important component of the District's mental-health supports during one-to-one counseling and SAIGs (social or academic intervention groups) as part of its multi-tiered system of supports. Increased support for traumatic events in the lives of our students has been identified as a need during the process of determining ESSER funding, particularly after the onset of the COVID-19 pandemic.

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

The contract will run from February 1, 2022, through January 31, 2023. The total cost of the contract will not exceed \$102,025.

Budget Code: SDV-0-0-7G2-DE-ECTSCOVD (Specialized Services — Contracted Services) ..... \$102,025

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

\_\_\_\_\_ Authorization to Issue a Purchase Order to Mackin Educational Resources for Digital Comics Subscriptions

The Administration is requesting authorization to issue a purchase order to Mackin Educational Resources for digital comics subscriptions. Comics Plus is a digital resource that offers age-appropriate digital comics for elementary-, middle-, and high-school libraries. Each title is available 24 hours a day, seven days a week for offline reading, with unlimited, simultaneous checkouts to maximize circulation through book clubs, reading programs, makerspace activities, and other engaging initiatives.

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

The subscription will run from February 3, 2022, through February 2, 2023, with the total cost not to exceed \$92,182.50.

Budget Code: SLB-0-S-CSF-DW-ESWR (Curriculum & Instruction — Purchases) ..... \$92,182.50

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

Authorization to Issue a Purchase Order to Riverside Assessments, LLC, dba Riverside Insights, for Education Assessments

The Administration is requesting authorization to issue a purchase order to Riverside Assessments, LLC, dba Riverside Insights, for education assessments. Riverside Insights is a vendor of cognitive and educational assessments for use with school-age children. These assessments, for which this vendor is the sole source, are commonly required by our assessment teams in Milwaukee Public Schools (MPS). These include the Woodcock-Johnson (WJ) IV, the Bateria IV for Spanish-speaking students, and the Universal UNIT-2 for non-verbal testing of students who require it.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this purchase are considered one-of-a-kind and continuity (Administrative Policy 3.09(7)(e)(1)(b)(i) and (iv)).

The subscription will run from February 3, 2022, through February 2, 2023, with the total cost not to exceed \$150,180.40

Budget Code: DTI-0-0-7S2-DE-ESUP (Specialized Services — Purchases)..... \$150,180.40

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, Administrative Policy, or Board Rule 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 requests:

- Center for Safe & Resilient Schools and Workplaces for CBITS Training, SDV-0-0-7G2-DE-ECTSCOVD ..... \$102,025.00
- Mackin Educational Resources for Digital Comics Subscriptions, SLB-0-S-CSF-DW-ESWR..... \$92,182.50
- Riverside Assessments, LLC, dba Riverside Insights, for Education Assessments, DTI-0-0-7S2-DE-ESUP ..... \$150,180.40

**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 requests and presented above and in the attachments to the minutes of your Committee's meeting.

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

\* \* \* \* \*

**(Item 6) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Contract with FEI Behavioral Health, Inc., to provide Employee-assistance Plan Benefits**

**Background**

The Administration is requesting authorization to waive Administrative Policy 3.09(9)(e) and to enter into a contract with FEI Behavioral Health, Inc., (FEI) to provide the employee-assistance plan (EAP) benefits to MPS employees, dependents, and household members.

FEI offers on-demand help (master’s-level counselors) 24 hours a day, seven days a week, 365 days a year to employees, dependents, and household members. FEI has more than 180 providers and 60 locations for members to access within five- to 10-mile radii of their primary home ZIP codes. The contract with FEI will also provide EAP members three additional counseling sessions, for a total of up to six visits per incident per eligible individual per year. All counseling sessions are free to eligible members.

FEI also contracts with two of the leading legal service companies in the United States and with the leading financial services company to provide personal legal, financial-assistance, and referral services to EAP members. Finally, FEI’s contract will include unlimited hours for crisis and trauma support to help employees cope with the aftermath of critical events such as natural and human-made disasters and tragedies, violence and death, and significant workplace change.

The services through the EAP will help fulfill the needs of district employees, dependents, and household members with a holistic approach to life and transitions. There is an increased need for support in mental health and wellbeing and in areas of financial and legal assistance. The EAP also provides assistance with family concerns such as childcare and aging parents. The increase of visits will provide the participants additional time to assist with their needs as well as additional providers in the network.

Contractor was chosen pursuant to RFP 1056, which closed on October 5, 2021. The contract will run from April 1, 2022, through March 31, 2025, (the “Initial Term”) with the possibility of two one-year extensions, upon agreement of the parties, at the same terms. Certain performance guarantees are associated with the contract.

The waiver of Administrative Policy 3.09(9)(e) is being sought as a result of the three-year maximum contract term’s being surpassed if the two one-year option to extend is exercised.

The total cost of the contract term will not exceed \$440,000.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

Budget Code: DTI-0-0-7G2-HR-ECTS-COVD (ESSER II Funding)..... \$400,680  
 DWC-0-0-EMB-DW-EMDI (Health Insurance — District-wide) ..... \$39,320

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
315	64	233	No	NA	NA	NA	NA	300	10

**Implementation and Assessment Plan**

Upon approval by the Board, the Purchase will be executed as indicated in the attachment to the minutes of your Committee’s meeting.

**Committee’s Recommendation**

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

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

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**(Item 7) Action on FMS Award of Professional Services Contracts and Report with Possible Action Regarding Air Quality**

**Professional Services Contracts**

RFP #21-034 Contract Labor — Various

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide contract labor at various locations.

The selected firm is Powers Holdings Inc. — Fire Brick Engineers. The contract’s Amount will be \$75,000.00 over a three-year term, February 1, 2022-January 31, 2025.

Budget Code: Various ..... \$75,000.00

RFP #21-033 Integrated Project-delivery Services for Elementary and Secondary Schools Emergency Relief (ESSER) III Funds at Various MPS Sites

A Request for Proposal from construction-management and design build firms for integrated project-delivery services was solicited by the Department of Facilities and Maintenance Services. The approval of providers for the implementation of construction projects to improve MPS facilities using ESSER III funds will comply with Administrative Policy 3.09.

Per the rate schedules provided in the responses to RFP 21-033, the approved providers will enter into contracts for integrated project-delivery design and construction contracts for implementation of projects to improve MPS facilities by providing design services for construction documents, obtaining competitive bids for construction, and providing construction and management services for projects. Administration will provide a monthly report to the Board of contracts awarded.

The responses to the RFP were reviewed by a committee made up of four MPS representatives from the Department of Recreation & Community Services and the Department of Facilities and Maintenance Services and one representative from The Concord Group, which is the MPS Owner’s Representative.

Firms Selected:

Division 1, Southwest Region — Miscellaneous Interior and Exterior Remodeling  
Selzer-Ornst Construction Company, LLC

Division 2, Central Region — Miscellaneous Interior and Exterior Remodeling  
VJS/JCP Joint Venture III

Division 3, Northwest Region — Miscellaneous Interior and Exterior Remodeling  
CHSBJ Milwaukee Team Joint Venture

Division 4, East Region — Miscellaneous Interior and Exterior Remodeling  
Performance Services, Inc.

Division 5 — Interior Remodeling of High-school Athletic Facilities  
VJS/JCP Construction Services Joint Venture III

Division 6 — Exterior Remodeling of High-school Athletic Facilities  
VJS/JCP Construction Services Joint Venture III

The Administration will enter into contracts for integrated project-delivery design and construction services for the term of January 28, 2022-December 31, 2024. The cumulative value of the contracts with the selected firms will not exceed \$135,000,000.00.

**Report on Air Quality**

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At its special meeting on March 23, 2021, the Milwaukee Board of School Directors adopted the Administration's Reopening Plan with a number of provisions, including monthly reports regarding air quality, with priority to be given to classrooms and schools lacking window access to outside air.

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 that MPS's buildings are safe and clean.

The Administration will continue to pursue measures in ensuring good air quality in MPS's buildings and will report to the Board monthly. The report will include updates on procuring consultants and the status of findings during the site investigations as part of their scope; steps toward procuring contractors to perform testing and balancing and identifying any deficiencies in mechanical systems; and an evaluation of potential deficiencies and establishment of a remediation plan if necessary. This defined process equates to performing a ventilation audit.

DFMS continues to work with the integrated project-delivery contractors and the contracted Owner's Representative to finalize scopes at each school building.

Attached to the minutes of your Committee's meeting is a summary from The Concord Group, MPS's Owner's Representative, of project activities during 2021.

This is an informational item, and although it has been noticed for possible action, no action is required.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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The item authorizes expenditures for professional services contracts not to exceed \$135,075,000.00 over a three-year term

**Implementation and Assessment Plan**

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Upon the Board's approval, the professional services contracts, 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 professional services contracts as attached to the minutes of your Committee's meeting.

This item had been set aside at the request of the Administration, who advised that a technical amendment was needed relative to the contracts with CHSBJ, Selzer-Ornst, & Performance Services, Inc. The contracts originally indicated ESSER II as the funding source when the funding source is actually ESSER III.

The Administration recommended approval of the professional services contracts, inclusive of this technical amendment.

