

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 24, 2023**

Special meeting of the Board of School Directors called to order by President Herndon at 5:31 p.m.

Present — Directors Garcia, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 6.
Absent and Excused— Directors Carr, Gokalgandhi, and Jackson – 3.

The Board Clerk read the following call of the meeting:

To the Members of the Board of School Directors:

A Special Meeting of the Milwaukee Board of School Directors is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for consideration of the items of business listed in this notice.

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

No public testimony will be taken.

**SPECIAL BOARD MEETING
5:30 P.M., TUESDAY, OCTOBER 24, 2023**

1. Action on a Request for a Closed Session Relative to a Report with Possible Action Regarding a District Safety Drill as Required by Wisconsin State Statute 118.07(4)(cp) and Other Associated Requirements
2. Update with Possible Action on the 2023–2028 Strategic Plan Quarter One Review
3. Report with Possible Action on the District's Elementary and Secondary School Emergency Relief Fund
4. Work Session To Consider and Act on Amendments to the Preliminary Adopted FY24 Budget
5. Action on a Request to Approve the 2023-24 (FY24) Proposed Fall Budget Adjustments to the Adopted FY24 Budget

Executive Session Notice

The Board may retire into closed session pursuant to Wis. Stat. 19.85(1)(d) to consider crime detection or prevention strategies relative to Item 1, Action on a Request for a Closed Session Relative to a Report with Possible Action Regarding a District Safety Drill as Required by Wis. Stat. 118.07(4)(cp) and Other Associated Requirements. The Board may return to open session to take action on matters discussed in closed session or to continue with the remainder of its agenda.

JACQUELINE M. MANN, Ph.D.
Board Clerk

(Item 1) Action on a Request for a Closed Session Relative to a Report with Possible Action Regarding a District Safety Drill as Required by WI State Statute 118.07 (4) (cp) and Other Associated Requirements

Background

WI. State Statute 118.07 (4)(cp) requires all public and private schools in Wisconsin conduct a safety drill prior to January 1 of the proceeding calendar year. The governing school board is to review and approve the drills and provide a letter to that effect which will be forwarded to the Wisconsin Department of Justice, Office of School Safety.

In compliance with WI. State Statute 118.07(4)(cp), MPS schools conducted safety drills on September 28, 2023. The safety drills require a written evaluation by each principal and a review by the school board within 30 days of the drills completions.

On September 28, 2023, safety drills were conducted at Milwaukee Public Schools. The drills consisted of a standard response to an emergency situation. Yearly, all Wisconsin schools, public and private, must conduct an emergency drill required by WI State Statute 118.07(4) (cp), also referred to as Act 143.

After administrators at each Milwaukee Public School conducted a fire drill, the principals prepared a written evaluation for the school board to review within 30 days of the drill. The board will provide a certification of the drills that will be forwarded to the Office of School Safety within the WI. Department of Justice by January 1, 2024.

The drills were intended to provide training for a building’s occupants should an emergency situation occur and that would require a response based on the district and school’s safety plan. The school’s individual evaluations were very similar where administrators observed minor issues of concern. Those minor concerns were addressed at the school level by the administrators and will continue to be monitored in future drills. The drills lasted a few minutes, variations in time depended on the size of the school.

The drills were completed appropriately rendering discussion at the school level as to what needs improvement.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 4.03 - Security

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

Recommendation

The Administration recommends the Board retire to closed session in order to consider this item.

Director O’Halloran moved to retire to closed session, pursuant to Wisconsin Statute 19.85(1)(d) in order to consider the item. The motion passed, the vote being as follows:

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

The Board considered the item in closed session from 5:38 to 5:53 p.m., whereupon the Board returned to open session. No action was taken on this item.

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(Item 2) Update with Possible Action on the 2023–2028 Strategic Plan Quarter One Review Background

The implementation of the 2023-2028 Strategic Plan began July 1 2023. This presentation will review each of the key action plans and special projects progress during quarter one. Each will include a summary of the data to date, the indicators of successful progress, areas that indicate less progress than expected, and next steps or adjustments to the plans. The strategic plan dashboard will also be reviewed.

- Resolution and 2023–2028 Strategic Plan
- Milwaukee Board of School Directors approvals:
- Resolution 2122R-008 (July 2021)
- Begin 2023–2028 Strategic Plan process (October 2021)

- o Timeline of process needs is posted
- o Community-wide input
- o Plan covers a specific time frame
- o Includes a mission statement, goals, and objectives
- o Includes accountability measures and annual performance targets

Team Leads

- Paulette Chambers: Staff – Professional Learning
- Katrice Cotton: Rightsizing the District, Rightsizing the District: Facilities and Upgrades
- Martha Kreitzman: Budget, School Lunch Program
- Adria Maddaleni: Staff – Morale, Calendar
- Jennifer Mims-Howell: Student Achievement, Graduation and Postsecondary Readiness

Digital Connections

The district's strategic plan web page may be found on the Initiatives page.

