

**PLEASE REVIEW PRIOR TO THE  
APRIL 23, 2020, BOARD MEETING**

**Minutes for Approval at the April 2020 Regular  
Meeting of the Milwaukee Board of School Directors**

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**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
MARCH 10, 2020**

Special meeting of the Board of School Directors called to order by President Miller at 6:00 P.M.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor (6:05),  
Woodward, and President Miller — 9.  
Absent — None.

The Board Clerk read the following call of the meeting:

March 6, 2020

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Larry Miller, the following meeting is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the consideration of the following item of business:

Special Board Meeting  
6:00p.m., Tuesday, March10, 2020

1. Action on Recommended Administrative Appointments, Promotions, Salary Increases/Decreases

The Board may retire to closed session pursuant to Wisconsin Statutes, §19.85(1)(c), which allows a governing body to retire to closed 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.

Notice of Public Hearing

In regard to Item 1, above, the Board may take a vote to suspend Board Rule 1.09(2) in order to accept public testimony.

JACQUELINE M. MANN, Ph.D.  
Board Clerk

**(Item 1) Action on Recommended Administrative Appointments, Promotions, Salary Increases/Decreases**

**Recommended Appointment**

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

Codes	Name	Appointment	Assignment	Salary		
				Sched	Range	Amount
2, nr	Jeremiah Jackson	Director I, Black & Latino Males	Office of the Chief of School Administration	03	14A	\$91,000

Codes

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

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

**Statute, Administration Policy, or Board Rules Statement**

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Administrative Policy 6.19, Positions: Staff

**Fiscal Impact Statement**

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Previously authorized in the FY20 budget.

**Administration's Recommendation**

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The Administration recommends that the Board authorize the promotions, reassignments, decreases and increases in salary, and appointments to the classifications indicated above, to be effective as indicated in the attachment.

Director Woodward move to approve the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.  
Noes — None.

The Board adjourned at 6:07 P.M.

JACQUELINE M. MANN, Ph.D.  
Board Clerk

# BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN MARCH 17, 2020

Regular meeting of the Board of School Directors called to order by President Miller at 6:30 P.M.

Present — Directors Báez, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 7.  
Absent and Excused — Directors Herndon and Woodward — 2.

As had been previously noticed, and in response to precautions taken regarding the COVID-19 pandemic, President Miller moved to waive Board Rule 1.02(1) in order to hold the Board's regular March 2020 meeting, which previously had been scheduled to be held on March 26, on this date. The motion passed, the vote being as follows:

Ayes — Directors Báez, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 7.  
Noes — None — 0.

Before proceeding with the agenda, President Miller asked for a moment of silence to commemorate the passing of:

- Betty L. Anderson, a Children's Health Assistant at Gaenslen, who passed away March 2, 2020;
- Gerlean Ford, a retired General Education Assistant at Wedgewood, who passed away March 7, 2020; and
- Layla Morgan Smith Revels, a K5 student at Gaenslen, who passed away on March 6, 2020.

## APPROVAL OF MINUTES

The minutes of the special and regular board meetings of February 2020 will be presented to the Board in April.

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## REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

### (Item 1) Monthly Report of the Superintendent of Schools

#### Background

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

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

Activities from late February through mid-March are included in the following report.

## **School Visits**

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School visits remain a priority and serve as an excellent mechanism for gathering feedback to support district improvement efforts. This month, some of the schools that I had the opportunity to visit are Marshall High School, North Division High School, and South Division High School.

## **MPS's Graduation Rate Continues Upward Trend**

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The four-year graduation rate in Milwaukee Public Schools rose to 69.1 percent for the Class of 2019, according to new data released on March 10, 2020, by the Wisconsin Department of Public Instruction (DPI). This marks an increase of 2.4 percent over the 2018 graduation rate of 66.7 percent, and an increase of 10.9 percent over the 2015 graduation rate of 58.2 percent.

As reported on the WISEdash public portal maintained by the Wisconsin DPI, the MPS four-year graduation data for the class of 2019 also showed increases in graduation rates of Black and Hispanic students, of students with disabilities, and of economically-disadvantaged students since 2015. Black and Hispanic students experienced an increase in graduation rate of 11.5 percent for both groups; students with disabilities showed a 10.5 percent increase; and a 10 percent increase was shown for economically-disadvantaged students.

MPS is experiencing success through a number of offerings that engage students to increase high-school graduation:

- **Advanced Programs:** More MPS schools offer Advanced Placement (AP) courses and International Baccalaureate (IB) courses.
- **College & Career Access Centers:** Students gain ready access to information about college, career, and scholarship opportunities.
- **Dual-credit Opportunities:** Through programming offered by M<sup>3</sup> (a collaboration among MPS, Milwaukee Area Technical College, and the University of Wisconsin-Milwaukee), students can earn 19 college credits during the 2019–20 school year.
- **Freshman Bridge:** This two-day summer program helps incoming freshmen prepare for high-school success by spending time in their schools, meeting teachers, understanding academic and behavioral expectations, exploring academic and career planning, and preparing for the important transition to high school.
- **Career Pathways:** In collaboration with community partners, the District continues to expand programs that give students hands-on work experiences in the culinary arts, construction, information technology, healthcare, manufacturing, and more.

## **School Social Workers Light the Way for Students**

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As a school district of nearly 76,000 students, how does Milwaukee Public Schools ensure that the needs of every child are being met? That important effort belongs to school social workers. This month we celebrated National School Social Work Week to show our appreciation for the highly-skilled men and women who make our students' lives better every day. Thank you, school social workers!

MPS is proud of the role our social workers play in the success of our students, and the entire district is grateful for their service!

## **Update on Coronavirus (COVID-19)**

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To help prevent the spread of coronavirus (COVID- 19), all MPS schools will be closed from March 16 to April 13, 2020. Schools are scheduled to reopen on Tuesday, April 14, after the scheduled district spring break.

In MPS, as many as 76,000 students receive free breakfast and lunch in school daily. To support families who rely on school meals for their children, MPS is distributing a packaged breakfast and lunch at 20 sites across the city Monday through Friday from 11:00 a.m. to 1:00 p.m.

Families can select any convenient location from the list below to pick up breakfast and lunch items for MPS students. In an effort for students to continue learning during this closure, sites will also offer instructional materials to support grade-level to take home.

### Breakfast and Lunch Distribution Sites

School	Address	School	Address
ALBA	1712 S. 32 <sup>nd</sup> St.	North Division H. S.	1011 W. Center St.
Barbee Montessori	4456 N. Teutonia Ave.	Obama SCTE H. S.	5075 N. Sherman Blvd.
Bay View High School	2751 S. Lenox St.	Pulaski H.S.	2500 W. Oklahoma Ave.
Browning	5440 N. 64 <sup>th</sup> St.	Reagan H. S.	4965 S. 20 <sup>th</sup> St.
Douglas	3620 N. 18 <sup>th</sup> St	South Division H. S.	1515 W. Lapham Blvd.
Engleburg	5100 N. 91 <sup>st</sup> St.	Thoreau	7878 N. 60 <sup>th</sup> St.
Gaenslen	1250 E. Burleigh St.	Vincent H. S.	7501 N. Granville Rd.
Hamilton H. S.	6215 W. Warnimont Ave.	Washington H.S.	2525 N. Sherman Blvd.
MacDowell Montessori	6415 W. Mount Vernon Ave.	Wisconsin Conservatory of Lifelong Learning (WCLL)	1017 N. 12 <sup>th</sup> St.
Marshall H.S.	4141 N. 64 <sup>th</sup> St.		
Morse	6700 N. 80 <sup>th</sup> St.		

### MPS Celebrates Read Across America Day and Dr. Seuss

During the first week of March, MPS students took part in National Read Across America Day. The annual event, sponsored by the National Education Association, encourages activities in classrooms to get children excited about reading. The celebration coincides with the birthday of famed children's author Dr. Seuss.

At Clara Barton School, the Cat in the Hat paid a visit along with Thing 1 and Thing 2. Together, they visited classrooms, entertained students, and shared favorite books. Barton also invited families, friends, and dignitaries to the school to read specially selected books to students. Volunteer readers included State Senator Lena Taylor, State Representative David Crowley, representatives from the Milwaukee Brewers Foundation, and MPS administrators, community members, and parents.

Read Across America Day also supported Barton's ongoing reading contest, the Mystery Mural 4,000 Reading Challenge. Students are working toward a goal of 4,000 books, with prizes and incentives being awarded for reading. A beautiful mural is in progress, with students adding stickers as books are read to complete a wall-sized work of art.

Mary McLeod Bethune Academy also invited a number of special guests to visit and read books to students. About 25 family members, partners, friends, and staff volunteered to spend time sharing exciting books with children. Captain Jeffrey Norman of Milwaukee Police Department District 3 was among those who shared the gift of reading with students.

The entire student body and staff of Escuela Vieau School gathered on the football field of Bradley Technology and Trade School to celebrate Dr. Seuss's birthday in a very special way. For the past 13 years, Vieau School has promoted literacy through a celebration that has grown from a one-day event to a week-long extravaganza including a carnival, obstacle course, movies, cake decorating competition, and parade. Vieau is proud of its Seuss week event, which is a memorable time for students that they look forward to all year long!

These are just a few examples of the many wonderful events that took place throughout the district to celebrate Reading Across America Day!

Happy Birthday, Dr. Seuss!

### Kareem Abdul-Jabbar Celebrates Black History Month with MPS students

South Division High School welcomed former Milwaukee Bucks player and NBA legend Kareem Abdul-Jabbar on February 28, 2020. Students took part in activities that included a roundtable discussion with Jabbar in celebration of Black History Month.

A six-time NBA Champion, NBA All-Star, and one of the greatest players in NBA history, Jabbar has made continuous efforts advocating for racial and religious issues within our country. As a best-selling author

and the executive producer of the documentary “Black Patriots: Heroes of the Revolution,” he has shown his passion for racial and religious equality, education, and advocacy efforts.

As part of South Division’s Black History Month event, students Vel Song and Malaya Hunter sang the Black National Anthem in front of Jabbar and their fellow students. Pulaski High School alumnus Rashawn Jackson read his original poem entitled “This Generation.”

Prior to the event, students watched and reflected on Jabbar’s documentary. This led students to engage in an open discussion with Jabbar on the theme “Shoulder to Shoulder.” Students then had the opportunity to ask Jabbar questions about his documentary, his NBA career, and how he manages to get involved and give back to others during retirement.

Students were excited to meet and engage with Kareem Abdul-Jabbar, to learn about his personal journey, and to ask for advice as they prepare to venture out on their own. At the end of the event, students and faculty presented Jabbar with an award and his very own South Division Cardinals attire. Jabbar personally presented all students at the event with an autographed cap. The event was an uplifting celebration to close Black History Month.

### **Special Education Family Forum**

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Special education was the focus of MPS’s 4<sup>th</sup> Annual Celebrating Abilities event on March 7, 2020, at Milwaukee Marshall High School. More than 37 community agencies were present to provide information and workshops. This resource fair provided families the opportunity to learn more about special education services, programs, and summer opportunities.

Attendees were able to access a wide range of community resources and to network with other families who have children requiring special education programs.

The event was a collaboration uniting MPS, *Alianza Latino Aplicando Soluciones*, Disability Rights Wisconsin, Milwaukee County, the Wisconsin Department of Public Instruction, WI Facets, Wisconsin Statewide Parent Educator Initiative, Regional Centers for Children and Youth with Special Health Care Needs, and the U.S. Department of Education.

### **We Are the Drum Celebrates Community Theater**

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Milwaukee students and families put on an amazing production of *We Are the Drum* through many hours of hard work and rehearsals. For the many individuals who had the opportunity to attend this year’s show, it proved to be an exciting evening of music and dance in a community setting.

Students of all ages from a number of MPS schools performed in this year’s show. The goal of show organizers was to offer a theater experience rivaling a Las Vegas production.

*We Are the Drum* is a community program offered by CAPITA Productions, a nonprofit organization with the mission of bridging cultural gaps, uniting Milwaukee-area youth, and offering a constructive outlet for creative expression. The name CAPITA stands for City at Peace in the Arts. Kevin C. Williams, CAPITA’s director, recruited students, hosted rehearsals, and prepared for the show for several months. He was assisted by staff members and volunteers motivated to develop the talents of children who participate.

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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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This legislative update contains information taken directly from the Department of Public Instruction on COVID-19 regarding waivers, special education, virtual learning, and testing. This information was made available at 12:06 p.m., Monday, March 16.



## **Waivers**

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The Department of Public Instruction (DPI) will waive the hour requirement for any school district that requests the DPI to do so due to this ongoing public health emergency. DPI wants to ensure that it is eliminating barriers to districts' ability to provide as much of a continuity of education as they can. Districts will still need to request this waiver per state law, but the DPI will expedite this process to make it as easy as possible. DPI has asked the Governor to suspend a portion of the Administrative Code in order to process and simplify the form to be used to request a waiver and to grant the waiver immediately. DPI will provide districts with this expedited process in the upcoming days.

## **Testing**

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It is increasingly clear that it will not be possible to complete testing this year due to the pandemic. The DPI will aggressively pursue a request to the United States Department of Education (USDE) for a waiver from this requirement and will work with the Legislature and the Governor's office to suspend the state's test requirements this spring. In addition, DPI will continue discussions among all parties around the impact on report cards. DPI will keep districts updated on this progress as it moves forward.

## **Governor Evers' FAQ (Updated)**

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The major change to this FAQ (provided under separate cover) applies to special education. The FAQ now clarifies that, if a school provides services through virtual learning, the school should make all reasonable efforts to provide students with disabilities equal access to the same opportunities, and, to the greatest extent possible, to special education and related services. Once school resumes, local educational agencies must make every effort to implement individualized education plans and should consider, on an individualized basis, whether and to what extent compensatory services are required due to the closure.

## **School Meals**

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The DPI has submitted a Summer Food Service Program (SFSP) and Seamless Summer Option (SSO) waiver to USDA. This request is to waive the congregate feeding requirement for SFSP and SSO meals during unanticipated school closures at school and non-school sites during a public health emergency, such as COVID-19. The waiver is for all SFSP and SSO sponsors in good standing in the state. In addition the DPI will be pursuing exemptions to any regulations that prevent districts from providing meals for students. DPI will keep districts posted on waivers or exemptions granted.

## **Virtual Learning**

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The DPI is continuing to update its website with new curated resources to help districts to offer virtual-learning opportunities.

There are a number of developments due to action by the FCC related to residential broadband. Chairman Ajit Pai has asked broadband and telephone-service providers and trade associations to open Wi-Fi hotspots to any individual who needs them. It appears all major providers have pledged to do so. The DPI is curating broadband and digital-access resources that schools can leverage during this public health crisis.

In addition to the updates above, MPS is working closely with the Council of the Great City Schools and with our state level partners to help guide and support all needed federal-level legislation that will help to support students, families, schools, and school districts at this time.

## **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 Rules Statement**

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BG 2.13, Board Legislation Program

## **Fiscal Impact Statement**

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NA

Director Peterson moved that:

1. the Board approve the Superintendent's plan — as outlined in his communication presented below — on employee compensation during the district's closure through the end of April, with 11-and 12-month staff to report beginning April 6, 2020;
2. unions be notified of essential staff's reporting;
3. compensation for LTE staff be considered; and
4. all regular substitute teachers who averaged a minimum of eight hours and part-time recreation staff who averaged a minimum of eight hours per pay period over the last three pay periods be paid their averages during this time.

#### COMMUNICATION FROM THE SUPERINTENDENT OF SCHOOLS

On Friday, March 13, 2020, Wisconsin Governor Tony Evers ordered the closure of all Wisconsin K-12 schools, public and private, beginning Wednesday, March 18, 2020 and ending on Sunday, April 5, 2020.

In order to help minimize the spread of COVID-19, all Milwaukee Public Schools are closed beginning Monday, March 16, 2020 through Monday, April 13, 2020, which includes the already scheduled spring break. School is scheduled to reopen on Tuesday, April 14, 2020. More specific information about staff assignments is below.

Monday, March 16, 2020 and Tuesday, March 17, 2020: All 12-month staff, school principals, assistant principals, and nutrition services staff will report to their regular work location in casual attire with the possibility of being deployed to school sites to distribute food and education materials.

If you are in a high-risk category that makes you more susceptible to illness and you feel you may be unable to report to work on Monday, March 16, 2020 and/or Tuesday, March 17, 2020, you must follow the regular call-in procedures which apply to your department/office and may use sick, miscellaneous, or vacation leave to cover this period of time. Please contact your immediate supervisor if you have any questions.

Wednesday, March 18, 2020 through Sunday, April 5, 2020: All salaried and hourly staff (excluding LTEs and Co-Ops) will receive their regularly scheduled pay during this time. Supplemental teachers, full-time substitute teachers, and emerging educators will be paid for their regularly scheduled time as well. All regular substitute teachers and part-time recreation staff who averaged a minimum of 48 hours per pay period over the last three pay periods will be paid their average during this time.