Director O'Halloran moved approval of the Administration's recommendation, with the amendment to the funding source as requested by the Administration.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Herndon, Leonard, O’Halloran, Siemsen, Taylor, and President Peterson — 8.  
 Noes — None.  
 Temporarily Absent — Director Carr — 1.

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**(Item 8) Action on a Request to Approve Conservation Easements among Milwaukee Public Schools, the City of Milwaukee, and Milwaukee Metropolitan Sewerage District**

**Background**

Milwaukee Public Schools has collaborated with the Milwaukee Metropolitan Sewerage District and the City of Milwaukee to further advance the District’s sustainability initiatives through \$211,579.10 in partnership funding grants for playfield projects at the following three recreation sites:

- Columbia Playfield, 1345 W. Columbia Street
- Custer Playfield, 4001 W. Custer Avenue
- Southgate Playfield, 3300 and 3350 S. 25<sup>th</sup> Street.

These projects have resulted in improved stormwater management through the installation of bioswales, new tree plantings, and additional green space. These efforts provide a direct benefit to the environment and create additional opportunities for MPS students to learn about advancing sustainability efforts through the implementation of green infrastructure.

The funding agreements specify that, upon completion of these green infrastructure projects, an 11-year limited-term conservation easement is to be executed for each site in order to ensure that the new green space is adequately maintained and protected.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 5.01, Facilities

**Fiscal Impact Statement**

There are no expenditures associated with this item.

**Implementation and Assessment Plan**

Upon the Board’s approval, the limited-term conservation easements will be executed with the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

**Committee’s Recommendation**

Your Committee recommends that the Board approve the limited-term conservation easements between Milwaukee Public Schools and the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District, as attached to the minutes of your Committee’s meeting.

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

\* \* \* \* \*

**(Item 9) Report with Possible Action on Student Fees**

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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On September 30, 2021, the Board took action to adopt Resolution 2122R-012, as amended, directing that, during the 2021-22 school year, the Board consider the logistics and feasibility of waiving all fees charged to students, including those for student activities (towels, swimsuits, school newspaper, assembly programs, locks for gym locker, etc.), supplementary subject-area materials, club activities, graduation ceremonies (caps and gowns) and athletic participation, instrument rental or music lessons, drivers' education, and work permits.

The Administration surveyed each school to gather a list of fees assessed to students. Athletic fees are the most common. While these fees may be slightly different between schools and sports, most schools have an average fee of \$20-\$25. Per the survey, another common fee is for graduation and completion. These fees do vary between schools. While this fee type is most common in high schools, some elementary and middle schools do use fees to help pay for their completions.

In 2019, the last pre-pandemic full school year, schools collected more than \$6 million in student-activity revenue, which included \$1.8 million in fundraising revenue, \$1.6 million in fee revenue, \$1.2 million in "other" revenue, \$1.1 million in trip revenue, and \$500,000 in donation revenue. The majority (61%) of fees were collected by middle and high schools.

Based on preliminary conversations with the MPS Foundation and the Business and Community Partnership team, there may be a potential for funding through alumni donations as well as other community support. In addition, the grant development team will work to identify other funding options for activities that are currently funded through student fees. Exploration of partnerships with community, alumni, grant, and other support are in the discovery phase. These types of initiatives can take significant time to develop and to grow. With no alternative in place, schools will not benefit by removing fees at this time.

As the District works to identify other funding, it recommends using Elementary and Secondary School Emergency Relief (ESSER) funds. Through ESSER III funding, each MPS school was allocated \$100,000 to budget through a menu of eligible options. The District recommends adding student-fee replacement to the menu of options. This will provide schools with an additional funding option. While ESSER does not provide a permanent replacement, it does provide time to continue to develop other funding sources by 2025.

## **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 8.41, Student Fees, Fines, and Charges

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## **(Item 10) Report and Possible Action on Elementary and Secondary School Emergency Relief (ESSER) Spending**

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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Between March of 2020 and 2021, Congress passed three stimulus bills related to the Elementary and Secondary School Emergency Relief (ESSER) Fund. These funds provide emergency financial assistance to address the impact that COVID-19 has had, and continues to have, on elementary and secondary schools.

ESSER I funding focused on purchasing technology for virtual learning, personal protective equipment, and cleaning supplies to safely reopen schools. The District focused on three key priority areas — accelerating learning, health and wellness, and facilities — when allocating ESSER II funds. Two additional priority areas, technology and extracurricular engagement, were added during the ESSER III budget planning process.

The following report provides an overview of ESSER spending as of October 31, 2021. A menu of services will guide schools as they plan for the \$100,000 that each was allocated.

**Report on Elementary and Secondary School  
Emergency Relief (ESSER) Funds**

	ESSER I	ESSER II	ESSER III
Stimulus bill	Coronavirus Aid, Relief, and Economic Security (CARES) Act	Coronavirus Response and Relief Supplemental Appropriations Act (CRRSAA)	American Rescue Plan Act (ARPA)
Performance period	3/13/2020-9/30/2022	3/13/2020-9/30/2023	3/13/2020-9/30/2024
Total amount in grants to MPS	\$41 million	\$225 million	\$506 million — districts must reserve 20% to mitigate learning loss
MPS provides private school services	\$15 million	N/A	N/A

**ESSER I**

Accomplishments & Expenditures through October 31, 2021

Description	Amount	Description	Amount
Provided professional development to transition to online learning	\$14,635	Improved air quality	3,728,127
Offered COVID-19 testing	82,323	Distributed technology for online learning	23,805,931
Disseminated COVID-19 information for families and staff	7,139	Provided for indirect costs	4,273,174
Distributed protective equipment (PPE)	1,468,286	Reimbursed to contracted schools	1,188,958
Distributed reopening resources	2,465,895	Set aside for contract payments (encumbrances)	2,064,753
		<b>Total</b>	<b>\$39,099,221</b>

**ESSER II and III**

	Priority Area				
	Accelerating learning	Health and wellness	Facilities	Technology	Extracurricular Engagement
ESSER II Funding Area:	×	×	×		
ESSER III Funding Area:	×	×	×	×	×

**ESSER II Accomplishments**

*Accelerating Learning*

- Completed science textbook adoption
- Completed reading textbook adoption
- Offered over 150 professional development sessions
- Contracted for content-adoption implementation support
- Expanded personal finance classes
- Designed barber/cosmetology space at Obama SCTE
- Invested in art and physical education programs
  - Art supplies & equipment
  - Smartboards and laptops
  - Physical education equipment
- Invested in Early Childhood (EC) personalized reading programs
- Invested in online world language programs
- Purchased an interactive instructional technology tool to support learning in the content areas
- Expanded dual-enrollment opportunities
- Offered four virtual parent institutes

*Health and Wellness*

- Expanded mental health and social emotional learning support at CLC sites
- Expanded contact tracing by nursing staff beyond the workday
- Expanded School Community Partnership for Mental Health (SCPMH)
- Expanded Success Center menu of services

- Expanded ropes course
- Planned professional development for evidence-based Tier 2 school interventions (trauma)
- Hired additional restorative-practice coaches, social workers, and school counselors
- Started restorative practice professional development
- Hired Coordinator and planning assistants for BLMA Department
- Launched the Gender, Identity, and Inclusion Department

**Facilities**

- Facilitated assessment for air quality
- Purchased replacement filters
- Started working with contractors regarding building modifications
- Planned deferred maintenance projects, such as boiler and air-handling units

**ESSER II Spending through October 31, 2021**

<u>Priority</u>	<u>Costs</u>	<u>Priority</u>	<u>Costs</u>
Accelerating Learning		Facilities and Maintenance	
Professional Development	\$799,745	Air Quality	1,793,157
Total	799,745	Total	1,793,157
Health and Wellness		Indirect Charges	257,971
Physical Health	21,182	Encumbrances	7,201,277
Social Emotional Learning	111,795	Grand Total	\$10,185,127
Total	132,977		

**ESSER III Accomplishments/Forecast**

**Accelerating Learning**

- Planning for CNA classrooms at North, Madison, Hamilton, and South
- Teachers’ continuing professional development
- Preparing for adoption of social studies textbooks
- Increasing postsecondary planning opportunities
- Expanding opportunities for project-based learning

**Health and Wellness**

- Continuing Stop, Grab & Go and fresh fruits and vegetables programs
- Continuing summer meal program
- Planning for a nutrition center (including test kitchen and educational spaces)

**Facilities**

- Created and implemented process for schools to submit requests for building modifications
- Purchased water-bottle filling stations
- Developed prototype development for outdoor classrooms
- Will be installing missing window screens on operable windows

**Technology**

- Purchased 50,000 Chromebooks
- Purchased 2,000 interactive flat panels
- Ordered 2,000 staff laptops
- Purchased 70,000 Chromebook cases
- Purchased 5,000 document cameras

**Extracurricular Engagement**

- Issued RFP for interior/exterior upgrades to athletic facilities
- Working with the office of Extended Learning to coordinate after-school services and resource allocations
- Identifying organizations, services, and activities that schools can access for mini-grant spending

**ESSER III spending through October 31, 2021\***

<u>Priority</u>	<u>Costs</u>	<u>Priority</u>	<u>Costs</u>
Accelerating Learning		Administration	
<i>Direct Services to Students</i>	\$79,617	<i>Duplicating</i>	6,497
	Total		Total
	\$79,617	Indirect Charges	869,581
Technology		<u>Encumbrances</u>	<u>1,856,468</u>
<i>Equipment to Support Students' Learning</i>	6,237,564	Grand Total	\$9,049,727
	Total		
	6,237,564		

\*ESSER III budget approved on October 14, 2021

**Additional Accomplishments**

- Developed ESSER III menu of services
- Developed guidelines
- Provided opportunity for school input

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.06, Fiscal Accounting and Reporting

**Fiscal Impact Statement**

This item does not authorize expenditures.