The Strategic Plan Dashboard is also found on the Initiatives webpage and has been formatted for all screen types.

Strategic Plan – Special Projects

School Lunch Programs

Goals, Activities and Milestones

During the 2023–24 school year, the nutrition department will increase student knowledge of USDA guidelines while improving the quality of food services. (Office of Finance – Nutrition)

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

Budget Engagement and Education

Goals, Activities and Milestones

By the end of the 2027–28 school year, the Office of Finance will increase education and engagement in the budget process at the district and school levels

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

Student Achievement

Goals, Activities and Milestones

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

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

Graduation and Postsecondary Readiness

Goals, Activities and Milestones

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

- All students will be prepared for career opportunities and/or postsecondary learning by graduation.
- Fifty percent of all graduates will enroll in postsecondary learning and graduate/complete.
- All students will be confident in their abilities to be successful in education, work, or the military.

Rightsizing the District

Goals, Activities and Milestones

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

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

Rightsizing – Facilities and Upgrades

Goals, Activities and Milestones

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

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

Communications

Goals, Activities and Milestones

By 2028, the communications department will have developed and implemented a communications plan to improve the image of the district and update the website.

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

Staff Morale

Goals, Activities and Milestones

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

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

Calendar

Goals, Activities and Milestones

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

Develop Calendar Options for 2024–25

Staff Professional Learning

Goal, Activities and Milestones

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

- Structures will be developed to provide required professional learning within the workday for all staff.
- The district will provide differentiated supports and establish accountability measures to ensure fidelity in implementation of professional learning.
- All MPS staff will engage in ongoing professional learning and reflection to implement culturally responsive practices to create an inclusive learning community.
- The district provides required and self-directed intentional, unique, and leveled professional learning to meet the specific needs of staff.

Moving Forward

- The work continues!!
- Chief in charge of each plan will hold quarterly data reviews.
- Leads listed in the plans will report progress to the chief in charge of the plan.
- Align continuous school improvement plans to the strategic plan is critical.
- Align current and new work/initiatives to the strategic plan.
- Share results on the website.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

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(Item 3) Report with Possible Action on the District's Elementary and Secondary School Emergency Relief Fund

Background

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

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

The Fall 2023 ESSER II and III Proposed Budget Revision Detail was provided under separate cover.

ESSER II and III Updates

The ESSER II and III Budget summary figures may be found in the attachments provided under separate cover.

ESSER II Accelerating Learning Highlights

STEM U.S. Department of Education Deputy Secretary Cindy Marten and U.S Congresswoman Gwen Moore toured schools on Friday, September 8, 2023, to see firsthand MPS' innovative expansion of its STEM curricula through ESSER funding.

Writing "I wanted to compliment you and your team on the writing resources that you have provided through PD and Mconnect. I have been teaching ELA/Reading in the district for 24 years and I haven't seen such clear, solid Writing resources (in the last decade). Thank you for the work you and your team have done. It's excellent!"

Visual Art ESSER allowed purchases of equipment such as kilns, clay equipment, printmaking, as well as new furniture and storage. ESSER funds also provided opportunities for students to participate in community arts experiences such as the Holiday Folk Fair, Kohler Arts Center, and various community events.

UW-Whitewater Camp "I want to thank you from the bottom of my heart for providing this opportunity to my daughter... This camp has been a game changer! It was extremely well run ... (my daughter) was social, independent and I was told funny as well. My heart is swelling with gratitude!!!"

Science ESSER funds were used to purchase science adoptions from Houghton Mifflin Harcourt for the elementary and middle schools. The curriculum is skill-based and interactive in its nature, which allows for students to be at the center of their learning.

Reading As a result of ESSER Funds, over 600 teachers were able to participate in a summer reading institute on differentiated small group reading instruction and what the science of reading looks like in the classroom. This was led by nationally recognized reading expert, Jan Richardson.