Safety Assistants, Kitchen Managers, Food Service Manager Trainees, Food Service Assistants In-Charge, Food Service Assistants, and Drivers, who have volunteered to work over the closure to meet the needs of students and families, will be paid for their regularly scheduled hours as stated above and will also receive additional pay at their hourly rate for any hours worked at the school sites.

All 12-month staff will be notified by their chief if they will be required to report during this time.

Any previously requested paid leaves will not be processed and employees will not have to use accrued leave over the closure period. Any previously scheduled continuous unpaid leaves will remain unpaid.

Monday, April 6, 2020 through Monday, April 13, 2020: This period is the regularly scheduled spring break, and we will follow normal spring break payroll procedures. All 12-month staff are scheduled to report to work on Monday, April 6, 2020.

As this is a fluid situation, please check your email on a regular basis for any additional information or changes to the schedule.

The motion passed, the vote being as follows:

Ayes — Directors Báez, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 7.  
Noes – None – 0.

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

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

#### **Background**

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

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

The following report includes activities from late February through mid-March.

#### **Report**

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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 Office of Accountability and Efficiency continues to make progress on a broad strategic-planning process, which began in July 2019. As part of this process, during the reporting period, OAE initiated the hiring process for an Analyst I position as approved by the Board in June 2019. The successful hiring and onboarding of this position will mark the final step in the implementation of the board-approved structure. OAE anticipates bringing the recommended candidate for this position to the Board for approval in the April 2020 board cycle.

Also during the reporting period, OAE submitted its FY21 budget to the Office of Finance for inclusion in the Superintendent's proposed budget. The submitted budget represents the minimum staffing costs necessary to implement the Board's June 2019 action, with 97% of the budget supporting our employee's salaries and benefits.

Additionally, the Office of Accountability and Efficiency continues to make progress on the development of the OAE Fiscal Year 2021 (FY21) Work Plan. The Plan, which will include work to be completed during FY21, anticipated outcomes, and means of assessment, will continue to be developed throughout the first quarter of 2020. OAE will transmit the Plan to the Board during the second quarter of 2020 to ensure work can begin on July 1, 2020.

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

Between February 19, 2020, and March 13, 2020, Accountability and Efficiency Services fulfilled one information request, one independent hearing officer (IHO) assignment request, and three constituent inquiries.

Also during the reporting period, Accountability and Efficiency Services completed one special project, a review of the KT Daniels charter school contract as it relates to financial accountability.

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

#### **Contract Compliance Services**

In partnership with the department of Career and Technical Education, Contract Compliance Services (CCS) hosted a combined job-readiness training on March 5, 2020, at the downtown campus of Milwaukee Area Technical College (MATC). The session prepared more than 140 MPS high-school students for the district-wide job fair, which took place on March 11, 2020.

Additionally, CCS continued to meet with industry and community-based partners to advance the employment-training road map for Administrative Policy 3.13, Communities in Need.

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

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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BG 3.08, Role of the Management of the Office of Accountability and Efficiency

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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 Officer of the Milwaukee Board of  
School Directors (Student Expulsion)**

The Board Clerk presented five expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Báez moved to accept the reports of the Independent Hearing Officers of March 2, 9, 10, and 12, 2020.

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

Ayes — Directors Báez, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 7.  
Noes — None — 0.

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**REPORTS OF STANDING COMMITTEES**

As previously noticed, President Miller moved to waive Board Rule 1.08(2)(b), in order to allow the Board to receive the report of the Committee on Accountability, Finance and Personnel, which had been formulated from a meeting immediately prior to the Board's regular meeting, with less than 48 hours' notice. The motion passed, the vote being as follows:

Ayes — Directors Báez, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 7.  
Noes — None — 0.

No items were set aside for separate consideration.

On the motion of Director Phillips, reports of the Standing Committees were approved, the vote being as follows:

Ayes — Directors Báez, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 7.  
Noes — None — 0.

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

Director Phillips 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**

Code	Name	Position	Salary	Date
<i>New Hires</i>				
2	Eric Beiersdorf	Building Service Helper I	\$13.12/hr.	02/17/2020
2	Justin Eiland	Building Service Helper I	\$13.12/hr.	02/17/2020
2	Cortavius Francis	Building Service Helper I	\$13.12/hr.	02/24/2020
2	Anna Hewings	Building Service Helper I	\$13.12/hr.	02/03/2020
2	Tyrone Howard	Building Service Helper I	\$13.12/hr.	02/24/2020
2	Jeremiah Jeffries	Building Service Helper I	\$13.12/hr.	02/10/2020
2	Danny Johnson	Building Service Helper I	\$13.12/hr.	02/17/2020
2	Kino McKinley	Building Service Helper I	\$13.12/hr.	02/03/2020
2	Myka Rhymes	Building Service Helper I	\$13.12/hr.	02/03/2020
4	Mitchel Soto	Building Service Helper I	\$13.12/hr.	02/24/2020
2	Mildred Wright	Building Service Helper I	\$13.12/hr.	02/10/2020
5	Ethan Green	Boiler Attendant Trainee	\$36,000.00	02/10/2020
5	Robert Trindade	Boiler Attendant Trainee	\$36,000.00	02/10/2020
2	Jeffery Jones	Carpenter	\$38.29/hr.	02/10/2020
2	Miesha Anderson	Children's Health Assistant	\$17,599.68	02/10/2020
2	Shaniqua Conley	Children's Health Assistant	\$17,599.68	02/19/2020
2	Candice Williamson	Children's Health Assistant	\$17,599.68	02/10/2020
4	Fabiola Baltazar Flores	Food Service Assistant	\$12.94/hr.	02/26/2020
4	Leischa Bones Correa	Food Service Assistant	\$12.94/hr.	02/26/2020
4	Patricia Brum	Food Service Assistant	\$12.94/hr.	02/26/2020
4	Fabiola Cordero Lopez	Food Service Assistant	\$12.94/hr.	02/26/2020
2	Kelly Daniels	Food Service Assistant	\$12.94/hr.	02/26/2020
4	Neysha Esteves	Food Service Assistant	\$12.94/hr.	02/26/2020
5	Everette Houck	Food Service Assistant	\$12.94/hr.	02/26/2020
2	Charity Johnson	Food Service Assistant	\$12.94/hr.	02/26/2020
4	Cynthia Sanchez	Food Service Assistant	\$12.94/hr.	02/26/2020
2	Starlette Tucker	Food Service Assistant	\$12.94/hr.	02/27/2020
2	Cashmere White	Food Service Assistant	\$12.94/hr.	02/26/2020
4	Donni Yustiz	Food Service Assistant	\$12.94/hr.	02/27/2020
2	Shirley Wilson	Food Service Assistant	\$12.94/hr.	02/26/2020
3	Timothy Lovang	IT Service Technician	\$49,787.51	02/10/2020
5	Caitlin Acker	Para Ed Assistant	\$18,311.04	02/17/2020
2	Jennifer Boyd	Para Ed Assistant	\$18,311.04	02/12/2020
2	Carla Broom	Para Ed Assistant	\$18,311.04	02/24/2020
2	Candice Carrington	Para Ed Assistant	\$18,311.04	02/20/2020
2	Kimberly Davis	Para Ed Assistant	\$18,311.04	02/18/2020
4	Felipe Gomez	Para Ed Assistant	\$20,779.44	02/10/2020
5	Rory Heikkila	Para Ed Assistant	\$19,433.04	02/18/2020
2	Terril Johnson	Para Ed Assistant	\$19,433.04	02/18/2020
2	Shanice Moore	Para Ed Assistant	\$18,311.04	02/05/2020
5	Jennifer Mueller	Para Ed Assistant	\$18,311.04	02/24/2020
4	Alondra Navarro	Para Ed Assistant	\$18,311.04	02/24/2020
4	Darlene Perez Rodriguez	Para Ed Assistant	\$18,311.04	02/11/2020
5	Abbey Pitchford	Para Ed Assistant	\$18,311.04	02/24/2020
2	Tamara Robinson	Para Ed Assistant	\$18,311.04	02/03/2020
2	Kendra Rogers	Para Ed Assistant	\$18,311.04	02/03/2020
4	Maria Del Carmen Soto Huerta	Para Ed Assistant	\$18,311.04	02/24/2020
2	Dameon West	Para Ed Assistant	\$18,311.04	02/26/2020
5	Scott Strzelecki	Pipe Insulator	\$36.38/hr.	02/03/2020

Code	Name	Position	Salary	Date
2	Derick Edwards	Roofer	\$34.95/hr.	02/05/2020
2	Brittany Hart	School Secretary I — 11-month	\$29,902.40	02/18/2020
<i>Promotions</i>				
5	Sandra Abbott	Boiler Attendant Trainee	\$36,000.00	02/10/2020
2	Laquita Allen	Boiler Attendant Trainee	\$36,000.00	02/10/2020
2	Syreeta Brandon	Boiler Attendant Trainee	\$36,000.00	02/10/2020
2	Ashontie Colbert	Boiler Attendant Trainee	\$36,000.00	02/24/2020
2	Jessica Porter	Boiler Attendant Trainee	\$34,520.32	02/03/2020
2	James Tyler	Boiler Attendant Trainee	\$37,000.00	02/03/2020
5	Judy Gales	Food Service Assistant — In Charge	\$17.84/hr.	02/18/2020
4	Norma Gonzalez	Food Service Assistant — In Charge	\$14.34/hr.	02/11/2020
4	Meressa Mendoza	Food Service Assistant — In Charge	\$14.34/hr.	02/11/2020
4	Melissa Rosado	Para Ed Assistant	\$19,433.04	02/10/2020
2	Ebony Staples	School Secretary I — 11-month	\$29,902.40	02/27/2020
2	Michael Henry	School Engineer II	\$54,000.00	02/24/2020
2	Aron Moten	School Engineer II	\$54,000.00	02/24/2020
5	Cory Polakowski	School Engineer II	\$53,000.00	02/24/2020
5	Christopher Bory	School Kitchen Manager II	\$26,854.60	02/18/2020
2	Lorenea Johnson	School Kitchen Manager II	\$26,052.40	02/04/2020
<i>Rehires</i>				
2	Tamekia Brownmiller	Para Ed Assistant	\$22,125.84	02/24/2020
2	Geraldine Collins	Para Ed Assistant	\$20,106.24	02/19/2020
2	Denise McKinney	Para Ed Assistant	\$22,125.84	02/10/2020
2	Arthur Reed	Para Ed Assistant	\$20,106.24	02/13/2020
2	Kristen Walton	Para Ed Assistant	\$18,311.04	02/10/2020
5	David Helm	School Secretary I — 12-month	\$32,572.80	02/24/2020

### Certificated Appointments

Codes	Name	Appointment	Salary	Date
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#### Teachers

2, r	Avery, Danisha M	Gen Elem & K8 — All Grades	\$43,537.00	2/3/2020
5, r	Fine, Kevin M	Amp Music	\$49,937.00	2/10/2020
5, nr	Hurkmans, Samantha K	Gen Elem & K8 — All Grades	\$43,537.00	2/19/2020
2, nr	Jama, Safia Abdi	English as Second Language	\$43,537.00	2/3/2020
5, r	Schultz, Jennifer M		\$66,145.00	2/19/2020

#### Permit Teachers

2, r	Johnson, Nikia S	Gen Elem & K8 — All Grades	\$43,537.00	2/3/2020
6, r	Momon, Kawana	Gen Elem & K8 — All Grades	\$43,537.00	2/3/2020
7, nr	Stanley, Erika C	Gen Elem & K8 — All Grades	\$43,537.00	2/10/2020

#### School Counselors

5, r	Holcomb, Anna M	Guidance	\$48,287.00	2/19/2020
5, nr	Stephens, Julie	Guidance	\$60,537.00	2/24/2020

#### Teachers, Early Start

5, nr	Collins, Jennifer L	Multi-categorical Comp. Sen	\$62,287.00	2/11/2020
7, r	Neal, Clayton	English	\$51,537.00	2/24/2020

#### Permit Teachers, Early Start

2, r	Ashley, Jaela S	Multi-categorical Comp. Sen	\$43,537.00	2/3/2020
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Codes		3	Asian/Oriental/Pacific Islander
nr	Non-Residents	4	Hispanic
r	Residents	5	White
1	Native American	6	Other
2	African American	7	Two or More Ethnic Codes

Counts	Male	Female	1	2	3	4	5	6	7	Counts	Male	Female	1	2	3	4	5	6	7
Teachers	2	9	0	4	0	0	4	1	2	Other	0	3	0	1	0	0	2	0	0
SSWs	0	0	0	0	0	0	0	0	0	Total	2	12	0	5	0	0	6	1	2
Psychologists	0	0	0	0	0	0	0	0	0										

**Leaves of Absence**

	Present Assignment	Effective From
Illness Leave, October 2019 Reginald Johnson	Hopkins Lloyd	10/21/2019
Illness Leave, November 2019 Jeffrey Kepner	Currently on Leave	11/12/2019
Illness Leave, December 2019 Joseph Willerth	Currently on Leave	12/17/2019
Illness Leave, January 2020 Iman Abu Hakmeh	Humboldt	1/2/2020
Cheryl Arnold	Lincoln Center of the Arts	1/6/2020
Sally Lloyd	Currently on Leave	1/21/2020
Illness Leave, February 2020 Erica Ramirez	North Division	2/12/2020
Frederick Polansky	Currently on Leave	2/18/2020
Letitia Walters	Vincent HS	2/25/2020
Illness Leave, March 2020 Deborah Brody	Grantosa	3/3/2020
Personal Leave, January 2020 Tiara Anthony	Douglas	1/28/2020
Zulay Kuehn	Currently on Leave	1/22/2020
Personal Leave, February 2020 Mackala Fall	Wedgewood	2/14/2020

**Report on Certificated Resignations and Classified Retirements**

Reason	Yrs Svc	Code	Name	Position	Location	Date
<b>Certificated Resignations</b>						
Retire	23.0	5	Patricia Adelmeyer	Teacher	Goodrich	06/12/2020
Retire	14.0	2	Jeanette Alexander	Nurse	Central Svcs	05/29/2020
Personal	1.0	4	Sally Alvarado	Teacher	Meir	05/22/2020
Retire	32.9	2	Samuel Anderson	Teacher	Burdick	06/12/2020
Retire	31.5	2	Lorraine Applewhite	Principal	Congress	06/10/2020
Retire	22.6	5	Cheryl Arnold	Teacher	Lincoln MS	05/22/2020
Retire	34.7	5	Lorreen Becklund	Teacher	Marshall	05/22/2020
Retire	32.5	5	Laura Black	Teacher	Fairview	06/12/2020
Retire	30.0	5	Cheryl Bohnsack	Teacher	Longfellow	06/12/2020
Personal	1.6	5	Samira Bourkadi	Teacher	JMAC	02/14/2020
Retire	28.9	2	Gregory Buck	Teacher	Starms	05/22/2020
Retire	35.0	2	Matthew Cain	Teacher	Burbank	06/12/2020
Retire	19.0	2	Myrte Campbell	Coach	Central Svcs	05/22/2020
Retire	34.0	2	Pamela Conley	Teacher	Obama SCTE	05/22/2020
Personal	0.5	2	Deiondre Cunningham	Teacher	Stuart	02/26/2020
Personal	23.0	5	Laura Detroye	Teacher	Franklin	02/10/2020
Personal	5.5	5	Marijana Ekvall	Teacher	Parkview	02/28/2020
Retire	28.7	5	Michelle Faust	Teacher	Maple Tree	06/12/2020
Personal	1.0	4	Mabel Flores	Teacher	Pulaski	05/22/2020
Retire	27.0	5	Paul Fredricks	Teacher	Audubon	05/30/2020
Retire	7.0	5	Cynthia Friese	Teacher	Hamilton	05/22/2020
Retire	32.0	5	Sarah Gamsky	Teacher	Victory	06/12/2020
Retire	34.8	5	Kari George	Teacher	Fairview	06/30/2020