**Implementation and Assessment Plan**

Funds for ESSER I must be expended by September 30, 2022, for ESSER II by September 30, 2023, and for ESSER III by September 30, 2024.

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

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

**(Item 1) Report with Possible Action Regarding Data and Progress Associated with the Office for Civil Rights (OCR) 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**

In 2014-15, the U.S. Department of Education’s Office for Civil Rights (OCR) conducted a biennial review of data and discovered that a disproportionality of African American students were receiving referrals, suspensions, and other disciplinary actions.

The Administration has been working with the OCR to fulfill ten agreed-upon action items to ensure the equity of discipline measures within the District and compliance with the Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d (Title VI), and its implementing regulation, 34 C.F.R. Part 100, which prohibit discrimination based on race, color, or national origin by a recipient of federal financial assistance.

In September 2020, the Administration provided a report regarding the submission of the District's end-of-year report to the OCR. At that time, the Board took action to direct the Administration to report its progress on a monthly basis. The January 2022 report and presentation follow.

**Monthly Discipline Disproportionality Report,  
December 2021**

The following is an update of activities to support a proactive approach to realizing accelerated outcomes in reducing disproportionality within Milwaukee Public Schools for the 2021-22 school year. This work is aligned to Resolution #05-14-5003 with the U.S. Department of Education’s Office for Civil Rights. The monthly reporting associated with disproportionality for the 2021-22 school year will focus on the following proactive approaches:

- promote and provide resources to schools on alternatives to suspension, including the Alternatives to Suspension Toolbox;
- work with schools to make certain that counseling and support services are being used;
- analyze and evaluate individual schools’ data related to suspensions to determine best course of action to address disproportionality’
- continue and expand book studies; and
- form district committees to identify, to develop, and to implement strategies to reduce suspensions.

**Promote and Provide Resources to Schools on Alternatives to Suspension**

All discipline champions receive a monthly Why Race Matters update from the District Discipline Manager focusing on specific best practices to support positive student behavior. December’s monthly update focused on the classroom-managed behavior of leaving the classroom without permission. Some of the strategies shared where understanding the function of the behavior, movement in class, recovery area in class, mindfulness, 2×10 intervention, hand signals, social stories, and home spots.

The District Equity Leadership Team (DELT), in collaboration with Courageous Conversations about Race, is identifying opportunities to integrate Courageous Conversations about Race’s protocols within district policy, systems, and practices, including space for staff members to use and practice using the protocols with other staff members engaging in this work with racial equity.

**Ensure That Counseling and Support Services Are Being Used by Schools**

The District Discipline Disproportionality (3D) Leadership Team met on December 2, 2021, to review November discipline data by race, behavior, and school. Reviewing and discussing this data through small-group discussion allowed the team to create next steps from its specific locus of influence. The schools with the most suspensions have been identified, and root-cause analysis of a variety of school metrics is taking place. In January, a team will spend time at each identified school engaging students, staff members, and administrators in focus groups, conducting observations, facilitating a data dive, and creating a school-based action plan in collaboration with the school.

Through December 31, 2021, there have been more 470 meetings of school-based Discipline Work Groups. These work groups discuss school climate and discipline, looking specifically at strategies, procedures, systems, and next steps to address disciplinary disproportionality. Strategies that schools discussed included Social Academic Instructional Groups (SAIG), Check-In/Check-Out, specific PBIS behavior lessons/cool tools, interrupting bias throughout the school, creating boosters for students upon returning after Winter Break, sharing and updating the behavior t-chart, focused relationship building with specific students, and buddy classrooms.

The MPS Culture & Climate Toolkit has been shared with Discipline Champions and school leaders and in Thursday Updates. The toolkit outlines specific strategies for schools and individual staff members to use to support positive behaviors within the PBIS framework, restorative practices, trauma-sensitive schools, and other approaches to school climate. The use of specific re-directional strategies for classroom-managed behaviors are documented within PLP Classroom Behavior notes. The total documented strategies for all schools through December 31, 2021, can be found below.

Acknowledge verbally or tangibly.....	13,316	Buddy Classroom.....	1,206
Brain Breaks .....	422	Community Service.....	78
Behavior Contract .....	303	Collect Property .....	730

Go Guardian.....	163	Planned ignoring .....	2,372
Independent work.....	190	Redirection.....	9,258
Mindfulness .....	332	Recovery area (within room).....	1,011
Move their seat.....	1,455	Restorative conversation.....	1,457
One on one conversation.....	17,932	Secret Signal .....	63
Proximity Control.....	3,058	Support staff consultation .....	5,194
Praise 5:1 .....	108	Self-monitoring.....	124
Parent Contact.....	12,622	Refection sheet.....	343

**Analyze and Evaluate Individual Schools’ Data Related to Suspensions to Determine Best Course of Action to Address Disproportionality**

Below are all behavioral events that led to out-of-school suspensions or Student Services suspensions across the district from December 1, 2021, through December 31, 2021, as documented in Infinite Campus. There were 2,180 suspensions in December 2021, compared with 2,005 suspensions in December 2019.

	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Arson	1			5				6
Assault	1			31			1	33
Battery	8			39			1	48
Bullying	4	1		8		1		14
Burglary	1					1		
Chronic Disruption or Violation of School Rules	39	8	5	329		14	6	401
Disorderly Conduct	82	9	6	321	1	16	8	443
Endangerment of Physical Safety/Mental Well-being	12		2	130		1	2	147
False Fire Alarms				1				1
Fighting	52	6	5	510		6	6	585
Gambling				11		1		12
Inappropriate Personal Property	1	1		18				20
Inappropriate use of electronic communication devices	10	3		62		1	1	77
Intent to Distribute Drugs/Alcohol/Meds				3				3
Leaving the Classroom Without Permission				3				3
Loitering				5				5
Other Substances/Materials	7			24		1	1	33
Personal Threat	2	1		51		1	1	56
Possession of Drug Paraphernalia	5			6				11
Possession of stolen property				2				2
Possession/Ownership/Use of Alcohol				1				1
Possession/Ownership/Use of Drugs	7	1		29		3	1	41
Possession/Ownership/Use of Gun	1			2				3
Possession/Ownership/Use of Weapon Other than Gun	5			18				23
Possession/Use of Fireworks								
Reckless Vehicle Use	1							1
Robbery								
Sexual Assault				11				11
Sexual Harassment	2			15		1		18
Skipping Class				2				2
Substantial Environmental Disruption	17	2		55		1	3	78
Theft	2			5				7
Trespassing				5				5
Use of Tobacco, Including Chewing	7		2	19		2		30
Vandalism	4	1		15		1		21
Verbal Abuse/Profanity/Harassment	6	1	1	28			1	37
Grand Total	277	34	21	1,764	1	51	32	2,180

Schools used the following alternatives to suspension when handling disciplinary events.

	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Conference	38	1	3	71		5	5	123
Counsel	156	18	16	831		27	24	1,072
Detention	15	4		95		2	1	117
Mediation	5		2	61				68
Referral BIT	1			10				11
Repairing Harm Circle		1		6				7
Restorative Conference	3		1	21		1	1	27

The following charts show district demographics and year-to-date disproportionality of suspensions through December 31, 2021.

	Demographics	Suspension Events
Hispanic	28%	13%
American Indian	<1%	1%
Asian	8%	1%
Black	50%	81%

	Demographics	Suspension Events
Pacific Islander	<1%	1%
White	10%	3%
Multiple	4%	1%

**Continue and Expand Book Studies**

Courageous Conversations about Race Explorations sessions were held for school-based administrators, school counselors, Central Services staff members, and teachers at identified elementary schools. In December, a total of 26 staff members attended, with a total of 825 throughout the 2021-22 school year and a total of 2,183 staff having attended since March 1, 2021, when our first seminar occurred. A cohort of staff members from schools and Central Services begin a five-part book study of Glenn Singleton’s *Courageous Conversations about Race*, with the first monthly session occurring in December.

The second meeting of the District Equity Leadership Team (DELT) took place on December 7, 2021, further exploring our personal racial-equity purpose (PREP). The Team began to identify opportunities to integrate Courageous Conversations about Race’s protocols within district policy, systems, and practices, including space for staff members to use and to practice using the protocols with other staff members engaging in this work with racial equity.

On December 23, 2021, all elementary schools that are part of the Milwaukee Community Schools Partnership participated in professional development throughout the day. Staff members at those schools attended a session on continuing our Courageous Conversations about Race exploration focusing on integration of the protocols and framework within our schools with our conversations with colleagues, families, and students.