ESSER II Health and Wellness Highlights

- Teletherapy available to all students
- SCPMH expanded to 39 schools
- Evidenced-based trauma and crisis response training for mental health support staff (500+ instances logged)
- Improved Employee Assistance Program (EAP) with additional staff sessions available
- Hiring of additional social workers and counselors
- Expanded services for
 - BLMA
 - Gender, Identity, & Inclusion
 - Restorative Practices
 - Implementation of anti-racism PD
 - Ropes course improvements
 - Playground improvements
 - Fitness rms in middle/high schools

ESSER II Facilities Highlights

Accomplishments

- Contracted Integrated Project Delivery Contractors & Owner's Representative:
- Removal of outdated carpeting and replaced with new flooring
- Replacing existing drinking fountains with new water bottle stations
- Performing testing and balancing of building mechanical systems
- Replacing deficient mechanical systems
- Installing missing bug screens and replacing older window systems
- Installation of outdoor classroom features and structures

Future Tasks

- Continued work with the Integrated Project Delivery Contractors & Owner's Representative:
- Complete the tasks identified above
 - Work with the Grant Department to close out the project finances
 - Provide the necessary documentation for submittal to DPI

ESSER III Technology Highlights

Accomplishments

- 2,500 Interactive Flat Panels have been delivered to schools replacing all Smartboards in the district.
- Replacement of obsolete laptop and desktop computers in classrooms to meet upcoming Windows 11 requirement.
- 13 PLTW Computer Labs refreshed with new computers, Vex robotic equipment and 3-D printers.
- 18 high schools have Esports computers and furniture and 10 schools are operating with competition beginning this fall.

Future Tasks

- Continue HVAC master closet upgrades, interior digital signage and exterior marquee signage installs.
- Continue fiber optic cabling replacements at all MPS sites.
- Expand Esports opportunities for students in middle schools.

ESSER III Extracurricular Highlights - Overnight Camping

163 students registered

7 camps(30-343 miles from Milwaukee)
48 MPS schools represented

More Information on ESSER

An online version of the Fall 2023 Budget Revision Detail is posted on the district’s ESSER website
For more information about the Fall 2023 Proposed Budget Revision Detail, please contact MPS
Office of
Finance.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.02 - Budget Control

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Funds for ESSER I were expended or obligated by September 30, 2022, for ESSER II by September 30, 2023. ESSER III will be expended or obligated by September 30, 2024.

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(Item 4) Work Session To Consider and Act on Amendments to the Preliminary Adopted FY24 Budget

Background

Attached for the Board's consideration is one additional amendment to the Superintendent's FY24 Preliminary Adopted Budget. Amendment 06 is sponsored by Directors Zombor and Herndon. .

Intent

To create an Agriculture Farm Assistant II position to assist with year-round farm operations including livestock management, potential crop production, forestry management, outreach activities, and other agriculture practices related to Vincent High School of Agricultural Sciences educational programming.

Funding Source

Decrease Supplemental School Support by \$97,138 in order to add one FTE position with a salary of \$64,330 and benefits of \$32,808.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.01 - Annual Operating Budget

Fiscal Impact Statement

The fiscal impact will be determined by the action taken by the Board.

Recommendation

The recommendation is that the Board determine how it wishes to proceed relative to the proposed amendment.

Director O'Halloran moved approval of the amendment. The motion passed, the vote being as follows:

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

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(Item 5) Action on a Request to Approve the 2023-24 (FY24) Proposed Fall Budget Adjustments to the Adopted FY24 Budget

Background

The Wisconsin Department of Public Instruction (DPI) certified school districts' aid amounts on October 15, 2023, and updated the District's revenue-limit worksheet on October 17, 2023. Since the institution of revenue limits, it has been routine to amend the District's annual budget at this point in the fiscal year in order to adjust projections to actual revenue and enrollment. These changes require adjustments to revenues and expenditures, as well as technical adjustments to the proposed 2023-24 budget as adopted by the Milwaukee Board of School Directors (Board) on May 25, 2023.

Attachment 1 summarizes the recommended fall changes to the budget adopted in May 2023, based on current data and the priorities established in the Board's three goals of academic achievement; student, family and community engagement; and effective and efficient operations.

Attachment 2 provides the proposed budget resolutions, including the total budget amount and the portion of tax levy for the School Operations Fund, the Construction Fund, and the Extension Fund. The final board-adopted budget resolution will be transmitted to the Common Council of the City of Milwaukee for adoption as prescribed by State Statutes, sections 119.46 and 119.48, prior to the adoption of the City's budget in November 2023.

In accordance with Board Rule 1.14(3)(g), a recorded affirmative vote of two-thirds of the Board's membership will be necessary to request tax funds or the sale of bonds for the purpose of school construction.