Reason	Yrs Svc	Code	Name	Position	Location	Date
Retire	25.0	5	Nancy Giguere	Teacher	Burbank	06/12/2020
Retire	27.0	5	Mary Goham	Teacher	Kluge	06/12/2020
Retire	29.0	5	Terri Gringold	Teacher	Barton	06/12/2020
Retire	7.6	5	Barbara Grundl	Teacher	Neeskara	06/12/2020
Retire	29.5	5	Amy Hagenow	Teacher	Honey Creek	06/12/2020
Retire	22.4	5	Lisa Hansen	Mentor	Central Svcs	06/30/2020
Retire	24.0	2	Tina Harris	Teacher	Honey Creek	06/12/2020
Retire	9.5	5	Jaye Hassinger	Teacher	Starms	05/22/2020
Retire	32.0	5	David Hetzer	Literacy Ldr	Central Svcs	05/22/2020
Retire	30.9	5	Lizabeth Holbach	Teacher	Bryant	08/23/2020
Retire	30.8	2	Shirley Hurst	Teacher	Congress	05/22/2020
Personal	0.1	5	Jonathan Jacobs	Teacher	Bay View	01/29/2020
Retire	6.6	2	Jerome Johnson	Library Spec	Franklin	06/12/2020
Retire	34.6	2	Sylvia Johnson	Teacher	Transition HS	05/22/2020
Retire	28.7	5	Judith Jozwiak	Teacher	Story	06/12/2020
Personal	1.0	5	Megan Judnic	Teacher	Thoreau	06/13/2020
Personal	5.0	5	Emily Kessler	Teacher	Wedgewood	05/22/2020
Retire	29.0	5	Steven Koehler	Teacher	HS of the Arts	05/22/2020
Retire	32.0	5	Barbara Koenig	Teacher	Hamilton	06/01/2020
Retire	33.1	5	Amy Kolo	Teacher	Allen Field	06/12/2020
Retire	34.0	5	Shari Kromrey	Teacher	Hawley	06/12/2020
Retire	30.0	5	Tammi Krueger Poe	Teacher	Townsend	06/12/2020
Personal	20.0	2	Frederick Kyles	Teacher	Lincoln MS	01/20/2020
Retire	31.8	5	Mary Ellen Laubenheimer	Teacher	Wedgewood	05/22/2020
Retire	26.0	5	Lori Lepak	Psych	Clement	06/18/2020
Retire	35.0	2	Drunell Lewis Carter	Teacher	Longfellow	06/12/2020
Retire	28.8	5	Diane Liebl	Teacher	Hamilton	06/30/2020
Retire	11.0	5	Barbara Lijewski	OT	Central Svcs	06/12/2020
Retire	22.2	5	William Machtel	Teacher	53rd Street	06/12/2020
Other Dist	2.0	5	Patrick Malchetske	Teacher	Bay View	05/22/2020
Retire	20.8	2	LaDonne Manning	Teacher	Hopkins Lloyd	06/12/2020
Other Dist	7.5	5	Andrew Martin	Teacher	JMAC	02/11/2020
Personal	1.0	5	Clay Martin	Teacher	Meir	05/25/2020
Personal	4.4	5	Jesse Martin	Teacher	JMAC	05/21/2020
Retire	15.1	5	Susan Mathews	Nurse	Bay View	05/29/2020
Retire	26.7	2	Marie McClain	AP	Rufus King HS	05/30/2020
Retire	34.0	5	Monica Moe	Spec Ed Sup	Central Svcs	05/29/2020
Retire	31.4	5	Catherine Moore	PT	Central Svcs	06/12/2020
Retire	33.0	3	Carole Mukai Tyrrell	OT	Central Svcs	06/12/2020
Retire	22.0	5	Ann Nelson	Teacher	Fratney	06/12/2020
Personal	0.6	5	Keeley Nelson	Speech Path	Bay View	02/19/2020
Retire	30.8	5	Douglas Norton	Teacher	Marshall	05/22/2020
Retire	30.0	5	Julie Nussberger	Teacher	Vincent	05/22/2020
Retire	33.0	5	James O'Brien	Teacher	Rufus King HS	05/22/2020
Personal	15.5	5	Mary Lee O'Meara	Teacher	Rogers St Acad	02/14/2020
Personal	0.5	4	Samantha Opper	Teacher	Starms	02/03/2020
Personal	7.0	5	Laurie Osagie	Teacher	Lloyd Barbee	06/15/2020
Retire	31.8	5	Joanne Paccagnella	Teacher	Central Svcs	06/25/2020
Retire	31.0	5	Lisa Paccagnella	Teacher	Goodrich	06/25/2020
Retire	29.0	5	Matthew Parlier	Teacher	Riverside	05/22/2020
Retire	29.3	2	Annette Perry	Teacher	Hawthorne	05/22/2020
Retire	32.5	5	Mary Pitrof	Teacher	Allen Field	06/12/2020
Retire	35.4	2	Romelia Powell	Teacher	53rd Street	06/12/2020
Retire	28.5	4	Roberto Ramirez	Teacher	Central Svcs	06/26/2020
Personal	3.4	5	James Reid	Teacher	Whitman	06/15/2020
Retire	23.0	2	Regina Reid	Teacher	Grant	06/13/2020
Retire	33.5	5	Heidemarie Reitzenstein	Spec Ed Sup	Central Svcs	05/29/2020
Retire	30.7	5	Julie Rezash	Teacher	Whitman	06/12/2020
Retire	27.5	2	Vera Rhodes	Teacher	WCLL	05/22/2020
Retire	32.6	4	Carmen Rivas	Rec Assoc II	Central Svcs	06/30/2020



Reason	Yrs Svc	Code	Name	Position	Location	Date
Retire	26.0	5	Melissa Roenspies	Teacher	Hawley	06/12/2020
Retire	24.5	4	Mary Saldana	Principal	Kagel	06/30/2020
Retire	33.0	5	Joy Sarnowski	Teacher	AAL	06/12/2020
Retire	31.0	5	Denise Scherbarth	Teacher	Central Svcs	06/26/2020
Personal	20.5	5	Brian Schneider	Counselor	Rufus King HS	06/05/2020
Other Dist	9.0	5	Emily Schubot	SST	Lloyd Barbee	06/15/2020
Personal	0.5	5	Brendan Schultz	Teacher	Whitman	02/25/2020
Personal	0.5	5	Claire Schumacher	Teacher	Carver	02/28/2020
Personal	6.0	5	Jaimie Shores	Teacher	Meir	05/22/2020
Retire	29.4	5	Lynn Simonsen Noel	Teacher	Sherman	06/12/2020
Personal	12.5	5	Valerie Stadler	Teacher	Milw Sch of Lang	02/25/2020
Retire	29.0	5	Kathleen Stafford	Psych	Stuart	06/18/2020
Retire	18.2	5	Gregory Stewart	Teacher	Central Svcs	12/20/2019
Retire	27.9	5	Jane Suminski	Teacher	Humboldt Park	06/12/2020
Retire	32.0	5	JoAnne Taylor	Teacher	Curtin	06/12/2020
Retire	13.0	2	Mary Taylor Porter	Teacher	Congress	05/22/2020
Retire	33.0	5	Susan Thompson Mitchell	Teacher	Jackson	06/12/2020
Personal	2.5	5	Justin Tobin	Teacher	53rd Street	02/14/2020
Retire	29.0	5	Terri Toninato	Teacher	Ronald Reagan	05/22/2020
Other Dist	22.4	5	Alisa Treviso	Counselor	Doerfler	01/24/2020
Retire	23.6	2	Kina Upchurch	Teacher	Congress	05/22/2020
Retire	26.5	5	Steven Wagner	Teacher	Rufus King HS	05/22/2020
Retire	28.6	5	Fred Walker	Teacher	Central Svcs	03/20/2020
Retire	35.0	5	Anne Wallschlaeger	Spec Ed Sup	Central Svcs	06/20/2020
Retire	35.0	2	Redona Williams	Principal	Townsend	06/24/2020
Personal	0.1	2	Nina Wilson	Teacher	Starms	01/24/2020
Retire	27.0	5	Kyle Witty	Teacher	Grantosa	06/12/2020
Personal	0.1	5	Rachel Wolter	Teacher	Sherman	01/30/2020
Retire	27.0	5	Robert Zaharias	Teacher	Longfellow	06/12/2020

**Classified Retirements**

Retire	35.4	4	Luz Hernandez	Para	Allen Field	02/23/2020
Retire	30.5	2	Sherman Johnson	Engineer III	Hayes	02/25/2020
Retire	30.1	5	Paul Kobza	Tech II	Duplicating Serv	02/07/2020
Retire	13.0	5	Peggy Mueller	Para	Honey Creek	02/07/2020
Retire	13.7	5	Christine Rieck Risser	Sr Analyst	Food Service	02/03/2020

**Codes**

- 1 Native American
- 2 African American
- 3 Asian/Oriental/Pacific Islander
- 4 Hispanic
- 5 White
- 6 Other
- 7 Two or More Ethnic Codes

**Monthly Affirmative Action Report**

The Affirmative Action monthly personnel transaction report for February 2020 is attached to the minutes of your Committee’s meeting. This is an informational report, and no action is required.

**Committee’s Recommendation**

Your Committee recommends that the Board approve the promotions, appointments, and leaves as listed above, to be effective upon approval by the Board.

*Adopted with the roll call vote on the balance of the Committees’ reports.*

\* \* \* \* \*

**(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days**

**Recommended Appointments**

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
2, r	Patricia Ellis	Interim Director I, Equity and Inclusion	Office of the Chief of Communications & School Performance	03	14A	\$95,592
2, r	Tangela Anderson	Procurement Associate	Office of the Chief of Finance	03	05A	\$73,500
2, r	Cacy Masters	Family and Community Engagement Associate I	Office of the Chief of Communications & School Performance	03	03A	\$65,345
6, r	Olivia Averhart	Technology Support Technician I	Office of the Chief of Communications & School Performance	03	03A	\$46,769

**Recommended LTE Contracts (to be effective upon approval of the Board)**

Your Committee recommends that the Board review and approve the following LTE Contracts exceeding sixty days, pursuant to Administrative Policies 6.23(4)(b) and 6.37(5).

Codes	Name	Position	Assignment	Hourly Wage	Dates
5, r	Randie Clark	School Psychologist	Office of the Chief of Academics	\$50.00	01/06/20-06/19/20
5, nr	Julia D'Amato	Implementer	Office of the Chief of School Administration	\$40.00	02/01/20-08/01/20
5, r	Sally Schumacher	Instructional Coach	Office of the Chief of School Administration	\$40.00	01/20/20-05/30/20
5, r	Paul Kobza	Technician	Office of the Chief of School Administration	\$35.00	02/14/20-06/30/20
4, r	Ruth Aviles	Induction Specialist	Office of the Chief of Academics	\$30.00	04/01/20-06/30/20
5, nr	Mae Beard	Induction Specialist	Office of the Chief of Academics	\$30.00	01/01/20-06/30/20
5, r	Sue Beay	School Engineer	Office of the Chief of School Administration	\$30.00	03/26/20-05/26/20
5, r	Tom Beay	School Engineer	Office of the Chief of School Administration	\$30.00	03/18/20-06/18/20
2, r	Eria Caldwell	Reading Interventionist	Office of the Chief of School Administration	\$30.00	01/13/20-06/13/20
5, r	Geoffrey Carter	Induction Specialist	Office of the Chief of Academics	\$30.00	01/01/20-06/30/20
2, nr	Melissa Childs	Induction Specialist	Office of the Chief of Academics	\$30.00	04/01/20-06/30/20
5, r	David Chilinski	Trade & Tech Teacher	Office of the Chief of School Administration	\$30.00	03/02/20-06/11/20
5, r	Julie Clark	Induction Specialist	Office of the Chief of Academics	\$30.00	04/01/20-06/30/20
5, r	Amy Craig-Salmon	Fine Arts Assistant	Office of the Chief of Academics	\$30.00	02/01/20-07/31/20
2, r	Eli Davis	Ethnic Studies Teacher	Office of the Chief of Academics	\$30.00	02/10/20-06/30/20
2, r	Jennie Dorsey	Induction Specialist	Office of the Chief of Academics	\$30.00	01/01/20-06/30/20

Codes	Name	Position	Assignment	Hourly Wage	Dates
5, r	Donna Dudenhoefer	Biennial Music Festival Assistant	Office of the Chief of Academics	\$30.00	02/01/20-05/01/20
2, nr	Sarita Felder	Induction Specialist	Office of the Chief of Academics	\$30.00	04/01/20-06/30/20
2, r	Willie Fuller	Induction Specialist	Office of the Chief of Academics	\$30.00	04/01/20-06/30/20
5, r	Deon Haith	Induction Specialist	Office of the Chief of Academics	\$30.00	04/01/20-06/30/20
5, nr	Linda Hake	Induction Specialist	Office of the Chief of Academics	\$30.00	04/01/20-06/30/20
2, r	Janie Hatton	Induction Specialist	Office of the Chief of Academics	\$30.00	01/01/20-06/30/20
2, r	Mary Henry	Induction Specialist	Office of the Chief of Academics	\$30.00	01/01/20-06/30/20
2, r	Justine Hutchins	Induction Specialist	Office of the Chief of Academics	\$30.00	01/01/20-06/30/20
4, r	Maria Jenkins	Bilingual Grow-Your-Own Initiative	Office of the Chief of Academics	\$30.00	02/01/20-08/01/20
5, r	Debbie Karow	Induction Specialist	Office of the Chief of Academics	\$30.00	01/01/20-06/30/20
5, nr	Joan Kuehl	Induction Specialist	Office of the Chief of Academics	\$30.00	04/01/20-06/30/20
5, r	Michelle Lakam	Reading Interventionist	Office of the Chief of School Administration	\$30.00	01/13/20-06/13/20
5, r	Leah Piso	Swim Instructor	Office of the Chief of School Administration	\$30.00	01/20/20-05/22/20
2, r	Brenda Robinson	Induction Specialist	Office of the Chief of Academics	\$30.00	04/01/20-06/30/20
5, r	John Roch	Induction Specialist	Office of the Chief of Academics	\$30.00	04/01/20-06/30/20
5, r	Colleen Schmitt	SEE US! Grant Secretary	Office of the Chief of Academics	\$30.00	04/01/20-09/30/20
5, r	Cindy Shields	Induction Specialist	Office of the Chief of Academics	\$30.00	04/01/20-06/30/20
5, r	Sarah Shinkle	Kindergarten Immersion Support	Office of the Chief of School Administration	\$30.00	01/01/20-06/30/20
2, r	Linda Smith	Induction Specialist	Office of the Chief of Academics	\$30.00	01/01/20-06/30/20
5, nr	Robert Strehlow	Alternative Programs Enrollment Associate	Office of the Chief of Academics	\$30.00	02/03/20-06/26/20
5, r	Lauren Vey	Induction Specialist	Office of the Chief of Academics	\$30.00	04/01/20-06/30/20
5, r	Robin Waeltz	Induction Specialist	Office of the Chief of Academics	\$30.00	01/01/20-06/30/20
2, r	Ouida Williams	Induction Specialist	Office of the Chief of Academics	\$30.00	01/01/20-06/30/20
5, r	John Zablocki	Induction Specialist	Office of the Chief of Academics	\$30.00	01/01/20-06/30/20
2, r	Sharon Green	Special Education Support Staff	Office of the Chief of School Administration	\$25.00	02/01/20-08/01/20
5, nr	Phyllis Biel	Human Resources Support	Office of the Chief of School Administration	\$20.00	02/17/20-06/30/20
5, r	David Waskiewicz	Duplicating Operator I	Office of the Chief of Academics	\$19.00	01/01/20-06/30/20
5, nr	Fatima Roudjiat	Immersion Support Assistant	Office of the Chief of School Administration	\$15.00	02/01/20-06/30/20
5, r	Oliver Nepper	Data Support Analyst	Office of the Chief of Academics	\$14.00	02/12/20-07/12/20

Codes

- nr Non-Residents
- r Residents
- 1 Native American
- 2 African American
- 3 Asian/Oriental/Pacific Islander
- 4 Hispanic
- 5 White
- 6 Other
- 7 Two or More Ethnic Codes

*Adopted with the roll call vote on the balance of the Committees' reports.*

\* \* \* \* \*

**(Item 3) Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Contract with Baker Tilly Virchow Krause, LLP, for Fiscal Audit and Student-membership Audit Services**

**Background**

The Office of Board Governance is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to enter into a contract with Baker Tilly Virchow Krause, LLP, (“Baker Tilly”) to perform fiscal audit and student-membership audit services. This contractor will be used to deliver required audits of the District’s financial records and accounts and audits of membership counts.

Baker Tilly performs state- and board-required audits in accordance with generally accepted auditing standards, the standards set forth for financial audits in the Government Auditing Standards issued by the Comptroller General of the United States, OMB, and State Single Audit Guidelines issued by the Wisconsin Department of Administration.

Baker Tilly was chosen pursuant to RFP 1028, which closed on February 5, 2020. The contract will run from July 1, 2020, through June 30, 2023, (the “Initial Term”) with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed \$949,590.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

Budget Codes	SCF-00-CTG-DW-EAUS (Special & Contingent Fund — Audit Services) .....	\$799,590
	ADT-0A-1Ax-OB-EAUS (Title I — Audit Services) .....	\$150,000

**Baker Tilly Virchow Krause, LLP**

**Prime Contractor Information**

Certified HUB Contractor .....	No
Total # of Employees .....	3,900+
Total # of Minorities .....	611
Total # of Women .....	1,870

HUB Participation	
Required.....	25%
Proposed .....	25%
\$ Value.....	\$237,397.50
Student Engagement (hours per 12-month contract)	
Paid Student Employment-hour Commitment .....	300
Student Career-awareness Commitment.....	10

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the contract with Baker Tilly Virchow Krause, LLP, as set forth in the attachments to the minutes of your Committee’s meeting.