A cohort of staff members reading Monique Morris’ *Pushout* met twice in December and will meet an additional two times in January to read her work and to discuss its implications in the Milwaukee Public Schools.

Form District Committee to Identify, to Develop, and to Implement Strategies to Reduce Suspensions Across all traditional middle and high schools, there have been more than 135 meetings of the school-based Student Discipline Committee. Students discuss concerns and recommendations regarding school climate. In January and February focus groups will be held at identified schools to engage students in further discussions on recommendations to create positive school climate and to reduce suspensions.

The next quarterly Community Conversation will occur on February 9, 2022, at 6 p.m.. Topics will be based on feedback from previous Community Conversations’ input.

**Next Steps**

Meetings of citywide code-of-conduct work groups will be held to analyze focus groups’ recommendations and to make appropriate updates to the District’s code of conduct.

The District Discipline Disproportionality Leadership Team is to meet in January for assessment of mid-year disciplinary data and action plan.

Additional Courageous Conversations about Race Explorations will take place for elementary regular education and special education teachers.

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

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Administrative Policy 1.06, Equity in MPS

**Fiscal Impact Statement**

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N/A

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

Director O'Halloran 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) Report with Possible Action on the Development of an Election-district Apportionment Plan for the Election of Members of the Milwaukee Board of School Directors, Pursuant to Wisconsin Statutes, §119.08(1)**

Your Committee reports having received the following report from the Chief Officer, Office of Board Governance. Although this item has been noticed for possible action, no action is required.

**Background**

The Wisconsin Statutes specify the constitution of school board districts as follows:

119.08 Election of board members. (1)(a) The board shall consist of one member elected at-large and 8 members elected from numbered election districts determined by the board. The election districts shall be substantially equal in population and the boundaries of the election districts shall be drawn so as to reflect a balanced representation of citizens in all areas of the city.

(b) Within 60 days after the common council of the city enacts an ordinance determining the boundaries of the aldermanic districts in the city following the federal decennial census under s. 62.08(1), the board shall, by vote of a majority of the membership of the board, adopt an election district apportionment plan for the election of board members which shall be effective until the city enacts a new ordinance under s. 62.08(1) redetermining the aldermanic district boundaries.

The Milwaukee Common Council adopted aldermanic maps on January 18, 2022, which began the Board's 60- day timeline to act on a plan for redistricting.

Consistent with the process established with the last redistricting, which took place in 2011, the Office of Board Governance has been in constant communication with the City Clerk's Office regarding the development of the Board's redistricting process. Representatives from the City's Clerk's Office and the City's Legislative Reference Bureau, which develops the City's redistricting process and plans for the election wards and the aldermanic districts, have extended the offer to provide the District again with demographic data, mapping, and technical assistance for the development of the Board's redistricting plan.

**Analysis**

Wisconsin Statutes, §62.08(1), which deals with aldermanic districts, requires that aldermanic districts be "as compact in area as possible and contain, as nearly as practicable by combining contiguous whole wards, an equal number of inhabitants according to the most recent decennial federal census of population." Similar requirements apply to the Board's districts. Data, including a table listing the population by the Board's districts, will be developed and provided to the Board to assist in the planning process.

Since 1991, various court decisions have affected the criteria that elected bodies may use in reapportionment. An opinion from Hogan and Hartson discussing the U.S. Supreme Court's April 19, 2001, decision in the North Carolina redistricting case states:



The court reiterated its prior holdings that race may be a consideration in electoral redistricting, but not the "dominant and controlling" one. The High Court's recent decisions in this area have struck down a number of election districts where the jurisdiction in question relied too heavily upon race, but the court has left unclear the extent to which race could be permissibly be considered.

The opinion concludes with a summary of the issues facing the Board:

While the Court's decision in Hunt thus gives some additional guidance to school districts facing redistricting issues, such school districts, like other electoral bodies, face the daunting task of reconciling the protection of minority voting rights based on race under the Voting Rights Act with the limitations on redistricting based on race created by the Supreme Court in Hunt's predecessor, *Shaw v. Reno*.

When the Board redistricted in 2001, it established guidelines for increasing opportunities for voter participation by having election districts that reflect the existing neighborhoods and communities of interest. These guidelines were also used in the 2011 redistricting process.

During the previous redistricting process, the Office of Board Governance requested an opinion from the City Attorney's office regarding the criteria that the Board may establish for redrawing its districts. A copy of that opinion will be provided to board members as a part of the information used in the redistricting planning process.

### **Redistricting Process Update, January 2022**

The following update is being provided for informational purposes.

The City of Milwaukee's Common Council completed its aldermanic redistricting process on January 18, 2022. The Milwaukee Board of School Directors has 60 days from that date to act on and to complete a plan for redistricting. The schedule below is being presented for the Board's consideration.

The process for the Milwaukee Board of School Directors to complete its reapportionment and redistricting includes two public hearings inclusive of a presentation from the City of Milwaukee's Legislative Reference Bureau of proposed maps for redistricting, meetings between board members and the Legislative Reference Bureau regarding individual districts' maps, and publication of newly-proposed district maps before final adoption.

Attached to the minutes of your Committee's meeting is a map representing a proposed reapportionment of the Board's districts. Below is a list of schools in each of those districts:

<u>District</u>	<u>School</u>	<u>District</u>	<u>School</u>
1	Barton Elementary	2	HAPA Hmong Amer Peace Academy
1	Bruce Elementary	2	Hi-Mount Elementary
1	Bryant Elementary	2	Kilbourn Elementary
1	Goodrich Elementary	2	Lancaster Elementary
1	Green Tree Preparatory Academy	2	Marshall High
1	Hawthorne Elementary	2	Milw Environmental Science Aca
1	Kluge Elementary	2	Milw French Immersion
1	Madison Academy Campus	2	Milw German Immersion
1	Maple Tree Elementary	2	Milw Sch of Languages
1	Milw Sign Language Elementary	2	Neeskara Elementary
1	Morse Mid	2	Ninety-Fifth Street Elementary
1	Parkview Elementary	3	Andrew S Douglas Mid
1	River Trail Elementary	3	ASSATA
1	Stuart Elementary	3	Auer Avenue Elementary
1	Thoreau Elementary	3	Banner Preparatory
1	Thurston Woods Elementary	3	Barbee Elementary
1	Vincent Accelerated Academy	3	Carson Academy
1	Vincent High	3	Clemens Elementary
2	Browning Elementary	3	Congress Elementary
2	Carmen Mid/Hi Northwest Campus	3	Fifty-Third Street Elementary
2	Craig Montessori Sch	3	Franklin Elementary
2	Eighty-First Street Elementary	3	Keefe Avenue Elementary
2	Emerson Elementary	3	King International
2	Engleburg Elementary	3	LaFollette Elementary
2	Grantosa Drive Elementary	3	Milwaukee Excellence
2	Hampton Elementary	3	NOVA

District	School	District	School
3	Obama SCTE	6	Bradley Tech High
3	Pratt Elementary	6	Carmen High South Campus
3	Sherman Elementary	6	Doerfler Elementary
3	Townsend Street Elementary	6	Forest Home Elementary
4	Bethune Academy	6	Grandview High
4	Brown Street Academy	6	Grant Elementary
4	Clarke Street Elementary	6	Hayes Bilingual Sch
4	Grant Gordon Learning Center	6	Kagel Elementary
4	Groppi High	6	La Causa Charter Sch
4	Hawley Environmental Sch	6	Lad Lake Synergy
4	Highland Community Sch	6	Lincoln Avenue Elementary
4	Hopkins Lloyd	6	Longfellow Elementary
4	Jackson Elementary	6	Mitchell Elementary
4	Metcalfe Elementary	6	Riley Dual Language Montessori
4	Milw Academy of Chinese Lang	6	Rogers Street Academy
4	Milw Co Youth Educ Center	6	South Accelerated Academy
4	Milw College Preparatory--36 <sup>th</sup> St	6	South Division High
4	Milw College Preparatory--38 <sup>th</sup> St	6	Vieau Elementary
4	Milw College Preparatory--Lloyd St	7	Acad of Accelerated Learning
4	Milw College Preparatory--North	7	Alcott Elementary
4	Milw High Sch of the Arts	7	Audubon High
4	Next Door Charter	7	Audubon Mid
4	North Division High	7	Burbank Elementary
4	Project STAY	7	Carmen High Southeast Campus
4	Shalom High	7	Curtin Elementary
4	Siefert Elementary	7	Fairview Elementary
4	Starms Discovery	7	Greenfield Bilingual
4	Starms Early Childhood	7	Hamilton High
4	Story Elementary	7	Honey Creek Elementary
4	Transition High	7	MacDowell Montessori Sch
4	Westside Academy	7	Manitoba Elementary
4	WHS Info Technology	7	Milw Spanish Immersion
4	WI Consvr Lifelong Learning	7	Pulaski High
5	Alliance Sch of Milw	7	Wedgewood Park Sch
5	Carver Academy	7	Whitman Elementary
5	Cass Street Elementary	8	Bay View High
5	Elm Creative Arts Elementary	8	Bay View Montessori Sch
5	Fratney Elementary	8	Burdick Elementary
5	Gaenslen Elementary	8	Clement Avenue Elementary
5	Golda Meir Sch	8	Cooper Elementary
5	Hartford Avenue Elementary	8	Fernwood Montessori
5	Holmes Elementary	8	Garland Elementary
5	King IB Mid	8	Humboldt Park Elementary
5	King Jr Elementary	8	IDEAL
5	Lincoln Mid	8	Lowell International Elementary
5	Maryland Montessori	8	Milw Parkside Sch
5	Riverside High	8	Morgandale Elementary
5	Riverwest Elementary	8	Reagan High
5	Roosevelt Mid	8	Trowbridge Street Sch
5	Southeastern	8	Victory Elementary
6	ALBA	8	Whittier Elementary
6	Allen-Field Elementary	8	Zablocki Elementary