The FY23-24 Budget Resolutions for School Operations, Construction, and Extension funds read:

School Operations Fund

RESOLVED, That, pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of \$1,104,994,544 will be required for the operation of the Milwaukee Public Schools, for the repair and keeping in order of school buildings and equipment, and the making of material improvements to school property during the 2024 Fiscal Year. In addition, pursuant to action taken by the Board of School Directors at its regular meeting on September 22, 2011, the Board of School Directors is required to advise the Common Council that \$9,434,000 will be required for the operation of the Milwaukee Parental Choice Program; and that \$193,278,904 will be required for the operations of the Milwaukee Public Schools and that a total of \$202,712,904 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2024, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

Construction Fund

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of \$7,100,000 will be required for the 2024 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, \$5,000,000 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2024, said amount to be in addition to the money received from other miscellaneous sources.

Extension Fund

RESOLVED, That, pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that the amount of \$114,443,075 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2024 Fiscal Year, and that \$112,443,075 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2024, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.01 - Annual Operating Budget

Fiscal Impact Statement

Approval of the proposed fall budget changes as outlined in Attachment 1 will result in a total budget, including estimated categorical grants, which contains ESSER funding, of \$1,607,809,055, based upon current law and revenue-limit calculations.

Implementation and Assessment Plan

Upon the Board's approval, the adjustments will be made to the 2023-24 budget.

Recommendation

The Administration recommends the Board adopt the fall budget changes as proposed, and that the annual budgetary resolutions be adopted as indicated.

Director Garcia moved to adopt the fall budget changes as proposed, inclusive of the amendments previously adopted, and to adopt the annual budgetary resolutions as provided under separate cover and as read into the record.

The motion passed, the vote being as follows:

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

The Board adjourned at 7:48 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 26, 2023**

Regular meeting of the Board of School Directors called to order by President Herndon at 5:34 p.m.

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

Before proceeding with our agenda items, the Chair would ask for a moment of silence to commemorate the passing of the following members of the MPS community:

- Kamron Carney, as student from Carmen Northwest
- Lisa Downs, a food service assistant from Wedgewood Park school
- Barbara Hill, a retired paraprofessional from Morse Middle school
- Troy Moore, a building service helper from Washington High School of Information Technology
- Kathryn Poznanski, a teacher from Starms

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APPROVAL OF MINUTES

Director Gokalgandhi moved approval of the minutes as presented in the attachments to this item, inclusive of changes recommended by Director Zombor. The motion passed, the vote being as follows:

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

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report, with Possible Action, from the Superintendent of Schools

Superintendent’s Report – October 2023

The Superintendent’s Report is designed to provide the Milwaukee Board of School Directors and the MPS community with an update on current activities under way 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.

MPS Jazz Ensemble Performs at State Capitol

On September 21, the melodic voices of the Milwaukee High School of the Arts Vocal Jazz Ensemble resonated within the State Capitol Rotunda during the annual State of Education address. It was an honor for the ensemble to be invited by State Superintendent Dr. Jill Underly to the occasion.

The ensemble's singers skillfully rendered the National Anthem and "Everything Must Change" by jazz artist Benard Ighner. With 13 talented members, the ensemble's harmonious voices brought these important and relevant compositions to life, leaving a lasting impact on the attendees.

Ensemble members conveyed their gratitude to Dr. Underly for extending the invitation to perform at this prestigious event. Their hope was evident: that the officials present would be moved to prioritize arts education within MPS, recognizing its invaluable role in students' development and well-rounded education.

Following the State of Education address, the ensemble students were welcomed to a reception at the Governor's Mansion, where they had the opportunity to engage with various officials, creating meaningful connections and reinforcing the significance of arts in education.

MPS Skilled Trades and Technical Career Fair

On October 4, Milwaukee Public Schools hosted its annual Skilled Trades and Technical Career Fair at the new Milwaukee Tools office, located at 551 North Fifth Street. Hundreds of Milwaukee Public Schools students, primarily juniors and seniors, gathered for this engaging event, providing them with an opportunity to explore a wide spectrum of career paths. These paths span from construction and manufacturing to healthcare and information technology. Nearly 50 employers engaged with students from 25 MPS high schools, introducing them to potential apprenticeships and various other career prospects.

The MPS Department of Facilities and Maintenance was one of the employer partners taking part in the career fair and offering apprenticeships to students. The department offers students the chance to work in diverse trades shops, covering carpentry, electrical work, automotive, locksmithing, masonry and bricklaying, painting, steam fitting, grounds maintenance, plumbing, insulating, construction, and design.