*Adopted with the roll call vote on the balance of the Committees’ reports.*

\* \* \* \* \*

**(Item 4) Action on a Request to Adopt a Resolution to Support the Safe Routes to Schools (Transportation Alternatives Program) Grant Application**

**Background**

The Milwaukee Safe Routes to Schools program increases the number and safety of students walking or biking to school by bringing instructors, bikes, and helmets directly into schools for two weeks to provide in-depth education using in-class and on-bike modules. Since the program's inception in 2004, more than 25,000 MPS students have been exposed to this life-saving curriculum.

In an effort to continue teaching and promoting walking and biking safety, the Administration requests that the Milwaukee Board of School Directors adopt the following resolution in support of the application for the Safe Routes to Schools grant to be submitted to the Wisconsin Department of Transportation’s Transportation Alternatives Program for fiscal years 2023 and 2024.

Resolution of Support:  
Wisconsin Department of Transportation (WisDOT) 2021-2022 Transportation Alternatives Program (TAP) Award Cycle

WHEREAS, The Milwaukee Public Schools supports the TAP application submitted by the Milwaukee Public Schools to WisDOT for the 2023-2024 award cycle, the application being for Safe Routes to School Education Projects, which increase the number and safety of children walking or biking to school by bringing instructors, bikes, and helmets directly into schools for two weeks to provide in-depth education using in-class and on-bike modules; and

WHEREAS, As MPS is Wisconsin’s largest, most diverse school district — with 80% of its students being eligible for free or reduced-priced lunch — continued support is requested; and

WHEREAS, The Milwaukee Public Schools recognizes that WisDOT reimburses project sponsors for the federal share of 80% of the approved TAP project costs, up to the limit of the federal award amount; and

WHEREAS, In light of the minimum 20% match requirement, the Milwaukee Public Schools has secured matching funds and/or commits to securing the matching funds; now, therefore, be it

RESOLVED, That, if the Milwaukee Public Schools is awarded funding by WisDOT for the 2023-2024 TAP award cycle, the Milwaukee Public Schools is authorized to and agrees to accept the award and enter into all necessary agreements with WisDOT for the above-referenced project; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools agrees to comply with all applicable laws, requirements, and regulations as outlined in the WisDOT 2023-2024 TAP application materials, the state-municipal agreement between WisDOT and Milwaukee Public Schools, and any other program and/or project documentation.

The resolution affirms that, if awarded the grant, the District commits to implementation of the program in partnership with the Bike Federation of Wisconsin.

**Wisconsin Bike Federation — Safe Routes to School Program, 2019-2020 School Year**

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**August 2019 — Four MPS CLCs**

- Siefert
- Zablocki
- Gaenslen
- Kagel

- Browning School
- Trowbridge School
- Greenfield Bilingual
- Bethune Academy

**Fall 2019**

- US Grant
- Whittier
- Kluge
- Auer Avenue

**Summer 2020 — CLCs (confirming sites)**

- Lincoln Avenue
- Zablocki
- Bethune
- Gaenslen
- Escuela Fratney
- Siefert
- Auer Avenue
- Westside Academy
- Browning

**Spring 2020**

- Lincoln Avenue Elementary
- 95<sup>th</sup> St. School

**Fiscal Impact Statement**

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The total grant request is \$411,700. The required match is 20 percent (\$41,350 in year one, \$40,990 in year two, for a total of \$82,340) from GN6-0-0-AME-CI-ECTS.

**Implementation and Assessment Plan**

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Upon approval by the Board, the resolution will be submitted.

**Committee’s Recommendation**

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Your Committee recommends that the Board adopt the resolution to accept the award from the Wisconsin Department of Transportation supporting the Safe Routes to Schools grant application.

*Adopted with the roll call vote on the balance of the Committees’ reports.*

\* \* \* \* \*

**(Item 5) Action on Monthly Finance Matters: Report on Change Orders in Excess of \$25,000 and Cumulative Purchases in Excess of \$50,000; Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Administrative and School Fund Transfers; Report on Contracts under \$50,000 and Cumulative Total Report; and Acceptance of Donations**

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

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

Contract: C026329  
Owners Group, d/b/a Learning Exchange

On July 1, 2017, the Administration requested authorization to enter into a Contract with Owners Group, d/b/a Learning Exchange, to arrange for the provision of Title IA educational services, Title IIA professional development services, and Title IIIA English language-learner services and for the monitoring of such services for the purpose of improving academic achievement. The vendor was chosen pursuant to

RFP 935. Additional funds in the amount of \$882,249.38 are now necessary to increase this awarded contract to continue the services based on the district’s needs.

Current Contract Amount.....	\$ 9,254,064.47
Increase Amount.....	\$ 882,249.38
Adjusted Contract Amount.....	<u>\$ 10,136,313.85</u>

Contract: C026328  
 Catapult Learning West

On July 1, 2017, the Administration requested authorization to enter into a contract with Catapult Learning West to arrange for the provision of Title IA educational services, Title IIA professional development services, and Title IIIA English language-learner services and for the monitoring of such services for the purpose of improving academic achievement. The vendor was chosen pursuant to RFP 935. Additional funds in the amount of \$1,483,779.39 are now necessary to increase this awarded contract to continue the services based on the district’s needs.

Current Contract Amount.....	\$ 12,955,851.63
Increase Amount.....	\$ 1,483,779.39
Adjusted Contract Amount.....	<u>\$ 14,227,959.25</u>

**Routine Monthly Reports**

The report on revenues and expenses, the monthly expenditure control report, the report on administrative and school fund transfers, the report on contracts under \$50,000 and cumulative total report are attached to the minutes of your Committee’s meeting. No action is required.

**Donations**

Location	Donor	Amount	Gift or Purpose
<i>Monetary Donations Over \$5,000</i>			
German Immersion School	Learning Links	\$5,000.00	General School Supplies
Vieau School	James Poulos	\$5,000.00	General School Supplies
<i>Total Monetary Donations Over \$5,000</i>		<i>\$10,000.00</i>	
<i>Monetary Donations</i>			
Audubon High School	Kingfish Solutions, LLC.	\$181.97	Athletic Donation
Audubon High School	Kingfish Solutions, LLC.	\$190.70	Athletic Donation
Barton School	CO-OP Shared Branch	\$500.00	Reading Room Program Donation
Bay View High School	Christ Church Episcopal	\$1,500.00	DC Trip Donation
Bay View High School	YourCause, LLC.	\$100.00	Athletic Donation
Bradley Trade & Tech	Heather Ebbott	\$166.80	Skating Field Trip Donation
Brown Street School	Rotary Club of Milwaukee, Inc.	\$1,500.00	Swim Class & Carnival Donation
Burbank School	Bob Galaska Memorial Foundation, Inc.*	\$1,000.00	General School Supplies
Cass Street School	Target Corporation	\$1,000.00	Soccer Donation
Clarke Street School	Walmart Foundation	\$500.00	Summer Dinner Meals
Clarke Street School	Action for Healthy Kids	\$750.00	Game on Donation
Congress School	General Mills/Box Tops For Education	\$78.50	General School Supplies
Doerfler School	Nola Morrell	\$90.00	Green School Yard
Doerfler School	Target Corporation	\$1,000.00	Soccer Donation
Fernwood School	Child Trends	\$350.00	Early Education Impact Study
Fernwood School	YourCause, LLC.	\$50.00	General School Supplies
Fratney Street School	Milwaukee Public Museum	\$405.00	Field Trip Donation
Gaenslen School	United Methodist Women	\$25.00	General School Supplies
Gaenslen School	Children's Hospital of Wisconsin	\$1,500.00	Bully Prevention Donation
Garland School	Garland PTA	\$86.54	Art Night Donation
German Immersion School	Donors Choose	\$12.36	General School Supplies

Location	Donor	Amount	Gift or Purpose
German Immersion School	We Energies Foundation	\$400.00	Field Trip Donation
Grantosa Drive School	General Mills/Box Tops For Education	\$27.10	General School Supplies
Hamilton High School	Cafe Zupas	\$1,000.00	Prom Donation
Hamilton High School	We Energies Foundation	\$500.00	Cross Country Donation
Hamilton High School	Brad Hoeschen	\$100.00	Tennis Donation
Hamilton High School	Julie A. Oren	\$50.00	Tennis Donation
Hamilton High School	Samuel N. Crisanti	\$150.00	Tennis Donation
Hamilton High School	Alexander M. Jacobs	\$50.00	Tennis Donation
Hamilton High School	Margaret M. Murphy-Mehls	\$30.00	Tennis Donation
Hawthorne School	Target Corporation	\$1,000.00	General School Supplies
Howard Avenue Montessori	Catherine Korn	\$50.00	Playground Renovation
Kagel School	Target Corporation	\$1,000.00	Soccer Donation
Keefe Avenue School	YourCause, LLC.	\$140.00	General School Supplies
Keefe Avenue School	YourCause, LLC.	\$140.00	General School Supplies
King High School	Debra Jupka	\$125.00	Testing Fees Donation
King High School	U.S. Bank Foundation	\$60.00	General School Supplies
King High School	Cooperative Educational Service Agency	\$500.00	Wellness Donation
Kluge School	Milwaukee Ballaz Elite	\$100.00	Staff Recognition & Support
Kluge School	Milwaukee Ballaz Elite	\$150.00	Staff Recognition
Kluge School	Milwaukee Ballaz Elite	\$100.00	Staff Recognition
Kluge School	United Way	\$1,000.00	My Very Own Library Donation
Kluge School	Milwaukee Ballaz Elite	\$50.00	Staff Incentives
Longfellow School	Anonymous Donor	\$40.00	Green Team Donation
Longfellow School	Target Corporation	\$700.00	Field Trip Donation
Longfellow School	Children's Hospital of Wisconsin	\$2,000.00	Healthy School Donation
Maple Tree School	Rick Carpenter	\$125.00	General School Supplies
Meir School	Target Corporation	\$700.00	Field Trip Donation
Milw High School of Arts	University of Wisconsin-Madison	\$900.00	Field Trip Donation
Milw High School of Arts	Milwaukee Public School Foundation, Inc.	\$1,028.00	Music & Visual Arts Donation
Milw. School of Languages	Alina Cunningham	\$125.00	Basketball Uniform Donation
Milw. School of Languages	John Cunningham	\$125.00	Basketball Uniform Donation
Milw. School of Languages	Brian Cunningham	\$125.00	Basketball Uniform Donation
Milw. School of Languages	Ronnie Smith	\$125.00	Basketball Uniform Donation
Milw. School of Languages	Tami Smith	\$125.00	Basketball Uniform Donation
Milw. School of Languages	Neveah Howard	\$125.00	Basketball Uniform Donation
Milw. School of Languages	Ashanti Brookshire	\$125.00	Basketball Uniform Donation
Milw. School of Languages	Jaylah Rayford	\$35.00	Basketball Uniform Donation
Milw. School of Languages	Khalehia Stanback	\$125.00	Basketball Uniform Donation
Milw. School of Languages	Dezaree	\$125.00	Basketball Uniform Donation
Milw. School of Languages	Kalyah Watson	\$125.00	Basketball Uniform Donation
Milw. School of Languages	Aalyah Watson	\$125.00	Basketball Uniform Donation
Milw. School of Languages	Myra Cardenas	\$125.00	Basketball Uniform Donation
Milw. School of Languages	Ivian	\$125.00	Basketball Uniform Donation
Milw. School of Languages	Arianna Snell	\$125.00	Basketball Uniform Donation
Milw. School of Languages	Keziah Harris	\$125.00	Basketball Uniform Donation
Milw. School of Languages	Aliani Brown	\$125.00	Basketball Uniform Donation
Milw. School of Languages	Shemorri Mixon	\$125.00	Basketball Uniform Donation
Milw. School of Languages	Tamyia Lewis	\$125.00	Basketball Uniform Donation
Milw. School of Languages	Chloe	\$125.00	Basketball Uniform Donation
Milw. School of Languages	Layla Robinson	\$125.00	Basketball Uniform Donation
Milw. School of Languages	Angelina Sostre	\$125.00	Basketball Uniform Donation
Milw. School of Languages	Nigeria Brown	\$125.00	Basketball Uniform Donation



Location	Donor	Amount	Gift or Purpose
Milw. School of Languages	Jamie Keuper	\$20.00	Boys Basketball Donation
Milw. School of Languages	General Mills/Box Tops For Education	\$32.90	General School Supplies
Milw. School of Languages	WePay	\$2,327.83	Girls Basketball Donation
Milw. School of Languages	WePay	\$3,384.24	Boys Basketball Donation
Mitchell School	Kiwanis Club of Milwaukee	\$200.00	Field Trip Donation
Mitchell School	Nicole Castillo	\$20.00	Cheerleading Donation
Mitchell School	*Mildred Ramos	\$100.00	Cheerleading Donation
Mitchell School	General Mills/Box Tops For Education	\$126.10	General School Supplies
Mitchell School	Marine Credit Union Foundation	\$250.00	Cheerleading Donation
Morgandale School	General Mills/Box Tops For Education	\$242.80	General School Supplies
Morgandale School	Target Corporation	\$1,000.00	Soccer Donation
Morgandale School	Target Corporation	\$700.00	Field Trip Donation
North Division High School	Kingdom Educare Academy, LLC.	\$130.00	Field Trip Donation
North Division High School	North Division Athletic Hall of Fame	\$1,000.00	Boys Basketball Donation
North Division High School	Ella Dunbar	\$50.00	College Tour Donation
North Division High School	Teaching For Change	\$100.00	Youth Rising Up Donation
Riley School	Child Trends	\$200.00	Early Education Impact Donation
Roosevelt Middle School	Children's Hospital of Wisconsin	\$1,500.00	Bully Prevention Donation
Obama School of Career and Technical Education	Target Corporation	\$700.00	Field Trip Donation
Obama School of Career and Technical Education	Komatsu Mining Corporation	\$3,000.00	General School Supplies
Obama School of Career and Technical Education	Milwaukee School of Engineering	\$500.00	General School Supplies
Obama School of Career and Technical Education	Kwik Trip, Inc.	\$2.21	General School Supplies
Siefert School	Thomas & Nancy Kriofsky	\$100.00	General School Supplies
Siefert School	Samuel Dickman	\$50.00	WI Forward Testing Snacks
Thurston Woods	Pinsetter Parts Plus	\$300.00	5th Grade Activities
Victory School	Jacqueline Lyons	\$480.00	K5 Field Trip Donation
Wedgewood Park International Middle School	Target Corporation	\$700.00	Field Trip Donation
Zablocki School	General Mills/Box Tops For Education	\$47.10	General School Supplies
<i>Total Monetary Donations</i>		\$43,250.15	
<i>Non-Monetary Donations</i>			
Academy of Accelerated Learning	Donors Choose	\$185.22	Art Supplies
Burbank School	Donors Choose	\$513.33	Headphones & Weighted Blankets
Burbank School	Milwaukee Rescue Mission	\$350.00	Pancakes & Sausages
Burbank School	Helena Pernew	\$15.00	Uniform Shirts
Burbank School	Militza Vazquez	\$5.00	Uniform slacks
Burbank School	Jane Devine	\$10.00	Uniform slacks
Forest Home Avenue School	Northwestern Mutual	\$2,479.00	Milwaukee Wave Tickets
German Immersion School	Donors Choose	\$419.48	General School Supplies
German Immersion School	Donors Choose	\$440.87	General School Supplies
Hamilton High School	Lisa Schumacher	\$311.00	Clothing
Holmes School	We Teachers	\$500.00	General School Supplies
Kagel School	Donors Choose	\$562.24	Soccer Equipment
Kagel School	Donors Choose	\$751.69	Violins
Kagel School	Donors Choose	\$696.93	Soccer Gear

Location	Donor	Amount	Gift or Purpose
Kagel School	Donors Choose	\$769.52	Soccer Gear
Kagel School	Donors Choose	\$524.71	Recorders
Kagel School	Donors Choose	\$1,045.20	Bookshelves
Kagel School	Donors Choose	\$894.99	K4 Violin Initiative
Kagel School	Donors Choose	\$1,441.96	Carpet & Kitchen Learning Materials
Kagel School	Donors Choose	\$576.07	Soccer Equipment
Kagel School	Donors Choose	\$1,495.54	Manipulatives For Young Inspiring Minds
Kluge School	Donors Choose	\$368.53	General School Supplies
Kluge School	Donors Choose	\$495.67	General School Supplies
Kluge School	Donors Choose	\$121.28	Music Supplies
Longfellow School	Donors Choose	\$174.51	Flexible Seating
Longfellow School	Donors Choose	\$310.13	Makerspace Materials
Longfellow School	Educators Credit Union	\$50.00	Library Bench
Maple Tree School	Donors Choose	\$562.73	General School Supplies
Meir School	Donors Choose	\$379.60	Books
Meir School	Donors Choose	\$11,250.00	Field Trip Donation
Meir School	Donors Choose	\$7,500.00	Field Trip Donation
Meir School	Donors Choose	\$16,000.00	College Trip Donation
Meir School	Acer Service	\$4,790.00	Golda Chromebook Parts
Milw. School of Languages	Donors Choose	\$307.78	General School Supplies
Milw. Sign Language School	Donors Choose	\$663.96	Printing Supplies
Milw. Sign Language School	Donors Choose	\$328.31	Flexible Seating
Riverside High School	Donors Choose	\$733.87	Books
Spanish Immersion School	Nucor Cold Finish Wisconsin, Inc.	\$499.00	Coat Racks & Classroom Supplies
Trowbridge School	Grace Lutheran	\$200.00	Office Supplies
Whitman School	Donors Choose	\$425.09	Scholastic News Magazines
Wisconsin Conservatory	Donors Choose	\$155.99	Classroom Supplies & Rewards
Wisconsin Conservatory	Donors Choose	\$381.04	Reward & Supplies
<i>Total Non-Monetary Donations</i>		\$59,685.24	
Total Value of Donations for March 2020		\$112,935.39	
*Donations from MPS Alumni		\$1,100.00	

### **Committee's Recommendation**

Your Committee recommends that the Board accept the donations as listed above, with appropriate acknowledgement to be made on behalf of the Board.