### **Proposed Reapportionment/Redistricting Schedule**

At this time, the Office of Board Governance is presenting the Board with the following proposed timeline, which adheres to state statutes:

- January 25, 2022 *Milwaukee Board of School Directors:*
  - Consideration of the reapportionment/redistricting schedule and process
  - Public hearing and consideration of reapportionment/redistricting item
  - Presentation of proposed MPS district maps by Legislative Reference Bureau
- January 31-February 4, 2022 Milwaukee Board of School Directors and Legislative Reference Bureau meet on individual board-district maps
- February 11, 2022 *Board Clerk:*  
Publication of proposed reapportionment/redistricting plan
- February 22, 2022 *Milwaukee Board of School Directors:*  
Public hearing and consideration of proposed reapportionment/redistricting plan and maps
- February 24, 2022 *Milwaukee Board of School Directors:*  
Possible adoption of the Board's reapportionment/redistricting plan and maps

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

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The proposed redistricting plan will be developed pursuant to Wisconsin Statutes, §119.08(1)(a), which states, in part, "The election districts shall be substantially equal in population and the boundaries of the election districts shall be drawn so as to reflect a balanced representation of citizens in all areas of the city." and Wisconsin Statutes, §119.08(1)(b), which directs:

Within 60 days after the common council of the city enacts an ordinance determining the boundaries of the aldermanic districts in the city following the federal decennial census under s. 62.08(1), the board shall, by vote of a majority of the membership of the board, adopt an election district apportionment plan for the election of board members which shall be effective until the city enacts a new ordinance under s. 62.08(1).

**Fiscal Impact Statement**

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Any costs associated with the redistricting process and the plan's development will be charged to the contingency budget.

**Implementation and Assessment Plan**

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The plan to be established for developing the Board's election districts would, at a minimum, increase opportunities for voter participation by having election districts that reflect the existing neighborhoods and communities of interest.

Now that the City has adopted its aldermanic districts, the Board will be provided with at least one plan for developing the Board's election districts no later than the Board's regular meeting of February 2022. The Office of Board Governance will secure the services of the Milwaukee City Clerk's Office to assist district staff in developing a plan for apportioning the Board's election districts.

Public hearings will be held both while the apportionment plan is being developed and after the plan has been prepared.

The Office of Board Governance will work with the Board's president to ensure that all board members return their input in a timely manner and to schedule public meetings regarding redistricting.

\* \* \* \* \*

**(Item 2) Action on Schools' Requests for Addition and Renovation Projects**

**Background**

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On October 14, 2021, the Milwaukee Board of School Directors approved the budget for the Elementary and Secondary School Emergency Relief Fund (ESSER III). As part of the approved budget, approximately \$65 million was appropriated for potential school addition and/or renovation projects. At its regular meeting in October, the Milwaukee Board of School Directors requested a report on the selection process.

A project-submission application was distributed to all school leaders on November 3, 2021, with a return date of November 12, 2021, requested. The district team received more than 700 project requests from the schools. The team went through every submission application and compiled a list of potential project requests from the data.

Attached to the minutes of your Committee’s meeting is a summary of schools’ requests and a breakdown of proposed projects. The construction costs are preliminary and need further vetting by a consultant through site investigations. The costs were provided to assist with deciding if the projects are feasible and can be pursued. Once projects are approved, the District will move forward with contracted Integrated Project Delivery (IPD) teams assigned to ESSER III contracts to complete design and construction services.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 5.01, Facilities

**Fiscal Impact Statement**

N/A

**Committee’s Recommendation**

Your Committee recommends that the Board approve the proposed additions and renovation projects as listed in the attachments to the minutes of your Committee’s meeting.

This item having been set aside for additional consideration, Director O’Halloran moved approval of the Committee’s recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O’Halloran, Siemsen, Taylor, and President Peterson — 9.

Noes — None.

\* \* \* \* \*

**(Item 3) Report with Possible Action on Fiscal Year 2022-23 Estimated Enrollment, Revenues, and Long-range Financial Forecast**

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**

Each year, the Administration and the Office of Accountability and Efficiency report to the Board their forecast for the District’s major revenues and expenditures, along with underlying assumptions such as estimated enrollment (see attachment to the minutes of your Committee’s meeting). The forecast will support fiscal decision making to maintain or to improve essential school operations services.

**Draft FY22-FY27 Five-year Forecast Pro-forma Summary**

	School Operations (in Millions)						Change, FY27-FY22
	FY22 Adopted	FY23 Est	FY24 Est	FY25 Est	FY26 Est	FY27 Est	
Revenues	\$1,051.5	\$1,058.5	\$1,061.5	\$1,063.0	\$1,064.5	\$1,066.0	\$14.5
Expenditures							
Salaries/Other Wages	\$476.5	\$475.4	\$494.9	\$515.2	\$533.2	\$552.4	\$75.9
Benefits							
Medical/Vision Insurance — Active Employee	\$125.0	\$144.4	\$150.1	\$156.0	\$162.2	\$168.7	\$43.7
Contribution — Active	-\$13.9	-\$14.2	-\$14.5	-\$15.1	-\$15.7	-\$16.3	-\$2.4

	School Operations (in Millions)						Change, FY27-FY22
	FY22	FY23	FY24	FY25	FY26	FY27	
	Adopted	Est	Est	Est	Est	Est	
Medical-Retiree (no Vision) Employee Contribution — Retiree	\$58.7	\$64.1	\$65.3	\$66.5	\$68.3	\$69.8	\$11.1
Net Medical/Vision	-\$0.9	-\$0.9	-\$1.0	-\$1.1	-\$1.3	-\$1.5	-\$0.6
Other Benefits	\$168.9	\$193.5	\$199.9	\$206.3	\$213.5	\$220.7	\$51.8
Total Benefits	\$73.4	\$71.3	\$83.2	\$86.1	\$89.2	\$92.7	\$19.3
Purchased Services	\$242.3	\$264.7	\$283.1	\$292.4	\$302.8	\$313.4	\$71.1
Contracted Schools							
Charters	\$82.5	\$87.4	\$90.4	\$91.8	\$94.0	\$95.8	\$13.3
Open Enrollment - Outbound	\$34.9	\$37.5	\$36.9	\$36.6	\$36.2	\$35.3	\$0.4
Pupil Transportation	\$66.0	\$67.3	\$68.7	\$70.0	\$71.4	\$72.9	\$6.9
Other Purchased Services, including Utilities	\$50.6	\$53.2	\$54.6	\$56.1	\$57.2	\$58.4	\$7.8
Total Purchased Services	\$234.0	\$245.4	\$250.6	\$254.4	\$258.8	\$262.4	\$28.3
Supplies/Materials	\$50.3	\$40.4	\$46.4	\$45.4	\$46.6	\$38.5	-\$11.8
Capital Purchases	\$2.6	\$2.8	\$2.8	\$2.9	\$3.0	\$3.0	\$0.4
Debt Service	\$37.2	\$37.2	\$29.7	\$37.3	\$27.8	\$27.7	-\$9.5
Insurances	\$9.1	\$10.1	\$10.5	\$11.0	\$11.4	\$11.9	\$2.8
Other	-\$0.6	-\$0.8	-\$0.9	-\$0.9	-\$1.0	-\$1.0	-\$0.4
Total Expenditures	\$1051.5	\$1075.2	\$1117.2	\$1157.7	\$1182.7	\$1208.2	\$156.7
Balance Before Internal Adjustments	\$0.0	-\$16.7	-\$55.7	-\$94.7	-\$118.2	-\$142.2	
Internal Adjustments	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	
Cumulative Surplus/Deficit	\$0.0	-\$16.7	-\$72.4	-\$167.1	-\$285.3	-\$427.5	

### **Strategic Plan Compatibility Statement**

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

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

Administrative Policy 3.01, Annual Operating Budget

### **Fiscal Impact Statement**

This item does not authorize expenditures.

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### **(Item 4) Action on a Request to Approve the Fiscal Year 2022-23 (FY23) Budget Parameters**

#### **Background**

Budget parameters which will be used in the planning and development of the 2022-23 (FY23) budget will help to guide the decisions made during the budget-preparation process. The parameters necessarily may be modified based on resources available.

The budget is driven by the District's vision, mission, and three goals of academic achievement; student, family, and community engagement; and effective and efficient operations. MPS is dedicated to developing an equitable budget that reflects a commitment to the District's priorities:

- Increase academic achievement and accountability
- Improve district and school culture

- Develop our staff
- Ensure fiscal responsibility and transparency
- Strengthen communication and collaboration.