The MPS apprenticeship program operates in a manner similar to other youth apprenticeship programs. In each discipline or field, student apprentices collaborate with experienced mentors to gain essential work experience. MPS ensures that student apprentices acquire the necessary certifications to work on projects funded by the city or MPS. This widens the horizons for employment opportunities for our student apprentices, providing them with valuable skills and a promising future.

MPS Acknowledges and Celebrates Indigenous Peoples' Day

Indigenous Peoples' Day, observed on October 9, is a significant occasion on which MPS aligns with the City of Milwaukee, the State of Wisconsin, and numerous individuals and organizations across the nation to celebrate the vibrant cultures and cherished values of Indigenous peoples. Traditionally a day designated for the observance of Columbus Day, MPS teachers, staff, families, and students actively engage in a range of activities, lessons, and commemorations to deepen their understanding of the rich histories, enduring values, diverse cultures, and remarkable achievements of Native American Nations.

MPS's New Green Schoolyards

On October 11, Riley Dual Language Montessori School hosted a celebration to mark the unveiling of five new environmentally friendly, or "green," schoolyards within Milwaukee Public Schools.

These playgrounds have undergone a remarkable transformation, shedding vast stretches of pavement to make room for lush green spaces. This redevelopment not only enhances opportunities for student learning and play but also plays a crucial role in managing stormwater runoff, preventing it from overwhelming Milwaukee's sewer system and contaminating Lake Michigan. These projects collectively have the capacity to capture more than 760,000 gallons of water every time it rains.

The redevelopment initiative is a collaborative effort of Milwaukee Public Schools and several esteemed partners that include the City of Milwaukee, the Milwaukee Metropolitan Sewerage District, and the nonprofit environmental organization Reflo. Additional support has come from various partners and funders, including the Milwaukee Public Schools Foundation, to contribute to the successful realization of this project.

The schools most recently benefiting from these revitalized playground areas are Riley Dual Language Montessori School, Frederick J. Gaenslen School, Milwaukee German Immersion School, and Alexander Mitchell Integrated Arts School.

The celebration was a festive affair, featuring speakers, a ribbon-cutting ceremony, and a jubilant atmosphere. To add a special touch to the event, students from Riley contributed to the festivities by writing their own lyrics and singing them to the tune of "La Bamba" to celebrate the rejuvenated playground and its positive impact on their educational journey.

Black Lives Matter at School T-Shirt Contest

The 2023-24 Black Lives Matter at School T-shirt contest has officially kicked off, and students from every corner of Milwaukee Public Schools are responding with enthusiasm. These young minds have poured their creative energy into crafting unique T-shirt designs that not only pay homage to the vital Black Lives Matter movement but also depict the significant role that Black Lives Matter plays in the very fabric of Milwaukee Public Schools.

In a powerful demonstration of unity, creativity, and social awareness, these students use their artistic talents to convey an important message. Their designs serve as a medium through which they express their support and commitment to equality and justice.

The anticipation is building as we look forward to announcing the winning designer this November. The chosen artist will not only gain well-deserved recognition but also will receive a \$100 gift card, four T-shirts featuring their winning design, and the privilege of having their creation featured on Milwaukee Public Schools’ official Black Lives Matter at School T-shirts. This opportunity extends far beyond just an award—it is an avenue for the winning designer to make a lasting impact by spreading the message of unity and inclusion throughout the community.

MPS Winter Sports Registration Now Open

It may be hard to believe, but the time has come to gear up for winter sports: boys’ and girls’ basketball, boys’ and girls’ wrestling, and boys’ swimming.

Registration has officially begun for the winter 2023–24 season of MPS high school athletics, and it will continue to be open until November 27, 2023.

At the heart of Milwaukee Public Schools athletics lies a belief in the transformative power of sports. We embrace the idea that student participation in sports leads to personal growth through valuable team experiences and hands-on guidance. Additionally, it fosters healthy competition, nurtures leadership skills, and promotes a sense of community pride. We are thrilled to be part of this journey with our students and their development.

To register for a winter sport, go to the Milwaukee City Conference online registration platform and contact your school athletic director with any questions.

Free physicals are also available at multiple locations for all student-athletes.

Strategic Plan Compatibility Statement

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

Statute, Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

* * * * *

**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

The State is now sitting on an overall balance of \$8.87 billion as it continues to dramatically underfund its own recommendations to support English learners, students with disabilities and students challenged by poverty. The fiscal update of the Blue Ribbon Commission on K-12 Education recommendations clarifies the amounts needed for the state to come into compliance with support for students in these areas.

The attached school levy tax credit disclosure notice from 2022 demonstrates and clarifies the amount that the annual school levy was reduced or offset for the property taxes of 2022 - \$51.6 million. It is anticipated that the 2023 levy credit will further reduce the property tax impact by an estimated 27%.