*Adopted with the roll call vote on the balance of the Committees' reports.*

\* \* \* \* \*

### **(Item 6) Action on Monthly Facilities Matters: FMS Award of Construction Contracts and Professional Services Contracts**

The contract award recommendations for the March 2020 Regular Board meeting are listed below for your review. Adequate funding is available in the accounts as noted.

**Construction Contracts**

**Room Modifications For Montessori Program — Phase III**

*Riley School*

Prime Contractor

Allcon LLC  
12704 West Arden Place  
Butler, WI 53007

Low Bidder, base bid of .....	\$127,945.00
HUB Participation	
Certified HUB Vendor? .....	Yes
Total # of Employees .....	32
Total # of Minorities .....	11
Total # of Women .....	5
Required.....	20%
Submitted.....	42%
\$ Value.....	\$54,350.00
COIN	
Required.....	20%
Student Engagement (required hours)	
Paid Employment.....	200
Career-education Activity .....	10

Funds are available for the Upgrades for Montessori Program — Phase III project from account code FAR 00 RDC RI ECNC9 (Project No. 5805). The project’s start date is scheduled for March 27, 2020, and completion date is August 7, 2020.

**Tot Lot Installation**

*Bay View Montessori — Upper Campus*

Prime Contractor

Minnesota Wisconsin Playground  
5101 Highway 55  
Suite 6000  
Golden Valley, MN 55422

Low Bidder, base bid of \$82,663.87, plus \$34,029.02 for Mandatory Alternate Bid #1, to install a resilient surfacing, for a total cost of.....	\$116,692.89
HUB Participation	
Certified HUB Vendor? .....	No
Total # of Employees .....	12
Total # of Minorities .....	1
Total # of Women .....	5
Required.....	0%
Submitted.....	0%
\$ Value.....	\$0.00
COIN	
Required.....	0%
Student Engagement (required hours)	
Paid Employment.....	0
Career-education Activity .....	0

Funds are available for the Tot Lot Replacement project from account code FAR 00 RDC HJ ECNC9 (Project No. 5804). The project’s start date is scheduled for March 27, 2020, and completion date is July 1, 2020.

**Maryland Avenue K-8 School**

Prime Contractor

Ultimate Playgrounds, Inc.  
14033 Commerce Avenue N#364  
Prior Lake MN 55370

Low Bidder, base bid of \$102,614.10, minus \$4,000 for Optional Alternate Bid #2, for a total cost of.....\$98,614.10

HUB Participation

Certified HUB Vendor? ..... No  
Total # of Employees ..... 3  
Total # of Minorities ..... 0  
Total # of Women ..... 2  
Required..... 0%  
Submitted..... 0%  
\$ Value..... \$0.00

COIN

Required..... 0%

Student Engagement (required hours)

Paid Employment..... 0  
Career-education Activity..... 10

Funds are available for the Tot Lot Installation project from account code GN6 00 BDK MD EMMB (Project No. 6057). The project’s start date is scheduled for March 27, 2020, and completion date is July 10, 2020.

**Parking Lot Reconstruction**

**Hartford Avenue University K-8 School**

Prime Contractor

Payne & Dolan, Inc.  
W. 6380 Design Drive  
Greenville, WI 54942

Low Bidder, base bid of .....\$600,000.00

HUB Participation

Certified HUB Vendor? ..... No  
Total # of Employees ..... 670  
Total # of Minorities ..... 108  
Total # of Women ..... 49  
Required..... 25%  
Submitted..... 33.2%  
\$ Value..... \$199,500.00

COIN

Required..... 20%

Student Engagement (required hours)

Paid Employment..... 400  
Career-education Activity..... 0

Funds are available for the Parking Lot Reconstruction project from account code FAR 00 MMQ HF ECNC GND8 (Project No. 2050). The project’s start date is scheduled for March 27, 2020, and completion date is August 7, 2020.

**Masonry Repairs**

*Pulaski High School*

Prime Contractor

Berglund Construction Company  
8410 S. South Chicago Avenue  
Chicago, IL 60617

Low Bidder, base bid of .....	\$437,000.00
HUB Participation	
Certified HUB Vendor? .....	No
Total # of Employees .....	250
Total # of Minorities .....	63
Total # of Women .....	24
Required.....	25%
Submitted.....	25%
\$ Value.....	\$109,250.00
COIN	
Required.....	15%
Student Engagement (required hours)	
Paid Employment.....	300
Career-education Activity .....	10

Funds are available for the Masonry Repairs project from account code FAR 00 MMQ PK ECNC FLC8 (Project No. 3731). The project’s start date is scheduled for March 27, 2020, and completion date is July 31, 2020.

*Neeskara School*

Prime Contractor

Berglund Construction Company  
8410 S. South Chicago Avenue  
Chicago, IL 60617

Low Bidder, base bid of .....	\$395,000.00
HUB Participation	
Certified HUB Vendor? .....	No
Total # of Employees .....	250
Total # of Minorities .....	63
Total # of Women .....	24
Required.....	25%
Submitted.....	25%
\$ Value.....	\$98,750.00
COIN	
Required.....	15%
Student Engagement (required hours)	
Paid Employment.....	300
Career-education Activity .....	10

Funds are available for the Masonry Repairs project from account code FAR 00 MMQ NE ECNC MSN8 (Project No. 4302). The project’s start date is scheduled for March 27, 2020, and completion date is August 14, 2020.

**Gymnasium Upgrade**

*Reagan High School*

Prime Contractor

Selzer-Ornst Construction Company  
6222 West State Street  
Milwaukee, WI 53213

Low Bidder, base bid of .....	\$290,652.00
HUB Participation	
Certified HUB Vendor? .....	No
Total # of Employees .....	45
Total # of Minorities .....	0
Total # of Women .....	4
Required.....	10%
Submitted.....	11.75%
\$ Value.....	\$33,860.00
COIN	
Required.....	15%
Student Engagement (required hours)	
Paid Employment.....	200
Career-education Activity.....	0

Funds are available for the Gymnasium Upgrade project from account code MBM 0A BDH TL EOSV (Project No. 5985). The project's start date is scheduled for March 27, 2020, and completion date is July 31, 2020.

**Playground Replacement**

*Ohio Playfield*

Prime Contractor

Bluemels Maintenance Service Inc.  
4930 West Loomis Road  
Greenfield, WI 53220

Low Bidder, base bid of \$355,798.00, plus \$43,835.00 for Mandatory Alternate Bid #1, to provide seating around play area, plus \$21,160.00 for Mandatory Alternate Bid #2, to provide a shade element, plus \$21,878.00 for Mandatory Alternate Bid #3, to provide landscaping, for a total cost of.....\$442,671.00

HUB Participation	
Certified HUB Vendor? .....	No
Total # of Employees .....	50
Total # of Minorities .....	23
Total # of Women .....	3
Required.....	10%
Submitted.....	10.4%
\$ Value.....	\$37,335.00
COIN	
Required.....	15%
Student Engagement (required hours)	
Paid Employment.....	200
Career-education Activity.....	0

Funds are available for the Playground Replacement project from account code STS 00 RFI OH ECNC (Project No. 4001). The project’s start date is scheduled for March 27, 2020, and completion date is June 26, 2020.

**Field House Improvements**

*Burnham Playfield*

Prime Contractor

Poblocki Paving Corporation  
525 South 116<sup>th</sup> Street  
West Allis, WI 53214

Low Bidder, base bid of \$3,238,283.00, plus \$43,207.00 for Mandatory Alternate Bid #1, to provide a group swing, plus \$25,717.00 for Mandatory Alternate Bid #2, to provide custom story-telling elements, plus \$52,680.00 for Mandatory Alternate Bid #3, to add fencing & gate adjacent to artificial turf, for a total cost of.....\$3,359,887.00

HUB Participation

Certified HUB Vendor? .....	No
Total # of Employees .....	156
Total # of Minorities .....	58
Total # of Women .....	9
Required.....	25%
Submitted.....	25.29%
\$ Value.....	\$819,776.00

COIN

Required..... 25%

Student Engagement (required hours)

Paid Employment.....	900
Career-education Activity .....	10

Funds are available for the Playfield & Playhouse Improvements project from account code STS 00 RFI B2 ECNC (Project No. 4001). The project’s start date is scheduled for March 27, 2020, and completion date is October 30, 2020.

**Walk-in Cooler Installation & Replacement**

*Forest Home Elementary School*

Prime Contractor

Burkhart Construction Corporation  
P.O. Box 329  
Richfield, WI 53076

Low Bidder, base bid of .....\$265,100.00

HUB Participation

Certified HUB Vendor? .....	No
Total # of Employees .....	10
Total # of Minorities .....	3
Total # of Women .....	5
Required.....	15%
Submitted.....	15%
\$ Value.....	\$40,000.00

COIN

Required..... 0%

Student Engagement (required hours)	
Paid Employment.....	100
Career-education Activity.....	10

Funds are available for the Walk-In Cooler Installation & Replacement project from account code LNC 00 LNH FH EEQ5 (Project No. 6267). The project’s start date is scheduled for March 27, 2020, and completion date is August 14, 2020.

*Milwaukee School of Languages*

Prime Contractor

Burkhart Construction Corporation  
P.O. Box 329  
Richfield, WI 53076

Low Bidder, base bid of .....\$234,000.00

HUB Participation

Certified HUB Vendor? .....	No
Total # of Employees .....	10
Total # of Minorities .....	3
Total # of Women .....	5
Required.....	15%
Submitted.....	15%
\$ Value.....	\$35,200.00

COIN

Required..... 0%

Student Engagement (required hours)

Paid Employment.....	100
Career-education Activity.....	0

Funds are available for the Walk-In Cooler Installation & Replacement project from account code LNC 00 LNH ML EEQ5 (Project No. 6270). The project’s start date is scheduled for March 27, 2020, and completion date is July 24, 2020.

**Green Infrastructure Upgrade**

*Academy of Accelerated Learning*

Prime Contractor

Gibraltar Landscape & Construction, LLC  
20250 West Coffee Road  
New Berlin, WI 53146

Low Bidder, base bid of .....\$124,800.00

HUB Participation

Certified HUB Vendor? .....	Yes
Total # of Employees .....	12
Total # of Minorities .....	6
Total # of Women .....	1
Required.....	25%
Submitted.....	100%
\$ Value.....	\$124,800.00

COIN

Required..... 20%

Student Engagement (required hours)

Paid Employment.....	200
Career-education Activity.....	10



Funds are available for the Green Infrastructure Upgrade project from account code MBM PAG 50 AA ECTS (Project No. 6265). The project’s start date is scheduled for March 27, 2020, and completion date is October 30, 2020.

*Golda Meir Gifted & Talented Elementary*

Prime Contractor

Eddy’s Landscaping Services LLC  
P.O. Box 342673  
Milwaukee, WI 53234

Low Bidder, base bid of .....	\$365,500.00
HUB Participation	
Certified HUB Vendor? .....	Yes
Total # of Employees .....	20
Total # of Minorities .....	19
Total # of Women .....	1
Required.....	25%
Submitted.....	75%
\$ Value.....	\$210,000.00
COIN	
Required.....	20%
Student Engagement (required hours)	
Paid Employment.....	200
Career-education Activity.....	0

Funds are available for the Green Infrastructure Upgrade project from account code MBM HAG 50 GM ECTS (Project No. 6256). The project’s start date is scheduled for March 27, 2020, and completion date is July 24, 2020.

*Vincent High School*

Prime Contractor

Eddy’s Landscaping Services LLC  
P.O. Box 342673  
Milwaukee, WI 53234

Low Bidder, base bid of \$516,050.00, plus \$22,000.00 for Mandatory Alternate Bid #2 ,to install and treat embedded wood seating and deck stage, plus \$6,500.00 for Mandatory Alternate Bid #3, to add gutter and downspout to existing steel barn, for a total cost of.....	\$544,550.00
HUB Participation	
Certified HUB Vendor? .....	Yes
Total # of Employees .....	20
Total # of Minorities .....	19
Total # of Women .....	1
Required.....	25%
Submitted.....	75%
\$ Value.....	\$465,850.00
COIN	
Required.....	20%
Student Engagement (required hours)	
Paid Employment.....	100
Career-education Activity.....	0

Funds are available for the Green Infrastructure Upgrade project from account code MBM HAG 50 VN ECTS (Project No. 6257). The project’s start date is scheduled for March 27, 2020, and completion date is October 30, 2020.

Total construction contract dollars awarded.....	\$7,402,411.99
Total dollars HUB participation .....	\$2,228,671.00
% of HUB participation.....	31.10%
% Minority employees within company.....	37.09%
% Women employees within company .....	10.49%

**Professional Services Contracts**

The Administration requests that the Board approve the following professional services contracts:

**RFP #6103 Elevator and Lift Testing— Various MPS Sites**

A request for proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Testing for elevators and lifts at various MPS sites.

Selected firm: Ascend Elevator  
Contract Amount: \$113,200.00  
Contract Period: March 27, 2020-March 26, 2023

Budget Code Various

**RFP #5896 Fire Alarm System and Component Testing and Inspection Services — Various MPS Sites**

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide fire alarm system and component testing and inspection services at various MPS sites.

Selected firm: Action Fire and Alarm  
Contract Amount: \$160,311.00  
Contract Period: March 27, 2020-March 26, 2022

Budget Code FAR 00 MM2 DW ECNC ROF0

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

The item authorizes expenditures for:

- Total Construction Contracts Requested ..... \$7,402,411.99
- Total Professional Services Contracts Requested ..... \$273,511.00

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

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

*Adopted with the roll call vote on the balance of the Committees’ reports.*

\* \* \* \* \*

**(Item 7) Action on the Award of Professional Services Contracts**

**RFP 996 Authorization to Extend a Contract with Edgenuity, Inc., for Remediation and Acceleration of Online Credited or Accredited Courses**

The Administration is requesting authorization to extend the contract with Edgenuity, Inc., (“Edgenuity”) to provide a hosted, licensed, and online curriculum and learning-management system for the remediation and acceleration of online credited or accredited courses for students in grades 6 through 12 currently enrolled in Milwaukee Public Schools.

Contractor was chosen pursuant to RFP 996, which closed on November 15, 2018. This contract extension will run from July 1, 2020, through June 30, 2021, with one additional one-year option to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the first extension will not exceed \$350,000.

Budget Code GPS-0-S-SRT-DW-ECTS (Credit Recovery — Contract Services).....\$350,000

Edgenuity, Inc.

**Prime Contractor Information**

Total # of Employees .....	704
Total # of Minorities .....	163
Total # of Women .....	447

**HUB Participation**

Certified HUB Contractor? .....	No
Required.....	NA
Proposed .....	NA
\$ Value.....	NA

**Student Engagement (hours per 12-month contract)**

Paid Student Employment-hour Commitment .....	200
Student Career-awareness Commitment .....	10

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

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

*Adopted with the roll call vote on the balance of the Committees’ reports.*

\* \* \* \* \*

**(Item 8) Action on a Request to Approve a Memorandum of Understanding (MOU) with Public Works Solutions (PWS MKE), LLC, Regarding Identifying and Securing Naming Rights and Sponsorship Opportunities for Athletic and Recreational Facilities**

**Background**

The Administration is requesting authorization to enter into a Memorandum of Understanding (MOU) with Public Works Solutions (PWS MKE), LLC, for the purpose of identifying and securing naming rights and sponsorship opportunities for athletic and recreation facilities.