The following budget parameters will guide the Ddistrict to increase access to high-quality educational opportunities and positive, supportive school environments that result in better academic outcomes for students:

1. Allocate equitable educational resources and well-prepared staff to improve students' access to productive instruction
2. Prioritize school budgets by adjusting and repurposing educational programming and departmental budgets
3. Allocate resources in the areas of school library, art, music and physical education
4. Create a positive school environment that provides a sense of belonging, is culturally responsive, and provides access to social emotional learning and mental health support
5. Implement strategies to recruit and to retain staff, including a compensation study
6. Implement salary schedules with a possible cost-of-living increase
7. Consider modification of benefits for eligible employees to identify cost savings and to increase efficiencies
8. Explore operating efficiencies, including those related to transportation
9. Increase the number of site-based production kitchens
10. Implement a kitchen-equipment replacement schedule based on an inventory-aging report
11. Provide flexibility to meet standards to safeguard health, safety, and educational needs during the COVID-19 pandemic
12. Address deferred maintenance and future construction needs by restoring revenue to the Construction Fund and the Construction Trust
13. Prepare a balanced budget that is based on state law and maximizes the revenue limit.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 3.01, Annual Operating Budget

**Fiscal Impact Statement**

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This item does not authorize expenditures. The fiscal impact will depend on later action of the Milwaukee Board of School Directors in adopting the budget.

**Committee’s Recommendation**

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Your Committee recommends that the Board approve the Fiscal Year 2022-23 budget parameters as listed in the item.

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

\* \* \* \* \*

**(Item 5) Action on a Request to Approve the Timetable for the Proposed Fiscal Year 2022-23 Budget**

**Fiscal Year 2022-23 Proposed Budget Timetable**

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This item is being presented in accordance with Wisconsin Statutes, §119.16(8), and Board Governance Policy BG 2.05, Board Planning Cycle, which states, “A Board calendar with all work displayed on the timetable will be developed annually.”

Dates	Action	Responsibility
June 2021-March 2022	Collection of a variety of inputs, ideas, and costs with analysis of their impact for fiscal year 2022-23 (FY23) budget planning.	Administration
September 2021-April 2022	MPS engages the community on broad topics to identify district priorities at various venues.	Administration
December 10, 2021	School-level allocation estimates are drafted by departments and provided to Financial Planning & Budget Services.	Administration
November 15-December 22, 2021	Third Friday of September 2022's school enrollments are projected.	Administration
December 2021-March 2022	Board and Administration continue to solicit stakeholders' input into the development of the proposed FY23 budget.	Board and Administration
January-February 2022	Superintendent holds School Ambitious Instruction Budget Conversations with identified school leaders.	Administration
January 5, 2022	Present preliminary budget preparation information to School Leaders.	Administration
January 14-28, 2022	School leaders prepare all required budget documents with input from their School Engagement Councils.	Schools
January 25, 2022	Committee on Strategic Planning and Budget meets to discuss and possibly to adopt a FY23 budget timetable & FY23 parameters.	Board and Administration
February 2-7, 2022	Administrative teams review each school's budget for FY23 budget/staffing resolutions.	Administration
February 10, 2022	Superintendent's resolution meetings on FY23 school budget/staffing needs.	Administration
February 11, 2022	All school-staffing data submitted to Human Resources.	Administration
February 14-March 3, 2022	Offices prepare budgets, organizational charts, and narratives.	Administration
February 23, 2022	Staff must be given notice by the end of the school day of any increases or decreases in their FTEs. This information must be consistent with the budgets submitted by schools and departments.	School & Department Administration
February 24-June 3, 2022	Staff-exchange process.	Administration
March 11, 2022	Office budget reviews completed, and staffing changes submitted to Human Resources.	Administration
March 14-31, 2022	District budget is entered into the financial system and balanced.	Administration
April 2022	Superintendent's proposed budget is finalized and assembled for publication	Administration
April 26, 2022	Board's organizational meeting held.	Board and Administration
April 29, 2022	Superintendent's proposed 2022-23 budget released.	Administration
May 4, 2022	Proposed budget and public hearing notice published in newspaper, parent companion guide and budget overview presentation released.	Administration and Board Governance
May 5, 2022*	Committee on Strategic Planning and Budget meets on the Superintendent's proposed 2022-23 budget and receives public testimony.	Board and Administration
May 10, 2022*	Board members submit proposed amendments to the Office of Board Governance by noon; amendments to administration by end of day.	Board and Board Governance
May 12, 2022*	Administration submits proposed amendment analysis to the Office of Board Governance by the end of the day.	Administration
May 17, 2022	Statutory public hearing on the Superintendent's proposed 2022-23 biennial budget.	Board and Administration
May 19, 2022	Committee on Strategic Planning and Budget reviews the proposed FY23 budget, hears public testimony and possibly takes action on proposed amendments and proposed budget.	Board
May 20, 2022*	Board members submit proposed amendments to the Office of Board Governance by noon; amendments to administration by end of day.	Board and Board Governance
May 23, 2022	Administration submits proposed analysis of proposed amendments to the Office of Board Governance by noon.	Administration

Dates	Action	Responsibility
May 24, 2022*	Committee on Strategic Planning and Budget reviews the proposed FY23 budget, takes public testimony, and possibly takes action on proposed amendments and proposed budget.	Board
May 26, 2022	Board meets to consider and possibly to take action on the Superintendent's proposed 2022-23 budget.	Board and Administration
No later than June 27, 2022	Board Clerk transmits adopted preliminary FY23 budget to the Milwaukee Common Council.	Board Governance
October 25, 2022	Board meets to consider and take final action on the amended adopted budget recommendations for FY23.	Board and Administration
No later than October 31, 2022	Board Clerk sends adopted FY23 amended budget to the Milwaukee Common Council.	Board Governance

\*Date subject to change by the Milwaukee Board of School Directors.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.01, Annual Operating Budget

**Fiscal Impact Statement**

This item does not authorize expenditures. There is no fiscal impact from the adoption of the budget timetable.

**Implementation and Assessment Plan**

If approved, the Board and Administration will follow the budget timetable.

**Committee's Recommendation**

Your Committee recommends that the Board adopt the Fiscal Year 2022-23 proposed budget timetable as set forth above.

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

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**(Item 6) Report with Possible Action on Resolution 2122R-011 Regarding a Budget-process Evaluation**

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 special October 14, 2021 meeting, the Board adopted Resolution 2122R-011 by Director Siemsen regarding a budget-process evaluation.

The following report details the output of this work, including the scope of the review and opportunities for transitioning to a priority-based budget process.

**Response to Resolution 2122R-011**

Resolution 2122R-011 directed the Administration, in consultation with the Office of Accountability and Efficiency and the Office of Board Governance, to perform an evaluation of the budget-planning process, including a review of policies and procedures and of best practices.

**Practice Review**

Currently, the Board reviews and takes action on budget parameters as part of the annual budget process. Specific and rank-ordered budget priorities are less defined.



## Budget Parameters vs Budget Priorities

Budget *parameters* are guiding principles that define how the budget should be crafted. Examples:

- prepare on current law
- maximize the revenue limit
- provide for equity. Administrative Policy 1.06 (3)(a):

Achieving equity may require an unequal distribution of resources and services in order to ensure that all children have an equal opportunity to a free and appropriate public education.

Budget *priorities* are the precedence of allocations that define what the budget should fund. Examples

- fund staffing to support class-size ratio
- fund all scheduled salary increases
- fund art, music, physical education at a given level.

The philosophy of priority-driven budgeting is that resources should be allocated according to how effectively a program or service achieves the goals and objectives that are of greatest value

— Government Finance Officers Association (GFOA)

MPS faces projected financial constraints and must prioritize its budgeted allocations.

Do the important things well; cut back on the rest. In a time of revenue decline, a traditional budget process often attempts to continue funding all the same programs it funded last year, albeit at a reduced level (e.g., across-the-board budget cuts). Priority-driven budgeting identifies the services that offer the highest value and continues to provide funding for them, while reducing service levels, divesting, or potentially eliminating lower-value services.

— Government Finance Officers Association (GFOA)

## Budget-process Consideration

Introduction of a priority review

- What are the Board's and the public's priorities?
- What are the priorities as set forth in the Strategic Plan?
- What are the measures of equity we want to reach?

Approach

- Prioritize the District's goals and objectives
- Assess the effectiveness of services and programs
- Allocate funding accordingly
- **Next Steps**
  - Budget timeline/calendar updates
  - Examination of salary schedule's approval process
  - Examination of budget-amendment process
  - Development of and alignment to the Strategic Plan

## Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.01, Annual Operating Budget

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## 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 Recommendation for Renewal of the Instrumentality Charter School Contract for The Alliance School of Milwaukee**

#### **Background**

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Alliance School of Milwaukee, located at 850 West Walnut Street, was established as an instrumentality charter school beginning with the 2005-06 school year. The current contract is for up to a maximum of 360 full-time-equivalent (FTE) pupils in grades 9 through 12.

Alliance's mission is to provide a safe, student-centered, and academically challenging environment to meet the needs of all students.