Documents produced by the State of Wisconsin on this topic have been provided under separate cover.

Strategic Plan Compatibility Statement

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

Statute, Policy, or Board Rule Statement

1.02 - Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

* * * * *

REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

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

Accountability and Efficiency Services

Between September 16, 2023 and October 14, 2023, Accountability and Efficiency Services fulfilled nine requests for information/research and six special projects. Accountability and Efficiency Services also completed seven constituent inquiries and satisfied one impartial hearing officer (IHO) assignment requests.

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

Contract Compliance Services (CCS)

During the reporting period, Contract Compliance Services (CCS) staff members focused on our Communities In Need (COIN) and Student Engagement Programming.

CCS staff members participated in the district's Skilled Trades Fair. The event provided CCS with an opportunity to engage high school students, gaining an understanding of their career interests to determine how they align with our current internship opportunities. 190 students expressed interest in our COIN and Student Employment opportunities. CCS is scheduled to participate in additional fairs throughout the 2023-2024 school year.

CCS is continuing its partnership with Reflo Sustainable Water Solutions. We are excited to sponsor 35 MPS high school students for their School Year Environmental Internship. This exciting program offers experiential learning and personal growth opportunities related to the environment, climate education and justice, and sustainability for high school students attending Milwaukee area schools.

Lastly, four students were referred out for interviews. All four were hired in the following career industries: administrative services, culinary arts, library management, and technology.

CCS continues to partner with departmental and internal sponsors to create additional internships and work-based learning opportunities for our high school students.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations
Statute, Policy, or Board Rule Statement
3.08 - Role of the Senior Director, Office of Accountability and Efficiency

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

The Board Clerk presented 19 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

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

- October 2, 2023, @ 8:30 a.m., 10:00 a.m., 11:00 a.m., 12:00 p.m.
- October 3, 2023, @ 8:00 a.m., 9:00 a.m., 10:00 a.m., 11:30 a.m., 1:00 p.m.
- October 4, 2023, @ 10:45 a.m.
- October 6, 2023, @ 9:00 a.m., 12:00 p.m., 3:00 p.m.
- October 11, 2023, @ 9:00 a.m.
- October 12, 2023, @ 9:00 a.m.
- October 16, 2023, @ 9:00 a.m., 10:00 a.m.
- October 18, 2023, @ 9:00 a.m.
- October 19, 2023, @ 11:30 a.m.

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

Ayes — Directors Garcia, Gokalgandhi, , Leonard, O'Halloran, Siemsen, and President Herndon — 6.
Abstention – Director Zombor – 1
Noes — None.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

From the Committee on Accountability, Finance, and Personnel, Item 2, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-Term Employment (LTE) Contracts Exceeding Sixty Days, has been forwarded to the Board without recommendation.

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

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.