Administrative Policy 9.08, Advertising in the Schools, allows for paid advertising within district buildings and upon district premises for the benefit of the district, its schools, students, employees, programs, and the community. In 2009, the policy was amended to include MPS athletic facilities, stadiums, baseball fields, gymnasiums, and other venues where paid advertising would be directed primarily to members of the public.

The recent redevelopment of four athletic stadiums, along with the revitalization efforts associated with the MPS playfield projects, has created marketable collateral for sponsors' investment. Funds generated from naming rights and sponsor agreements will be used to support maintenance of new athletic/recreational facilities, upgrades to existing athletic/recreational facilities, and supplies and equipment needs for high-school athletic programs.

Following the release of a request for information on July 9, 2019, the Administration selected PWS MKE, LLC, to assist the district in the identification of potential sponsorship/naming-rights opportunities. The proposed MOU will allow PWS MKE, LLC, to collaborate with Administration to conduct an asset analysis, to develop a marketing plan, and to facilitate naming-rights discussions with potential sponsors.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 9.08, Advertising in the Schools

**Fiscal Impact Statement**

This item does not authorize any expenditures.

**Implementation and Assessment Plan**

Upon the Board's approval, the Administration will enter into an Memorandum of Understanding with PWS MKE, LLC, to conduct an asset analysis; to develop a comprehensive marketing plan, valuation, prospect list; and to develop a proposal to begin discussions with interested advertisers.

**Committee's Recommendation**

Your Committee recommends that the Board authorize the Memorandum of Understanding with PWS MKE, LLC, regarding identifying and securing naming rights and sponsorship opportunities for athletic and recreational facilities as set forth in the attachment to the minutes of your Committee's meeting.

*Adopted with the roll call vote on the balance of the Committees' reports.*

\* \* \* \* \*

**(Item 9) Action on Resolution 1920R-014 by Directors Miller and Taylor Regarding the One Milwaukee Taskforce and Initiative**

**Background**

At its February 2020 meeting, the Milwaukee Board of School Directors referred Resolution 1920R-014 by Director Miller to the Committee on Accountability, Finance, and Personnel.

- WHEREAS, Milwaukee County (the County), the City of Milwaukee (the City), and Milwaukee Public Schools (the MPS District) have a common interest to improve the lives and conditions of Milwaukee residents; and
- WHEREAS, The County, City, and MPS District may share many of the same administrative and service needs; and
- WHEREAS, The County, City, and the MPS District all have increasing fiscal pressures due to a combination of: costs-to-continue rising faster than revenues, rising pension obligations, stagnant revenue sources, and forced reliance on property taxes;
- WHEREAS, Other communities around Wisconsin (the State) have successfully combined services and shared costs in the provision of local government service; and
- WHEREAS, Research compiled by the non-partisan Wisconsin Policy Forum has outlined a number of areas where services might successfully be shared; and
- WHEREAS, The University of Wisconsin-Madison's Institute for Research on Poverty (IRP) finds, under its Wisconsin Poverty Measure, that the County has the highest poverty rate in the State, at a rate of 17.2 percent in 2017; and
- WHEREAS, The IRP has reported, based on data compiled by the United States Census Bureau, that in the County, 28.7 percent of Blacks and 18.7 percent of Latinos were poor, compared to 8.3 percent of Whites; and
- WHEREAS, Studies show that persons in poverty face higher rates of infant mortality, lead contamination, incidences of crime, unemployment and underemployment, and housing instability; and
- WHEREAS, Disparate and parallel efforts over several decades have failed to address these problems in a sustained and meaningful way; and
- WHEREAS, The County, City, and MPS District share a common interest to improve the lives and conditions of Milwaukee residents and an obligation to do so as cost-effectively as possible; and
- WHEREAS, The County, at its meeting of February 6, 2020, and the Milwaukee Common Council, at its meeting of February 11, 2020, adopted resolutions co-establishing a joint taskforce, named the "ONE Milwaukee Taskforce" (the Taskforce), to convene area leaders to perform the following duties:
- identify infrastructure coordination and resource-leveraging opportunities between the County, City, and MPS (District);
  - recommend any operational or other potential opportunities for coordination and collaboration between the County, City, and the MPS District;
  - propose cost-saving and cost-sharing agreements where resources may be aligned to create opportunities for bridging infrastructure gaps to create inclusive and sustainable service pathways to improve outcomes for Milwaukee communities;
  - ensure that all proposals and agreements are comprehensive, place-based, and data-driven;
  - focus efforts on Milwaukee communities identified as "Promise Zones."
  - work toward advancing the priorities identified in the Milwaukee County Strategic "One County One Plan," the Blueprint for Peace, and MKE Elevate plan;
  - monitor and regularly report on the progress of any agreements; and
- WHEREAS, the Taskforce shall have six members, including:
- the Milwaukee County Board Chairman or their designee;
  - a County Board Supervisor, who shall be appointed by the Board Chairman;
  - the Milwaukee Common Council President or their designee;
  - a Milwaukee Common Council Alderman, who shall be appointed by the Milwaukee Common Council President;
  - the Milwaukee Public Schools' Superintendent or their designee;
  - the Milwaukee Board of School Directors President or their designee; and
- WHEREAS, The Taskforce members shall elect their chairman by simple majority and the City Clerk of Milwaukee shall provide staffing to support the Taskforce; and
- WHEREAS, The Taskforce shall form and meet as soon as practicable and shall present its findings to the County Board, the Common Council, and the Milwaukee Board of School Directors within six months of the passage of this resolution; now, therefore, be it
- RESOLVED, That the Milwaukee Board of School Directors hereby joins with the County and the City in the establishment of the ONE Milwaukee Taskforce and pledges its full support of the ONE Milwaukee initiative; and be it
- FURTHER RESOLVED, That the Milwaukee Board of School Directors seek to affirm the MPS District along with Milwaukee County and the City of Milwaukee as founding entities of the ONE Milwaukee Taskforce and any initiatives derived from this partnership; and be it

FURTHER RESOLVED, That as initiatives are considered, funded, and implemented, the MPS 53206 Initiative, and the 1825 Initiative on Early Childhood, be prominent in priority; and be it

FURTHER RESOLVED, That the Board hereby directs the Office of Board Governance, the Administration, and the Office of Accountability and Efficiency to collaborate on and present proposals to the Milwaukee Board of School Directors for possible cost- and service-sharing arrangements with Milwaukee County and the City of Milwaukee as part of the ONE Milwaukee initiative and that reporting begin no later than the May 2020 board cycle.

*[Director Taylor asked to be a co-sponsor of the Resolution at your Committee's meeting.]*

The resolution calls for Milwaukee Public Schools to join Milwaukee County and the City of Milwaukee in a joint taskforce named the One Milwaukee Taskforce. The taskforce will support the goals and objectives of the One Milwaukee Initiative through a number of actions, including the identification of infrastructure coordination and resource-leveraging opportunities among the County, City, and MPS.

The Administration, the Office of Board Governance, and the Office of Accountability and Efficiency are in agreement with the intent of the resolution and are recommending its adoption.

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

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

#### **Fiscal Impact Statement**

This item does not authorize expenditures.

#### **Committee's Recommendation**

Your Committee recommends that the Board adopt Resolution 1920R-014.

*Adopted with the roll call vote on the balance of the Committees' reports.*

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### **COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT**

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

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

#### **Background**

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

The Milwaukee Public Schools is committed to ensuring that students with disabilities are educated in environments with their non-disabled peers. The preference of the law is that students be educated using the general curriculum in the regular education classroom, with the use of supplementary aids and services. Best practices and research strongly support education in the least restrictive environment (LRE), with access to the general curriculum, because it leads to higher achievement outcomes for students with disabilities.

**Administration’s Report**

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

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

**LRE for Higher Outcomes**

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

**LRE Data**

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

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

The information below compares MPS LRE data-relative services with the projection in DPI’s 2016 Annual Performance Report Summary for Wisconsin school districts. The MPS percentage includes all students who have IEPs, including for speech and language services. The report attached to the minutes of your Committee’s meeting presents the district’s information as well as each school’s percentage.

	5A	5B	5C
State of Wisconsin Target	70.00%	7.90%	0.95%
MPS May 2019	77.96%	17.35%	0.36%
MPS August 2019*	78.08%	17.32%	0.32%
MPS September 2019	77.96%	16.89%	0.39%
MPS October 2019	77.94%	16.86%	0.45%

	5A	5B	5C
MPS November 2019	78.57%	16.64%	0.44%
MPS December 2019	78.69%	16.76%	0.43%
MPS January 2020	78.83%	16.73%	0.40%
MPS February 2020	78.69%	16.57%	0.41%

\*The data for the August 2019 LRE report are a combination of the students with disabilities enrolled in the schools on the early-start calendar and the projected enrollment for our schools on the traditional calendar.

**Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Administrative Policy 8.01, Student Nondiscrimination, Complaints and Appeals

**Fiscal Impact Statement**

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No Fiscal Impact

\* \* \* \* \*

**(Item 2) Report with Possible Action on Family and Community Engagement Activities**

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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MPS operates within a family and community engagement framework which includes six standards that provide districtwide support to schools for partnering with families to increase student outcomes:

1. Schools are welcoming and culturally relevant environments
2. Schools are connected to the community
3. Schools have tools and knowledge needed to build relationships with families and the community
4. Families have avenues to serve as leaders
5. Families have opportunities to build peer networks
6. Families have tools and knowledge needed to be active in their child’s educations

All schools strive to meet these standards to provide an equitable standard of care across the district. The framework was developed from a strength-based approach to build trusting relationships between schools and families.

**Family and Community Engagement Report**

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This report is on the work being done relative to standards 4, 5, and 6. The District Advisory Council (DAC) is an example of ongoing efforts aligned to all three standards. The Department of Strategic Partnerships and Customer Service’s Family and Community Engagement team (FACE) provides the DAC with guidance and logistical support. The goal of the DAC is for MPS families to have input into key decisions affecting the district, schools, and students. MPS is working to empower families at the district level. One of the primary strategies to accomplish this is through the DAC.

**DAC’s Executive Committee**

Position	Name	Position	Name
Chairperson	Tracey Dent	Sergeant at Arms	Andy Killiman
Vice Chairperson	Valerie Lambrecht	Member at Large	Carrie Bickerstaff
Recording Secretary	Nonita Stiggers	Member at Large	Carrianna Johnson
Corresponding Secretary	Jennifer Hofschulte	Member at Large	Celeste Moore
Parliamentarian	Terry Longo		

**FACE Staff Support**

- Liaison between the DAC and the MPS Administration
- Advisory role: Executive Committee
- Logistic Coordination: Meeting times, space, and presenters



- Provide copies of all monthly meeting materials
- School level: Parent Coordinators

**Strategies to Improve DAC**

- Involvement in the Executive Committee
- Personal phone calls to delegates
- Parent Coordinator training

**DAC Meeting Evaluation & Feedback**

How well do you think the DAC meeting went overall today?

	October	February
Very Well	36%	58.1%
Good	48%	22.6%
Okay	8%	19.4%
Needs Improvement	8%	0

**DAC Monthly Attendance Comparison**

Attendance by Year		
	2018-19	2019-20
October	76	86
November	102	107
December	70	93
January	69	100
February	46	108

**Strategic Plan Compatibility Statement**

Goal 2, Student, Family and Community Engagement

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

Administrative Policy 9.04, Community Involvement in Decision Making

**Committee’s Recommendation**

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

\* \* \* \* \*

**(Item 3) Report with Possible Action on the Northwest Region Showcase**

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 the Board’s direction, the structure of the 2019-2020 monthly region showcase item has been enhanced to provide a thorough picture of each region as it is presented on a monthly basis. This will include goals as well as progress in attaining them. In addition, strategies that are being successfully implemented within the region and that may be replicated will be included.

This month, the Northwest Region is featured. The region, which serves approximately 9,074 students this year, comprises 23 schools, ranging from traditional K-8 schools, K-5 schools, International Baccalaureate (IB) candidacy, Montessori, language-immersion, and STEM-focused schools. The schools are Barton, Bryant, Carson Academy, Congress, Craig Montessori, Eighty-First Street, Emerson, Engleburg, Goodrich, Grantosa, Hampton, Hawthorne, Kilbourn, Kluge, Maple Tree, Milwaukee German Immersion, Milwaukee Sign Language, Ninety-Fifth Street, Parkview, River Trail, Stuart, Thoreau, and Thurston Woods. Student diversity is our biggest strength in the Northwest Region.

STAR testing results show that in the Northwest Region, 326 more students are on target for early literacy, with 396 fewer at below basic. For reading, 129 more students are on target, while 340 fewer are below basic. And for math, 308 students in the Northwest Region are on target, while 474 fewer are at below basic.

Attendance in the Northwest Region is up, while suspensions and absenteeism are both down.

### **Spotlight on Bryant Elementary School**

Bryant is home to 233 students, 27.9% of whom are students with disabilities, and 97% of whom are considered economically disadvantaged.

In step with the rest of the Northwest Region, Bryant has increased the number of students who are on target and has lowered the number of students who are considered below basic on the STAR exam.

Bryant is particularly proud of the fact that, on the State Report Card for 2018-19, students moved from “Meets Few Expectations” to “Exceeds Expectations.” The school credits its Project Lead the Way exposure, STEAM programming, Transformational Reading Instruction, and its many after-school programs for the improvements in student scores.

The Northwest Region showcase (see attachments to the minutes of your Committee’s meeting) will also highlight the programs and progress of Bryant Elementary at the March meeting of your Committee. We will share points of pride from the work of the innovative staff, the successes of our students, and the unique features the school program offers.

### **Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

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

\* \* \* \* \*

## **COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION**

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

### **(Item 1) Action on a Request to Approve the Agreement with Milwaukee Area Technical College for At-risk Students, as Defined in Wisconsin Statutes, Section 118.15, for the 2020-2021 School Year**

#### **Background**

In accordance with Wisconsin State Statutes, Section 118.153(1)(b), Milwaukee Public Schools (MPS) has partnered with Milwaukee Area Technical College (MATC) to serve students who are 16 years of age or older and at risk of not graduating from high school. This statute allows students to attend a technical college in lieu of attending high school and to participate in programs leading to high-school graduation. MPS has partnered with MATC since 2000 to serve students who are defined as at-risk under the state statute and to help these students work towards earning high-school diplomas.

On March 26, 2019, the Milwaukee Board of School Directors approved a one-year agreement with MATC and authorized 45 full-time-equivalent pupils for the 2019-2020 school year. In February 2020, a team met to review the data for MATC. The review also included a presentation by school representatives and student focus groups. The team was provided the opportunity to discuss the findings, to consider additional input from the school, and to provide feedback. Based on the review of data for the 2019-20 school year, the Administration recommends a one-year agreement renewal with MATC for the 2020-2021 school year.

Contingent upon the Milwaukee Board of School Directors’ approval, representatives from MATC, the Office of the City Attorney, and the MPS Administration have agreed to the following as indicated in the redline agreement that is attached to the minutes of your Committee’s meeting.

- a. MATC will provide a program named the MATC Emerging Scholars Program to serve a maximum of 45 full-time-equivalent (FTE) pupils as set forth in the attached agreement;
- b. MATC will serve at-risk students who are 16 years of age or older seeking high school diplomas through the credit-earning system;
- c. MATC will serve students who are 17 years of age or older seeking high school equivalency diplomas;
- d. students completing the program will receive an MPS diploma; and
- e. technical revisions made throughout the agreement to reflect current practices.

**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 Rules Statement**

Administrative Policy 3.06, Fiscal Accounting and Reporting

**Fiscal Impact Statement**

MPS will be charged an hourly per-pupil rate for the 2020-2021 school year. This rate is charged to the local school district by the Wisconsin Technical College System, as required by Wis. Stat., Sec. 118.15. Funding for the agreement will be included as part of the FY21 budget process.

**Implementation and Assessment Plan**

Upon the Board's approval, the agreement, as attached to the minutes of your Committee's meeting, will become effective for the 2020-2021 school year.

**Committee's Recommendation**

Your Committee recommends that the Board approve the agreement, as attached to the minutes of your Committee's meeting, with Milwaukee Area Technical College for At-Risk Students, as defined in Wisconsin Statutes, Section 118.15, for the 2020-2021 school year.