In July 2021, the Department of Contracted School Services initiated the Charter School Contract Review Process. On August 27, 2021, representatives from Alliance submitted the Charter Renewal Intent Cover Sheet, and, on August 28, 2021, Alliance submitted its Charter Renewal Application to seek renewal of its charter school contract.

On November 9, 2021, the Charter School Contract Review Team conducted a full-day site visit at Alliance. The Team examined the school's academic, financial, and organizational performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team reviewed any additional responses and information provided by the school. The Team also heard testimony of parents and students and conducted classroom observations.

Based on a thorough review of the evidence provided, the Charter School Review Team recommends a three-year renewal of the instrumentality charter school contract with Alliance. This recommendation is based on Alliance's commitment to demonstrate academic growth, an emphasis on social emotional learning, and a dedication to cultivating meaningful relationships with students. The Superintendent has reviewed the performance summary and concurs with the recommendation for contract renewal.

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

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

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

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

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Administrative Policy 9.12, Charter Schools

#### **Fiscal Impact Statement**

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Approval of this item alone does not authorize expenditures. Pending contract approval, the funds for the 2022-23 charter school contract will be authorized as a part of the FY23 budget process.

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

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

### **Committee's Recommendation**

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Your Committee recommends that the Board:

1. approve the renewal of a three-year instrumentality charter school contract with The Alliance School of Milwaukee; and
2. authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of The Alliance School of Milwaukee and to draft a renewed instrumentality charter school contract to begin with the start of 2022-23 school year and to end with the last regularly scheduled day of the 2024-25 school year.

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

\* \* \* \* \*

### **(Item 2) Action on a Recommendation for Renewal of the Non-instrumentality Charter School Contract with Milwaukee Teacher Education Center, Inc., for Milwaukee Environmental Sciences Academy (MESA)**

#### **Background**

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Milwaukee Environmental Sciences Academy (MESA), located at 6600 West Melvina Street, was established as a non-instrumentality charter school beginning with the 2013-14 school year. The current contract is for up to a maximum of 500 full-time-equivalent (FTE) pupils in grades K4 through 8.

MESA is dedicated to the intellectual, physical, social, and emotional growth of all students, with an emphasis placed on engaging students in thinking, problem solving, and decision making that allow students to function in a global society. The goal of MESA is to provide instruction to students through the implementation of expeditionary learning.

In July 2021, the Department of Contracted School Services initiated the Charter School Contract Review Process. On August 16, 2021, representatives from MESA submitted the Charter Renewal Intent Cover Sheet, and on August 24, 2021, MESA submitted its Charter Renewal Application to seek renewal of its charter school contract.

On November 16, 2021, the Charter School Contract Review Team conducted a full-day site visit at MESA. The Team examined the school's academic, financial, and organizational performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team reviewed additional responses and information provided by the school. The Team also heard testimony of parents, students, and staff and conducted classroom observations.

Based on a thorough review of the evidence provided, the Charter School Review Team recommends a three-year renewal of the non-instrumentality charter school contract with MESA. This recommendation is based on MESA's commitment to implementing the feedback from its previous contract renewal, the purposeful social emotional support for students and staff, a focus on data analysis, and the implementation of continuous improvement. The Superintendent has reviewed the performance summary and concurs with the recommendation for contract renewal.

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

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

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

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

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Administrative Policy 9.12, Charter Schools

### **Fiscal Impact Statement**

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Adoption of this item alone does not authorize expenditures. Pending contract approval, the funds for the 2022-23 charter school contract will be authorized as a part of the FY23 budget process.

### **Implementation and Assessment Plan**

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

### **Committee's Recommendation**

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The Administration recommends that the Board:

1. approve the renewal of a three-year Non-instrumentality charter school contract with Milwaukee Teacher Education Center, Inc., for Milwaukee Environmental Sciences Academy (MESA); and
2. authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of Milwaukee Environmental Sciences Academy (MESA) and to draft a renewed non-instrumentality charter school contract to begin with the start of 2022-23 school year and to end with the last regularly scheduled day of the 2024-25 school year.

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

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### **(Item 3) Report with Possible Action Regarding the Climate Justice Curriculum Advisory Committee and District Sustainability Team**

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, directing that "...Milwaukee Public Schools will integrate climate justice curriculum and sustainability practices into all aspects of its work and function." The resolution also 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 is providing its regular quarterly report relative to implementing the resolution.

The Climate Justice Curriculum Advisory Committee met for first time this school year on September 23, 2021. The Committee continues to actively recruit new members. A Thursday Updates posting was sent out to help recruit new members, and several teachers have shown interest in joining the Committee. The next meeting will take place on January 12, 2022, at 5:00 p.m.

To continue moving the curriculum work forward, a request for an LTE was written into an EPA grant to support both the climate justice resolution and the school-yard redevelopment program's work. The proposed position will work for at least one year as a member of the district science team to continue to vet and to create curricular resources, to work with curriculum teams in all content areas to add lessons to pacing/instructional guides, to provide training and classroom support for teachers, and to mentor student interns who will learn to work with classroom teachers to implement the lessons with younger students. This position will work to build capacity in the district; therefore, the work will continue after the grant-funded position ends. If the District does not receive the EPA grant for the position, this work will be led by the science curriculum specialist and one of the science teacher leaders as part of the work that continues with the new district science adoption.

It was determined that teachers will need two levels of professional development for the climate justice lessons. First, some teachers may need to attend professional development designed to address content knowledge on the topic. Second, pedagogy professional development will be offered about how to implement the lessons in a meaningful way with students. Topics for and the design of the professional development will be the work of the Climate Justice Curriculum Advisory Committee this school year.

The District Sustainability Team welcomed a new sustainability project specialist to the group after the recommended candidate was approved by the Board at its regular September 2021 meeting. The sustainability project specialist has been connecting with community partners, reviewing past progress on the Draft Sustainability Action Plan, and will join the Climate Justice Curriculum Advisory Committee to review cross-over initiatives at the January 2022 meeting. Monthly District Sustainability Team meetings will resume in February 2022.

**Strategic Plan Compatibility Statement**

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

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

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

**Fiscal Impact Statement**

N/A

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**(Item 4) 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**

This is the quarterly update on the development and implementation of the new personal finance course offered to students. At its regular meeting in 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. 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. The graduation requirement will be in effect for all high schools for the Class of 2028.

The following ten schools will offer the personal finance course beginning in Spring 2022:

- Banner Prep
- Bay View
- Bradley Tech
- MacDowell
- Marshall
- Milwaukee High School of the Arts
- North Division
- Project Stay
- Vincent Accelerated Academy
- Wisconsin Conservatory of Lifelong Learning.

The following report will provide:

1. a review of the timeline for scaling the implementation to all high schools;
2. a review of the major topics covered in the course and when each topic is taught;
3. a professional development plan for personal finance teachers, including an update on how culturally-responsive practices and equity are being addressed; and
4. course outcomes to date, including students’ pre- and post-test results, students’ survey results, and immediate next steps.

**Personal Finance Quarterly Report**

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**Personal Finance Course Cohorts**

Cohort 1 (2026) — 2021 Fall

Green Tree  
Prep  
Hamilton  
Riverside

North Division  
Project Stay  
Vincent  
Accelerated  
Academy  
WCLL

Cohort 2 (2027) — 2022 Spring

Banner Prep  
Bay View  
Bradley Tech  
MacDowell  
Marshall  
MHSA

Cohort 3 (2027) — 2022 Fall

*Add six to 10 schools*

Cohort 4 (2028) — 2023 Spring

*Add remaining schools*

**Personal Finance Pacing, Spring 2022**

January

Racial Discrimination in Finance  
Behavioral Finance  
Taxes

March

Racial Discrimination in Education  
Paying for College & alternatives to college  
Types of Credit

February

Racial Discrimination in Banking  
Banking: Checking & Saving  
Banking: Savings

April

Managing Credit  
Racial Discrimination in Housing  
Investing

May

Insurance  
Budgeting

**Professional Development Plan**

Date	Topic	Hours
January	Personal Finance Curriculum: Culturally-responsive Engagement Strategies	2
February	Personal Finance Curriculum: Banking and Investment Resources	2
March	Personal Finance Curriculum: Paying for College Resources	2
April	Personal Finance Curriculum: Assessment	2
Summer 2022	NGPF Certification Courses	20

**Pre-/Post-test Results & Reflection**

On average, the personal finance students showed an increase of 11 percentage points from pre- to post-test.

74% of the students showed growth on the post-test.

**Student Survey Results**

How would you rate the personal finance course? 118 responses

Excellent.....	22%	Fair.....	10.2%
Very Good.....	29.7%	Poor.....	3.4%
Good.....	34.7%		

What personal finance topic did you enjoy learning about the most? 120 responses

Banking.....	15.8%	Investing.....	30%
Paying for College.....	17.5%	Taxes.....	9.2%
Insurance.....	5%	Budgeting.....	22.5%

What personal finance topic was your least favorite to learn about? 117 responses

Banking.....	7.7%	Investing.....	14.5%
Paying for College.....	24.8%	Taxes.....	17.1%
Insurance.....	21.4%	Budgeting.....	14.5%

**Student Survey Feedback**

Students report they have changed, or plan to change, these financial behaviors as a result of taking the course:

1. saving and making better financial decisions
2. budgeting for college
3. investing and diversifying investments.

**Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Administrative Policy 7.37, Graduation Requirements

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**(Item 5) Update with Possible Action on the Middle-school and High-school Equity Work Group**

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 2122R-004 was adopted by the Milwaukee Public Schools Board of Directors in June 2021 to create a work group to review the early-admissions process, the selection criteria, and the equity of opportunities in middle and high schools across the district. A group of diverse stakeholders met monthly to explore the history of the early-admission process, to review the current process and criteria, to investigate other districts' practices, and to collect stakeholders' input. The following report outlines the findings and possible next step.

**Report of the Middle-school and High-school Equity Work Group**

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**Meetings**

The work group met on October 27, November 11, and December 1. All meetings were held virtually and recorded. Members who were not able to not attend any meeting could watch the recorded session and provide feedback.

**Content**

- Explore the history of the early admission process
- Discuss the equity and inequity of the current process and criteria
- Review data
- Obtain feedback from the members on equity and inequity

**Key Findings**

Three key areas were identified:

- the admissions process
- the selection criteria
- the middle- and high-school experiences.

**Admissions Process**

The process should be simplified and should be consistently supported at all schools for all students. Recommendations need further study to determine unanticipated consequences

**Selection criteria**

The opinions on equity and importance of selection criteria varied widely, except for the audition required for students entering Milwaukee High School of the Arts.

Many ideas were generated, but all need to be reviewed for equity and unintended consequences

**The Middle- and High-school Experiences**

All students should be able to access academics, extracurricular activities, social emotional supports, and transportation in middle school and high school.

**Next Step**

A steering committee has been established to further explore middle- and high-chool equity and the key areas identified by the work group.

**Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Administrative Policy 8.10, School Admissions

**Fiscal Impact Statement**

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This item does not authorize expenditures.

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**(Item 6) Report with Possible Action on the Regional Showcase — Southwest Region**

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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The monthly Regional Showcase item provides a thorough picture of each region, including goals and the progress in attaining them. In addition, strategies that are being successfully implemented within the region and that may be replicated are included.

This month, the Southwest Region is featured. The Southwest Region comprises 25 schools, which serve 12,059 students in diverse settings to meet their varied needs. Schools in the Southwest Region include ALBA, Academy of Accelerated Learning, Alcott, Allen-Field, Curtin, Doerfler, Fairview, Forest Home, Grant, Greenfield, Hayes, Honey Creek, Kagel, Lincoln Avenue, Longfellow, Lowell, Manitoba, Milwaukee Spanish Immersion, Mitchell, Morgandale, Riley, Rogers, Vieau, Whitman, and Zablocki.

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

**Regional Showcase — Southwest Region**

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**Schools**

**Traditional**

- Alcott School
- Curtin Leadership Academy
- Fairview School
- Grant School
- Manitoba School
- Morgandale School
- Whitman School

**Bilingual**



- ALBA School
- Allen-Field School
- Doerfler School
- Forest Home Avenue School
- Greenfield School
- Hayes Bilingual School
- Kagel School
- Lincoln Avenue School
- Longfellow School
- Mitchell School
- Riley Dual Language Montessori School
- Rogers Street Academy
- Vieau School

**Community Schools**

- Longfellow School
- Lincoln Avenue School
- Zablocki School
- Mitchell School

**Academic Specialty**

- Academy of Accelerated Learning (IB)
- Lowell School (IB)
- Milwaukee Spanish Immersion School (MSIS)
- Riley Dual-language Montessori School
- ALBA School (Charter)
- Honey Creek (Charter)

**Demographics**

- 25 schools
- 12,059 students
- 32.8% English-language learners
- 22.1% students with disabilities
- 81.3% economically disadvantaged
- American Indian .....0.4%
- Asian .....4.8%
- Black/African American.....12.0%
- Hispanic .....70.2%
- Hawaiian or Pacific Islander.....0.1%
- White.....9.2%
- Multiple Ethnicity.....3.3%

**2020-21 State Report Cards**

Overall Accountability Ranking	Count
Exceeds Expectations	4
Meets Expectations	15
Meets Few Expectations	4
Fails to Meet Expectations	1
Alternate Rating	1

**Academy of Accelerated Learning (AAL)**

- 561 students
- 15.2% English-language learners
- 16.0% students with disabilities
- 71.7% economically disadvantaged
- American Indian .....0.4%
- Asian .....20.5%
- Black/African American.....9.4%
- Hispanic .....34.6%
- Hawaiian or Pacific Islander.....0.5%
- White.....25.0%
- Multiple Ethnicity.....9.6%

**Mission**

Milwaukee Public Schools is a diverse district that welcomes all students and prepares them for success in higher education, post-educational opportunities, work, and citizenship. To this end, AAL offers equitable opportunities for students to engage in inquiry-based learning in an inclusive environment that supports the development of globally-minded lifelong learners.

**Vision**

Academy of Accelerated Learning envisions rigorous, high-quality learning opportunities that develop globally-minded citizens within the International Baccalaureate Primary Years Programme.

**Values**

Instruction based on data and standards fosters reflection and growth to meet the needs of all learners. The development of the IB Learner Profile’s traits supports the whole child.

A safe, responsible, and respectful school community promotes strong family and community partnerships.

#### School Programs

- International Baccalaureate Primary Years Programme
- Milwaukee Symphony Orchestra Arts in Community Education Partnership
- Bernie's Book Bank
- Music lessons for piano and string instruments

#### Points of Pride

- The Wisconsin RtI Center's recognition of our school in reading, math, and behavior at the Gold Level
- Longstanding Parent Teacher Association that supports numerous school events
- Chromebook distribution and supports for families
- Full-time music, art, and physical education specialists
- Green Schools Consortium of Milwaukee Playground Redevelopment

#### Opportunities for Growth

- Continue to develop staff to support International Baccalaureate's best practices for improved student outcomes
- Continue to provide professional development opportunities to redefine in-person learning
- Maximize virtual-learning experiences to enhance our in-person school year
- Focus on Tier 1 instruction and accelerating learning opportunities

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

Goal 1, Academic Achievement

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

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

#### **Fiscal Impact Statement**

N/A

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## **REGULAR ITEMS OF BUSINESS**

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

The Board received the reports of its delegates to the Title I District Advisory Council, to the Head Start Policy Council, and to the Milwaukee Public Library Board of Trustees.

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### **(Item 2) Monthly Report of the President of the Milwaukee Board of School Directors**

In an effort to support the goals identified by MPS as essential to the accomplishment of its Vision and Mission, the President's activities from January 2022 included the following:

#### **Academic Achievement**

- Reviewed social studies books to provide advice to the committee
- Attended all meetings of the Board's committees

### **Effective and Efficient Operations**

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- Met with Superintendent Posley and his staff regarding all matters having to do with the COVID-19 pandemic, including the return to in-person learning
- Met with staff regarding the social studies text-book adoption process
- Worked with administrative staff regarding the climate justice initiative

### **Student, Family, and Community Engagement**

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- Met with Superintendent Posley and appropriate staff regarding the ESSER II and III funding for building modifications
- Met with the Middle- and High-school Equity Workgroup
- Worked with the Administration and the Office of Accountability and Efficiency to continue planning for a suburban/MPS mini conference on metropolitan segregation and integration
- Visited nine schools with Superintendent Posley
- Responded to inquiries from parents, staff, and the community regarding a multiplicity of issues
- Attended and assisted at the vaccination clinic at La Escuela Fratney
- Attended the DDMAC's meeting in January

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## **COMMUNICATIONS**

### **(Item 1) Referral of Communication 2122C-004 from the Milwaukee Teachers' Education Association Regarding Consideration of a Proposed Policy on Time Schedules and Workload**

*Referred to the Committee on Accountability, Finance, and Personnel.*

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The Board returned to Item 2 of the Reports and Communications from the Office of Accountability and Efficiency, Action on a Request to Retire to Executive Session in Order to Consider Information Received in Accordance with Administrative Policy 6.35, Whistleblower Protections, which had been postponed earlier in the meeting.

### **(Item 2) Action on a Request to Retire to Executive Session in Order to Consider Information Received in Accordance with Administrative Policy 6.35, Whistleblower Protections**

#### **Background**

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The Office of Accountability and Efficiency is requesting a closed session in order to consider information received in accordance with Administrative Policy 6.35, Whistleblower Protections.

The closed session is requested pursuant to:

- Wisconsin Statutes, §19.85(1)(c), which allows a governmental body to 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; and
- Wisconsin Statutes, §19.85(1)(f), which allows a governmental body to retire to closed session in order to consider financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 6.35, Whistleblower Protections

**Fiscal Impact Statement**

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NA

**Recommendation**

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The recommendation is that the Board retire to closed session.

Director Carr moved to retire to executive session pursuant to Wisconsin Statutes, §19.85(1)(c) and §19.85(1)(f).

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and  
President Peterson — 9.

Noes — None.

The Board retired to executive session at 6:36 P.M.

The Board adjourned from executive session at 10:50 P.M.

JACQUELINE M. MANN, Ph.D.  
Board Clerk