Noes — None.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

Classified Personnel Transactions

Name	Position and Salary	Date	Salary
NEW HIRES			
2 Tyann Allen	Building Service Helper I	09/25/2023	\$17.17/hr
2 Jeffrey Dorsey	Building Service Helper I	09/25/2023	\$17.17/hr
2 Zaria Dukes	Building Service Helper I	09/11/2023	\$17.17/hr
2 Travis Flowers	Building Service Helper I	09/18/2023	\$18.89/hr
2 Eric Goudy	Building Service Helper I	09/25/2023	\$17.17/hr
2 Shantalay Griffin	Building Service Helper I	09/25/2023	\$17.17/hr
2 Kiayanna Harris	Building Service Helper I	09/25/2023	\$17.17/hr
4 Jahaira Hernandez	Building Service Helper I	09/25/2023	\$17.17/hr
4 Domingo Hernandez	Building Service Helper I	09/18/2023	\$20.03/hr
2 Lecarter Kimble	Building Service Helper I	09/11/2023	\$20.61/hr
2 Jordan Lemon	Building Service Helper I	09/11/2023	\$17.17/hr
2 Tameca Martin	Building Service Helper I	09/25/2023	\$17.17/hr
2 Tywan Mathis	Building Service Helper I	09/18/2023	\$20.03/hr
2 Janice McAfee	Building Service Helper I	09/25/2023	\$21.75/hr
2 Joe Mills	Building Service Helper I	09/11/2023	\$17.17/hr
5 Kerry Poradek	Building Service Helper I	09/18/2023	\$23.47/hr
2 Amber Thomas	Building Service Helper I	09/11/2023	\$17.17/hr
2 Glenda Watkins	Building Service Helper I	09/18/2023	\$20.61/hr
2 Santrina White	Building Service Helper I	09/18/2023	\$17.17/hr
2 Juanisha Williams	Building Service Helper I	09/11/2023	\$17.17/hr
2 Malcolm Wilson	Building Service Helper I	09/25/2023	\$17.17/hr
2 Samantha Barnett	Children's Health Assistant	09/15/2023	\$25,797.16
2 April Fitch	Children's Health Assistant	09/11/2023	\$24,475.30
2 Mary Jackson	Children's Health Assistant	09/08/2023	\$23,813.81
2 Andrea Levy	Children's Health Assistant	09/11/2023	\$21,171.22
2 Quanita Madison	Children's Health Assistant	09/11/2023	\$21,171.22
2 Tammie Reynolds	Children's Health Assistant	09/25/2023	\$24,475.30
2 Tamika Thomas	Children's Health Assistant	09/11/2023	\$24,475.30
4 Maria Arriola	Food Service Assistant	09/05/2023	\$17.17/hr
2 Liceal Brazell	Food Service Assistant	09/25/2023	\$17.17/hr
2 Leonetta Davis	Food Service Assistant	09/11/2023	\$18.72/hr
2 Laquita Edwards	Food Service Assistant	09/26/2023	\$17.69/hr
4 Jaida Flores-Robbins	Food Service Assistant	09/05/2023	\$17.17/hr
2 Aaliya Ford	Food Service Assistant	09/11/2023	\$17.17/hr
2 Brittany Franklin	Food Service Assistant	09/25/2023	\$18.72/hr
2 Alicia Gail	Food Service Assistant	09/05/2023	\$18.20/hr
5 Kristy Grace	Food Service Assistant	09/11/2023	\$17.69/hr

2 LaQesha Green	Food Service Assistant	09/25/2023	\$17.69/hr
2 Cashmier Gresby	Food Service Assistant	09/06/2023	\$18.72/hr
2 Lula Jenkins	Food Service Assistant	09/05/2023	\$20.26/hr
2 Tysheana Jennings	Food Service Assistant	09/05/2023	\$17.17/hr
2 Larita Johnson	Food Service Assistant	09/05/2023	\$18.20/hr
2 Christjohn Jones	Food Service Assistant	09/25/2023	\$17.17/hr
2 Devona Jones	Food Service Assistant	09/25/2023	\$17.17/hr
2 Desha Joy	Food Service Assistant	09/18/2023	\$17.69/hr
2 Willie Lee	Food Service Assistant	09/05/2023	\$21.81/hr
2 Ausha McLaurin	Food Service Assistant	09/05/2023	\$17.69/hr
4 Samy Sanchez Castillo	Food Service Assistant	09/05/2023	\$17.69/hr
5 Kimberly Schultz	Food Service Assistant	09/18/2023	\$18.72/hr
2 Theresa Starks	Food Service Assistant	09/12/2023	\$17.17/hr
2 Sheleah Walker	Food Service Assistant	09/05/2023	\$17.17/hr
2 Nanetta Washington	Food Service Assistant	09/05/2023	\$18.20/hr
2 Chelest Wilbert	Food Service Assistant	09/07/2023	\$19.75/hr
2 Cameron Fortune	Paraprofessional – Parent Involvement	09/25/2023	\$28,452.00
4 Ana Ayala	Paraprofessional	09/11/2023	\$25,786.00
2 Sherita Coleman	Paraprofessional	09/25/2023	\$21,339.00
5 Katrina Deveau	Paraprofessional	09/11/2023	\$21,339.00
2 Ametrious Farmer	Paraprofessional	09/25/2023	\$21,339.00
4 J Jesus Fletes	Paraprofessional	09/18/2023	\$21,339.00
2 Annquetta Fondren	Paraprofessional	09/11/2023	\$21,339.00
4 Zaidy Gonzalez	Paraprofessional	09/18/2023	\$22,648.00
2 Lynn Hartenberger	Paraprofessional	09/05/2023	\$21,339.00
5 Elaine Hawk	Paraprofessional	09/11/2023	\$24,211.00
4 Alicia Hernandez	Paraprofessional	09/11/2023	\$21,339.00
5 Maura Horgan	Paraprofessional	09/14/2023	\$21,860.00
4 Miguel Lozano Vazquez	Paraprofessional	09/25/2023	\$21,339.00
4 Sara Martinez	Paraprofessional	09/18/2023	\$24,999.00
5 Dakota Maves	Paraprofessional	09/15/2023	\$21,339.00
3 Mohana Mulabagili	Paraprofessional	09/15/2023	\$24,211.00
4 Andreina Orozco	Paraprofessional	09/11/2023	\$21,860.00
4 Norma Quiles	Paraprofessional	09/25/2023	\$29,712.00
7 Matthew Reed	Paraprofessional	09/18/2023	\$22,648.00
5 Erica Repinski	Paraprofessional	09/15/2023	\$21,860.00
4 Yesenia Reyes	Paraprofessional	09/25/2023	\$23,435.00
4 Jenny Santiago	Paraprofessional	09/11/2023	\$28,137.00
2 Shadonna Vickers	Paraprofessional	09/18/2023	\$26,574.00
4 Angelica Wacker	Paraprofessional	09/18/2023	\$21,339.00
2 Lyric Williams	Paraprofessional	09/11/2023	\$21,339.00
2 Sarah Williams	Paraprofessional	09/18/2023	\$21,339.00
2 Thomas Wirth	Paraprofessional	09/18/2023	\$27,349.00
2 Jamelia Lane	PT School Support Staff	08/28/2023	\$15.00/hr
2 Debra Melissa Brinkley-Lagrone	School Safety Assistant	09/06/2023	\$26,594.00
2 Derrell Byers	School Safety Assistant	09/06/2023	\$26,594.00
2 Brianna Fisher	School Safety Assistant	09/06/2023	\$26,594.00
2 Keanna Hibbler	School Safety Assistant	09/06/2023	\$26,594.00
2 Jordan Hunter	School Safety Assistant	09/06/2023	\$26,594.00
2 Starkiesha James	School Safety Assistant	09/25/2023	\$26,594.00
2 Victoria Love	School Safety Assistant	09/06/2023	\$26,594.00
2 Damar McGhee	School Safety Assistant	09/06/2023	\$27,257.00
2 Brunasia Richardson	School Safety Assistant	09/06/2023	\$26,594.00
2 Temone Winslow	School Safety Assistant	09/06/2023	\$26,594.00
4 Jessica Cabrera Alicea	School Secretary I – 11 Month	09/25/2023	\$36,037.00
2 Ariya Roth	School Secretary I – 11 Month	09/05/2023	\$36,037.00