*Adopted with the roll call vote on the balance of the Committees' reports.*

\* \* \* \* \*

**(Item 2) Action on a Request to Approve the Contracts for Behavioral-reassignment and At-risk Seats with Banner Prep, Southeastern Education Center, and Lad Lake Synergy for the 2020-2021 School Year**

**Background**

Milwaukee Public Schools (MPS) provides a continuum of services, including placements for students who have significant emotional, behavioral, and social needs. The behavioral reassignment (BR) schools were created to serve students who have been expelled with services through a Central Office hearing process and have received a placement in a BR school for a specified period of time. MPS also offers at-risk programs that were developed to serve students who are 16 years of age or older and are defined as at-risk of not graduating from high school under Wisconsin State Statutes, Section 118.153(1)(b), to help these students work towards earning a high-school diploma.

In March 2019, the Milwaukee Board of School Directors approved one-year contracts for educational services with the following BR schools:

- Banner Prep, currently located at 3517A W. Courtland Avenue The current contract specifies that Banner Prep will serve 125 BR seats in grades 9-12. Banner Prep's mission

is to provide an alternative small-school setting for students when academic and/or behavioral issues have become major barriers to their success in school.

- Southeastern Education Center (Southeastern), located at 4200 N. Holton Street. The current contract specifies services for 85 BR seats in grades 6 through 8. Southeastern’s mission is to provide students with a safe and secure environment within which they can strengthen their academic skills, develop effective work/school habits, and improve interpersonal relationships.
- Lad Lake Synergy (Synergy), located at 2820 W. Grant Street. The current contract specifies services for 90 BR seats in grades 6 through 12 and 20 at-risk seats in grades 9 through 12, for a total of 110 seats. Synergy’s mission is to guide growth, to reach potential, and to live responsibly.

MPS continues to have a need to partner with community-based agencies to serve students that have been reassigned for a designated period of time due to violations of the MPS code of conduct.

In January and February 2020, a team met to review the data for each of the schools. Each review included a presentation by school representatives and student focus groups. The team was provided the opportunity to discuss the findings, to consider additional input from schools, and to provide feedback.

Based on the review of data, the outcome of the review process, and the district’s needs, the Administration recommends one-year contract renewals with Banner Prep, Southeastern, and Synergy for BR seats and at-risk seats for the 2020-2021 school year.

The proposed recommendation is for Banner Prep to serve 125 BR seats in grades 9 through 12, Southeastern to serve 85 BR seats in grades 6 through 8, and Synergy to serve 90 BR seats in grades 6 through 12 and 20 at-risk seats in grades 9 through 12, for a total of 110 seats.

Representatives from the partnership schools, the Office of the City Attorney, and Administration collaborated to update the contract for BR and at-risk seats. The representatives agree with the contracts’ modifications for the Board’s approval, as outlined in the attachments 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 Rules Statement**

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Administrative Policy 3.06, Fiscal Accounting and Reporting

**Fiscal Impact Statement**

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School allocations are approved annually by the Milwaukee Board of School Directors as part of the budget process.

**Implementation and Assessment Plan**

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The contract term for behavioral reassignment schools is one year and may be renewed for subsequent years, based on the outcome of the contract review, availability of funds, and district needs.

Upon the Board’s approval, the contracts will become effective for the 2020-21 school year.

**Committee’s Recommendation**

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Your Committee recommends that the Board approve the contracts for behavioral-reassignment and at-risk seats, as attached to the minutes of your Committee’s meeting, with Banner Prep, Southeastern Education Center, and Lad Lake Synergy for the 2020-2021 school year.

*Adopted with the roll call vote on the balance of the Committees’ reports.*

**(Item 3) Action on Resolution 1920R-011 by Directors Taylor and Siemsen Regarding a Comprehensive Mental Health Initiative**

**Background**

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At its November 2019 meeting, the Board referred Resolution 1920R-011 by Directors Taylor and Siemsen, regarding a comprehensive Mental Health initiative, to the Committee on Student Achievement and School Innovation (SASI).

WHEREAS, The mental health and wellbeing of students is of growing and immediate concern across the nation, especially in light of recent school shootings, cyberbullying, student suicides, and a growing sense of alienation, hopelessness, and lack of access among the nation's youth; and

WHEREAS, Although the Milwaukee Public Schools has a number of policies in place to address such issues as cyberbullying, discrimination, and students' wellbeing, the district lacks a comprehensive plan that brings together and coordinates all these policies and their execution; and

WHEREAS, Such a plan must encompass a systematic process of envisioning what we need to improve the lives and learning of our children and then the translation of this vision into broadly defined goals or objectives and the steps by which we can achieve them; and

WHEREAS, Parents, schools, mental-health professionals, law-enforcement, governmental entities at all levels, and students themselves must collaborate to address such a complicated and important issue; now, therefore, be it

RESOLVED, That the Board direct the Administration to develop for the Board's approval a Comprehensive Mental Health Initiative (CMHI) in the Milwaukee Public Schools to coordinate and to promote a holistic approach to supporting the mental health and wellbeing of our students; and be it

FURTHER RESOLVED, That the purpose of the CMHI shall be to enhance the capacity of the district and of its individual schools to complement and to expand existing programs that enhance students' health and wellbeing, engagement, retention, academic achievement, and the acquisition of life skills, as well as to develop new, innovative programs to meet the ever-changing and growing psychological, emotional, and social needs of our student population and be it

FURTHER RESOLVED, That the objectives of the CMHI shall be to:

- contribute to identified school and district priorities, particularly in addressing bullying and in supporting students with behavioral, mental-health, or welfare issues;
- work in partnership with schools and the community to develop and to promote a comprehensive student-engagement policy founded upon the recognition that a positive and engaging school culture contributes toward strong academic outcomes;
- work in collaboration with schools, with community-based services and networks, and with local, state, and federal agencies to develop programs that promote the health and wellbeing of all students; ensure smooth transitions between grade levels and, ultimately, into postsecondary education and employment; and provide additional support to students who are at risk;
- identify, document, and respond to emerging needs of the wellbeing of schools and students through evidence-based strategies and evaluation techniques;
- support a case-management approach to student interventions, including participating in student support groups and conducting follow-ups;
- strengthen partnerships among schools, student support services, and health and community organizations to provide responsive, diverse, and coordinated services to young people and their families; and be it

FURTHER RESOLVED, That the CMHI shall incorporate, but not be limited to, strategies for trauma-informed care, anti-bullying, suicide prevention and combatting depression, anti-discrimination and anti-bigotry, and restorative justice; and be it

FURTHER RESOLVED, That the desired outcomes of the CMHI shall be focused on supporting the district, its schools, and its students and their parents in creating positive and engaging school environments that promote the health, wellbeing, and academic achievement of students through strengthening their resilience, their coping skills, their life skills, their personal engagement, and their sense of belonging and self-worth; and be it

FURTHER RESOLVED, That it shall be the aim of the CMHI s to achieve the following outcomes:

- positive school cultures and enhanced capacity of schools to support students who are at-risk of disengagement and who are not achieving their educational potentials through:
  - a positive whole-school approach to the promotion of wellbeing;
  - engagement of the school community, including students, parents and guardians, families, teachers, Department of Specialized Services, and other support staff;
  - coordination of support for students and families; and
  - development of community partnerships, including with other schools, community-based service providers, and local, state, and federal governmental agencies;
- improved likelihood of students remaining in school and achieving their educational potentials through:
  - learning more effectively;
  - demonstrating improvement in engagement and attendance;
  - feeling healthy, safe, and happy; and
  - developing positive attitudes and behaviors; and be it

FURTHER RESOLVED, That the CMHI shall include:

- a plan for informing staff and families of service offerings;
- clearly-defined procedures and protocols;
- referral services;
- actionable steps;
- data for tracking outcomes;
- student-led initiatives; and
- pathways to assistance, including the development of a mobile app for parents and students; and be it

FURTHER RESOLVED, That the CMHI shall include a Strategic Plan for Mental Health (SPMH) that will clearly and concisely define the vision, guiding principles, and strategic goals of the Comprehensive Mental Health Initiative; and be it

FURTHER RESOLVED, That this CMHI and its related SPMH shall be developed in collaboration with students and parents, schools' staff, school counselors, school psychologist, nurses, and the staff of the MPS Department of Specialized Services; and be it

FURTHER RESOLVED, That the Administration shall also seek and encourage the participation of community organizations, the City of Milwaukee, Milwaukee County, and any other entities, agencies, and organizations outside of MPS that can offer insight, guidance, and resources for the development of the CMHI.

The Administration agrees with the intent of the resolution and acknowledges the critical importance of focusing on students' mental health. This resolution emphasizes the role of schools in both preventing and addressing mental health concerns. In order to bring the resolution in line with current frameworks and practices, the Administration recommends a number of adjustments to the resolution as written.

In December 2015, the Wisconsin Department of Public Instruction published a School Mental Health Framework which lays out a variety of practices to support the continuum of mental health, from being emotionally well to experiencing significant mental health challenges. The Administration recommends amending the resolution to include this framework, as it conceptualizes mental health in a multi-tiered system of support, which is in alignment with the framework utilized in Milwaukee Public Schools.

At the first tier of this framework are policies and practices which build protective factors in young people, helping develop skills and competencies which promote relationships and resilience. These are supports that all students should receive and can benefit from. In MPS, we utilize social and emotional learning, restorative practices, relationship building, and mental-health-and-wellness education as foundational practices to support the development of these skills and protective factors.

The second tier represents those supports which are put in place for some students who have significant risk factors and few protective factors or who are showing signs of becoming unwell. This level of support in MPS may include individual and small-group interventions, mental health consultation, and collaboration among school staff, families, and community partners.

Finally, the third tier of the framework provides for intensive intervention, including an educational wraparound focus that can include therapeutic intervention and in-depth collaboration and problem solving between students, staff, family, and community.

### Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

### Statute, Administrative Policy, or Board Rules Statement

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

### Fiscal Impact Statement

This item does not authorize expenditures.

### Implementation and Assessment Plan

Upon adoption by the Board, the Administration will continue its efforts to implement the resolution.

### Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1920R-011 by Directors Taylor and Siemsen as amended below:

RESOLVED, That the Board direct the Administration to ~~develop for the Board's approval a Comprehensive Mental Health Initiative (CMHI)~~ adopt the Wisconsin School Mental Health Framework (WI DPI) in the Milwaukee Public Schools to coordinate and to promote a holistic approach to supporting the mental health and wellbeing of our students; and be it

FURTHER RESOLVED, That the purpose of the ~~CMHI mental health framework~~ shall be to enhance the capacity of the district and of its individual schools to complement and to expand existing programs that enhance students' health and wellbeing, engagement, retention, academic achievement, and the acquisition of life skills, as well as to develop new, innovative programs to meet the ever-changing and growing psychological, emotional, and social needs of our student population and be it

FURTHER RESOLVED, That the objectives of the ~~CMHI mental health framework~~ shall be to:

- ~~contribute to identified school and district priorities, particularly in addressing bullying and in supporting students with behavioral, or mental-health concerns, or welfare issues;~~
- ~~work in partnership with schools and the community to develop and to promote a comprehensive student-engagement policy strategy~~ founded upon the recognition that a positive and engaging school culture contributes toward strong academic outcomes;
- ~~work in collaboration with schools, with community-based services and networks, and with local, state, and federal agencies to develop programs that promote the health and wellbeing of all students; ensure support smooth transitions between grade levels and, ultimately, into postsecondary education and employment; and provide additional support to students who are at risk;~~
- provide a structure for identifying, documenting, and responding to emerging needs of the wellbeing of ~~schools and~~ students through evidence-based strategies and evaluation techniques;
- support a case-management approach to student interventions, ~~including participating in student support groups and conducting follow-ups;~~
- strengthen partnerships among schools, student support services, and health and community organizations to provide responsive, diverse, and coordinated services to young people and their families; and be it

FURTHER RESOLVED, That the ~~CMHI mental health framework~~ shall incorporate, but not be limited to, strategies for trauma-informed care, anti-bullying, and suicide prevention and intervention ~~and combatting depression, anti-discrimination and anti-bigotry, and restorative justice;~~ and be it

FURTHER RESOLVED, That the desired outcomes of ~~the CMHI adopting the mental health framework~~ shall be focused on supporting the district, its schools, and its students and their parents in creating positive and engaging school environments that promote the health, wellbeing, and academic achievement of students through strengthening their ~~resilience, their coping skills, their life skills, their personal engagement, and their sense of belonging and self-worth~~ skills and abilities to understand to manage emotions, to set and to achieve positives goals, to feel and to show empathy for others, to establish and maintain positive relationships, and to make responsible decisions; and be it

FURTHER RESOLVED, That ~~it shall be the aim of the CMHI s to achieve~~ the mental health framework shall be embedded into the district’s multi-tiered system of support with the aim of achieving the following outcomes:

- positive school cultures and enhanced capacity of schools to support students who are at-risk of disengagement and who are not achieving their educational potentials through:
  - a positive whole-school approach to the promotion of wellbeing;
  - engagement of the school community, including students, parents and guardians, families, teachers, ~~Department of Specialized Services,~~ and other ~~support~~ staff;
  - coordination of support for students and families; and
  - ~~development strengthening~~ development strengthening of community partnerships, including with other schools ~~and district departments/programs,~~ community-based service providers, and local, state, and federal governmental agencies;
- improved likelihood of students remaining in school and achieving their educational potentials through:
  - ~~learning more effectively~~ academic engagement;
  - demonstrating improvement in ~~engagement and~~ attendance;
  - feeling healthy, safe, and ~~happy~~ connected to the school community; and
  - ~~developing~~ increasing positive attitudes and behaviors; and be it

FURTHER RESOLVED, That, ~~for students with emerging or identified mental health concerns,~~ the CMHI the mental health framework shall include:

- a plan for informing staff and families of ~~service offerings~~ available resources;
- clearly-defined procedures and protocols;
- identified referral services pathways;
- ~~actionable steps;~~
- data for tracking outcomes;
- student-led initiatives; and
- educating students, staff, and parents about available pathways to assistance, ~~including the development of a mobile app for parents and students;~~ and be it

FURTHER RESOLVED, That the ~~CMHI~~ mental health framework shall include ~~a Strategic Plan for Mental Health (SPMH) that will clearly and concisely define the a vision, guiding principles, and strategic goals of the Comprehensive Mental Health Initiative which prioritize mental health;~~ and be it

FURTHER RESOLVED, That this CMHI and its related SPMH shall be developed in collaboration ~~with students and parents, schools’ staff, school counselors, school psychologist, nurses, and the staff of the MPS Department of Specialized Services;~~ and be it

FURTHER RESOLVED, That the Administration shall also seek and encourage the participation of community organizations, the City of Milwaukee, Milwaukee County, and any other entities, agencies, and organizations outside of MPS that can offer insight, guidance, and resources ~~for the development of the CMHI within the mental health framework.~~

*Adopted with the roll call vote on the balance of the Committees’ reports.*

\* \* \* \* \*

**(Item 4) Preliminary Report and Possible Action on Resolution 1920R-013 by Directors Siemsen and Miller Regarding Class Size**

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 January 2020 meeting, the Milwaukee Board of School Directors referred Resolution 1920R-013 by Directors Siemsen and Miller to the Committee on Student Achievement and School Innovation (SASI).

WHEREAS, Early childhood instruction often determines a child’s schooling success; and  
 WHEREAS, Support for early childhood classrooms is imperative for that success; and



WHEREAS, The Federal Head Start program and the State of Wisconsin Achievement Gap Reduction (AGR) program recognize that class size and adult-to-student ratios play important parts in early childhood teaching and learning; and

WHEREAS, K5 classes in MPS AGR schools have a maximum class-size ratio of 18:1 (additional staffing is provided if that ratio is exceeded) and 1<sup>st</sup> grade through 3<sup>rd</sup> grade classes in AGR schools have maximum class-size ratios of 22:1 (additional staffing is provided if the ratio is exceeded) because Head Start classrooms are held to lower class-size ratios; and

WHEREAS, There is not a cap on MPS AGR class sizes once additional staffing is provided, nor is there a cap on class size for non-AGR K4-3<sup>rd</sup>-grade classrooms; now, therefore, be it

RESOLVED, That all MPS K4 classrooms, beginning with the 2020-2021 school year, have a maximum class size of 18 students; and be it

FURTHER RESOLVED, That if a K4 classroom exceeds 18, a para-professional is added for support for the majority of the student contact day; and be it

FURTHER RESOLVED, That even with the addition of extra staff, no K4 classroom is to exceed 22 students; and be it

FURTHER RESOLVED, That similar policy be added to all K5 classrooms starting in the school year 2021-2022; and be it

FURTHER RESOLVED, That all 1<sup>st</sup>-grade classrooms have a maximum class size not exceeding 22 students starting in the school year 2022-2023; and be it

FURTHER RESOLVED, That if 1<sup>st</sup>-grade classrooms exceed 22 students, a para-professional is added for support for the majority of the student contact day; and be it

FURTHER RESOLVED, That no 1<sup>st</sup>-grade classrooms, even with additional staffing, exceed 28 students; and be it

FURTHER RESOLVED, That similar policy, as in 1<sup>st</sup>-grade classrooms, be added to 2<sup>nd</sup>-grade classrooms starting in the school year 2023-2024, and that similar policy be added to 3<sup>rd</sup>-grade classrooms starting in the school year 2024-2025; and be it

FURTHER RESOLVED, That the Administration present to the Board a staffing, facilities, and cost analysis for the four-year implementation of this policy during the March 2020 board cycle.

As requested, a preliminary cost analysis to implement the resolution is provided below; however, the Administration is requesting additional time in order to conduct further cost analysis encompassing the following:

1. equity
2. staffing
3. space.

Early-Elementary-Class-Size-Reduction Resolution's Estimated Costs							
Fiscal Year (FY)	Grade Level	Version 1			Version 2		
		FTE	Cost per Grade Level	Cumulative Cost	FTE	Cost per Grade Level	Cumulative Cost
FY21	K4	46.00	4,344,056	4,344,056	78.00	7,366,008	7,366,008
FY22	K5	45.00	4,249,620	8,593,676	78.00	7,366,008	14,732,016
FY23	1 <sup>st</sup>	42.50	4,013,530	12,607,206	73.00	6,893,828	21,625,844
FY24	2 <sup>nd</sup>	40.00	3,777,440	16,384,646	70.00	6,610,520	28,236,364
FY25	3 <sup>rd</sup>	37.50	3,541,350	19,925,996	65.00	6,138,340	34,374,704

Assumptions:

- Version 1: Add 0.50 teacher if over maximum class size by 1-9 students  
Add 1.00 teacher if over maximum class size by 10 or more students
- Version 2: Add 1.00 teacher if over maximum class size
- Versions 1 and 2: Existing paraprofessionals would be redeployed as needed within the school
- Versions 1 and 2: Class-size enrollment was based on FY21 projections

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

**Statute, Administrative Policy, or Board Rules 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. As requested, a preliminary staffing cost analysis is included as an attachment to this item. The Administration is requesting that action on this resolution be delayed until a comprehensive cost analysis including equity, staffing, facilities cost considerations, as well as a space study, can be conducted with the results reported back to the Board.

**Implementation and Assessment Plan**

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Pending the Board's action, the Administration will conduct further analysis and report the results to the Board.

\* \* \* \* \*

**(Item 5) Action on a Request to Approve the MPS FY20 Head Start Federal Continuation Grant and County Baseline Application**

**Background**

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The Administration for Children and Families (ACF) requires the participation — through review, feedback, and approval — of the Milwaukee Public Schools Head Start Policy Council and the Milwaukee Board of School Directors in the MPS Head Start federal continuation and baseline grant application.

The Head Start federal grant and county baseline application was presented to and discussed and approved by the Policy Council on February 19, 2020.

The funded enrollment for federal MPS Head Start grant is 1,370. The funded enrollment for county MPS Head Start is 136.

The FY20 Head Start federal continuation grant and county baseline application was due March 1, 2020.

**Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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

**Fiscal Impact Statement**

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Does not authorize expenditures. The federal grant is expected to be in the amount of \$8,974,184.00. The county grant is expected to be \$1,579,723.00.

**Committee's Recommendation**

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Your Committee recommends that the Board approve the submission of the 2020-2021 Head Start federal and baseline application.

*Adopted with the roll call vote on the balance of the Committees' reports.*

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**(Item 6) Report with Possible Action on the Achievement Gap Reduction Program**

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

**Background**

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

State legislation was passed in 2015 that concluded the SAGE program and authorized the Achievement Gap Reduction (AGR) program per Wisconsin Acts 53 and 71. School districts were given the option to continue SAGE for an additional year (2015-16). Effective FY17, all schools transitioned to the Achievement Gap Reduction program.

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

**Administration’s Report**

**Demographics 2019-20**

11,326 Students  
 64 Schools  
 18.2% English Language Learners  
 21.6% Students with Disabilities  
 93.1% Economically Disadvantaged

**Ethnicity**

Native American..... 0.4%  
 Asian..... 5.3%  
 Black..... 59.0%  
 Hispanic..... 28.6%  
 Hawaiian/Pacific Islanders ..... 0.1%  
 Two or More..... 3.6%  
 White ..... 2.9%

**Achievement Gap Reduction**

MPS has 63 traditional schools and one non-instrumentality charter school that participate in the AGR program.

The following strategies are implemented within the participating schools:

- instructional coaching for teachers provided by licensed teacher in grades KS through 3; and
- maintenance of 18:1 or 30:2 classroom ratios in KS and provision of professional development in small-group instruction.

**K5 Early Literacy, Fall to Winter**

**AGR**

	2019-20	
	Fall	Winter
Significantly Below Target	32%	18%
Well Below Target	24%	13%
Below Target	27%	32%
On Target	7%	12%
Significantly Above Target	10%	25%

580 more students on target to proficiency, 646 fewer students below basic

**Non-AGR**

	2019-20	
	Fall	Winter
Significantly Below Target	22%	13%
Well Below Target	19%	12%
Below Target	29%	32%
On Target	11%	14%
Significantly Above Target	19%	30%

297 more students on target to proficiency, 374 fewer students below basic

**Grade 1 Early Literacy, Fall to Winter**

**AGR**

	2019-20	
	Fall	Winter
Significantly Below Target	25%	13%
Well Below Target	23%	16%
Below Target	29%	32%
On Target	11%	13%
Significantly Above Target	12%	25%

427 more students on target to proficiency, 493 fewer students below basic

**Grade 2 Reading, Fall to Winter**

**AGR**

	2019-20	
	Fall	Winter
Significantly Below Target	45%	37%
Well Below Target	17%	13%
Below Target	22%	26%
On Target	8%	11%
Significantly Above Target	9%	13%

189 more students on target to proficiency, 277 fewer students below basic

**Grade 3 Reading, Fall to Winter**

**AGR**

	2019-20	
	Fall	Winter
Significantly Below Target	47%	39%
Well Below Target	17%	17%
Below Target	23%	27%
On Target	7%	9%
Significantly Above Target	6%	8%

121 more students on target to proficiency, 208 fewer students below basic

**Grade 1 Math, Fall to Winter**

**AGR**

	2019-20	
	Fall	Winter
Significantly Below Target	21%	15%
Well Below Target	33%	23%
Below Target	31%	36%
On Target		
Significantly Above Target	14%	26%

340 more students on target to proficiency, 416 fewer students below basic

**Grade 2 Math, Fall to Winter**

**Non-AGR**

	2019-20	
	Fall	Winter
Significantly Below Target	19%	8%
Well Below Target	17%	14%
Below Target	31%	30%
On Target	14%	15%
Significantly Above Target	19%	33%

323 more students on target to proficiency, 324 fewer students below basic

**Non-AGR**

	2019-20	
	Fall	Winter
Significantly Below Target	33%	25%
Well Below Target	23%	12%
Below Target	25%	26%
On Target	12%	14%
Significantly Above Target	17%	23%

196 more students on target to proficiency, 223 fewer students below basic

**Non-AGR**

	2019-20	
	Fall	Winter
Significantly Below Target	28%	23%
Well Below Target	15%	14%
Below Target	28%	30%
On Target	13%	14%
Significantly Above Target	16%	20%

139 more students on target to proficiency, 186 fewer students below basic

**Non-AGR**

	2019-20	
	Fall	Winter
Significantly Below Target	13%	7%
Well Below Target	26%	18%
Below Target	36%	36%
On Target		
Significantly Above Target	25%	38%

286 more students on target to proficiency, 322 fewer students below basic

**AGR**

	2019-20	
	Fall	Winter
Significantly Below Target	27%	21%
Well Below Target	36%	32%
Below Target	26%	29%
On Target		
Significantly Above Target	11%	18%

203 more students on target to proficiency, 268 fewer students below basic

**Grade 3 Math, Fall to Winter**

**AGR**

	2019-20	
	Fall	Winter
Significantly Below Target	28%	24%
Well Below Target	29%	27%
Below Target	28%	29%
On Target		
Significantly Above Target	15%	19%

119 more students on target to proficiency, 138 fewer students below basic

**Next Steps**

- Explore increasing coaching at AGR schools;
- Focus on instructional coaching within grades K5 and first;
- Explore strategies for reducing class size to AGR-recommended ratios of 18:1 or 30:2;
- Focus on the fidelity of implementation of the Frog Street curriculum within grade levels K3 and K4 to ensure a strong foundational base for five-year-old kindergarten (K5); and
- Provide specific early childhood professional development and coaching training for all current AGR support teachers.

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

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

**Fiscal Impact Statement**

N/A

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**(Item 7) Action on Resolution 1920R-016 Regarding Climate Justice**

**Background**

At its February 27, 2020 meeting, the Milwaukee Board of School Directors referred Resolution 1920R-016 by Director Peterson to the Committee on Student Achievement and School Innovation (SASI).

**Non-AGR**

	2019-20	
	Fall	Winter
Significantly Below Target	16%	13%
Well Below Target	32%	28%
Below Target	30%	30%
On Target		
Significantly Above Target	21%	30%

206 more students on target to proficiency, 210 fewer students below basic

**Non-AGR**

	2019-20	
	Fall	Winter
Significantly Below Target	15%	12%
Well Below Target	23%	21%
Below Target	32%	33%
On Target		
Significantly Above Target	30%	34%

108 more students on target to proficiency, 156 fewer students below basic

- WHEREAS The unprecedented, youth-led global movement for climate justice is demanding immediate action, pushing governments and businesses to redefine their economies and practices and to end the fossil fuel era; and
- WHEREAS The overwhelming consensus in the scientific community is that the climate crisis is created by human beings releasing unprecedented amounts of greenhouse gases by burning fossil fuels (coal, oil, and natural gas); through deforestation; and environmentally damaging agricultural practices; and
- WHEREAS, Climate change is having an enormous negative impact around the world making it imperative that school Districts recognize that climate literacy is essential so that K4 through 12th grade students, in developmentally appropriate ways, probe the causes and inequitable consequences of the climate crisis—as well as possible solutions— through learning about the diversity of people around the world who are fighting the root causes of climate change; and
- WHEREAS, MPS’s commitment to equity requires attention to environmental racism and climate justice both of which recognize the unequal effects of climate change and environmental damage on the basis of race, poverty, gender, and geography; and
- WHEREAS, All Milwaukee Public Schools students should develop confidence and passion when it comes to making a positive difference in society, and come to see themselves as activists and leaders for social and climate justice and against environmental racism around the world and in Milwaukee; and
- WHEREAS, Milwaukee Public Schools acknowledge that our schools should demonstrate leadership in modeling to students climate- and environmentally friendly practices including, but not limited to building design, renewable energy (including the use of solar panels) LED lighting and HVAC controls/metering, land use, waste disposal, composting, recycling reduction in the use of plastic; now, therefore, be it
- RESOLVED, That Milwaukee Public Schools will integrate climate justice curriculum and sustainability practices into all aspects of its work and functions; and be it
- FURTHER RESOLVED, That the Milwaukee Public Schools will establish, build-on and expand projects with other community organizations and institutions including the Milwaukee Area Technical College, University of Wisconsin-Milwaukee, Milwaukee Metropolitan Sewerage District, Reflo, Green and Healthy Schools-Wisconsin, City of Milwaukee Environmental Collaboration Office, the Department of Natural Resources, and gardening and agricultural organizations; and be it
- FURTHER RESOLVED, That MPS establish a Climate Justice Curriculum Advisory Committee to lead the development/identification and implementation of a K4 – 12 grade climate justice curriculum that is woven into all grade levels and subject matters and includes projects-based teaching and investigations that students conduct at school and in their communities to address climate change and that said Advisory Committee consist of teachers, students, curriculum specialists from all content areas, administrators, and climate justice activists and to report back to the board on a quarterly basis starting in September 2020; and be it
- FURTHER RESOLVED, That the Milwaukee Public Schools encourage MPS educators who are already teaching about nature, the environment, sustainability and climate change to take a leading role in developing and implementing a K-12 climate justice curriculum and play a role in the Climate Justice Curriculum Advisory Committee, and that this curricular work begin this summer by including a cohort of 20-25 teachers from all grade bands and subjects into MPS’s summer professional development/curriculum writing so that said teachers work for a week to start the process of K4- 12 curriculum development and present such work to other educators in conjunction with the Green Schools Consortium of Milwaukee; and be it
- FURTHER RESOLVED, That the Milwaukee Public Schools commit itself to providing teachers, administrators, and other school personnel with professional development, curricular materials, and outdoor and field opportunities that explore the breadth of causes and consequences of the climate crisis as well as potential solutions that address the root causes of the crisis, and do so in ways that are participatory, imaginative, and respectful of students’ and teachers’ creativity and eagerness to be part of addressing global problems, and that build a sense of personal efficacy and empowerment; and be it
- FURTHER RESOLVED, That the development and implementation of the District-wide curriculum should include a review of current textbooks for accuracy around the reality of the climate crisis and the impact of human activities and that addendums/supplemental resources be provided to augment out-of-date material; and be it

FURTHER RESOLVED, That in implementing MPS’s commitment to prepare students for college, careers, and citizenship MPS recognize that as our society moves rapidly and definitively away from fossil fuels, we will need to prepare our students for robust job opportunities in green technologies, construction, forestry, sustainable agricultural practices, environmental science, conservation, STEM and restoration efforts; and be it

FURTHER RESOLVED, That in implementing MPS’s commitment to developing well-rounded citizens the District should support students to become organizers and leaders for climate justice and against environmental racism in our community and around the world; and be it

FURTHER RESOLVED, That a District Sustainability Team, consisting of representatives from the Department of Facilities and Maintenance services, School Nutrition, Office of Academics, Office of School Administration, Office of Communications and District partners, be established to develop a Sustainability Action Plan that includes a baseline study of the District’s ecological footprint, with an emphasis on local environment and climate impact, (including all areas of operation and organization, such as buildings, grounds, food service, cleaning and maintenance, water and energy, waste, recycling, transportation, and all contracting and procurement services) and an inventory of current environmental sustainability plans under way, (including school-based efforts on recycling, composting, reduction of food waste and energy consumption), and the setting of targets to ensure operations, organization and outreach of the District addresses climate change and its effects on the community and the world; with its first update to the board provided in September 2020; and be it

FURTHER RESOLVED, That Board directs the MPS administration and encourages the MPS Foundation to seek outside funding through private individuals and philanthropic organizations to put towards the development and implementation of a K-12 climate justice curriculum and sustainability projects and that MPS lobby state and federal governments for support of such initiatives; and

FURTHER RESOLVED, That the District encourage schools to develop school-based Green Teams with the involvement of educators, students, parents and community to expand school-based and District-wide curricular and sustainability projects and that the District develop a Green Revolving Fund, seeded in part by cost savings from sustainability initiatives to allow the Green Revolving Fund to grow over time to support additional investments and to provide financial incentives for school-based and District-wide “green projects.”

The Administration is in the process of formulating its response to the resolution and is interested in public testimony that will help inform its response. The Administration plans to bring its response to the resolution to the Board in May 2020.

**Strategic Plan Compatibility Statement**

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

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

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

**Fiscal Impact Statement**

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N/A

**Committee’s Recommendation**

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Your Committee recommends adoption of Resolution 1920R-016 as written.

*Adopted with the roll call vote on the balance of the Committees’ reports.*

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## REGULAR ITEMS OF BUSINESS

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

The Board received the monthly report of the Board's delegate to the Title I District Advisory Council (DAC).

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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 the MPS Vision and Mission, the President's activities during the month of March 2020 included the following:

#### Academic Achievement

Attended the following events:

- Read to students at Riverwest Elementary
- K-8 school recruitment fair
- Took part in the teacher/staff in-service at Madison High School

#### Student, Family, and Community Engagement

Attended various community events, including:

- A Beyond the Boardroom event at Lincoln School of the Arts
- Four Black Lives Matter at Schools events
- The memorial celebration for Ceasar Stinson
- The Retirement Taskforce's meeting
- The Milwaukee Library Board's meeting
- The Democratic Party Committee's Convention presentation to Martin Luther King Elementary students
- Met with board of America's Black Holocaust Museum

#### Effective and Efficient Operations

- Attended a news conference on COVID-19 at Central Office with Dr. Posley, Mayor Barrett, and Commissioner Kawalik
- Attended a news conference with Superintendent at South Division during handing out of food and study packets
- Attended Governor Tony Evers's news conference at the State Capitol

#### Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

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## NEW BUSINESS

### (Item 1) Action on a Request to Revise Administrative Procedure 7.33, Grading Systems

*Referred to the Committee on Legislation, Rules and Policies.*



The Board adjourned at 8:44 P.M.

JACQUELINE M. MANN, Ph.D.  
Board Clerk

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