4 Ricardo Ramos	School Kitchen Manager III	09/25/2023	\$35,331.00
5 Britani Belanger	School Kitchen Manager Trainee	09/07/2023	\$18.60/hr
2 Darnell Brimmer	School Kitchen Manager Trainee	09/07/2023	\$19.63/hr
2 Jennifer Bonner	School Social Work Aide II	09/05/2023	\$19,668.00

PROMOTIONS

2 Dajana Green	Food Service Assistant	09/25/2023	\$17.69/hr
2 Willie Jones	Food Service Assistant	09/25/2023	\$18.20/hr
2 Demarko Lewis	Food Service Assistant	09/25/2023	\$17.17/hr
2 Kallai Patterson	Food Service Assistant	09/25/2023	\$18.72/hr
2 Carmelita Williams	Food Service Assistant	09/25/2023	\$17.17/hr
2 Velina Alexander	Paraprofessional	09/25/2023	\$27,349.00
4 Samantha Garza Nagel	Paraprofessional	09/21/2023	\$21,860.00
2 Yolonda Jackson	Paraprofessional	09/15/2023	\$23,435.00
4 Irma Maldonado	Paraprofessional	08/28/2023	\$29,712.00
5 Sara Winski	Paraprofessional	09/25/2023	\$23,435.00
2 Nikikka Woods	Paraprofessional	09/18/2023	\$21,339.00
2 Tiffany Williams	School Secretary I – 10 Month	09/11/2023	\$33,843.00
2 Diane Joshua	School Kitchen Manager I	08/07/2023	\$37,220.00
2 Donna Survillion	Secretary II	09/07/2023	\$47,619.70

REHIRES

2 Lamont Clark	Building Service Helper I	09/18/2023	\$18.32/hr
2 Shamia Eddmonds	Building Service Helper I	09/11/2023	\$17.17/hr
2 Linda Johnson	Building Service Helper I	09/11/2023	\$17.17/hr
2 Jimika Martin	Building Service Helper I	09/18/2023	\$20.61/hr
2 Richard Watson	Boiler Attendant Trainee	09/25/2023	\$49,780.58
2 Isaiah Baisden	Children’s Health Assistant	09/25/2023	\$21,831.58
2 Denise Beck	Children’s Health Assistant	09/08/2023	\$24,475.30
4 Maria Rodriguez	Children’s Health Assistant	09/08/2023	\$23,153.44
2 Desnae Harmon	Food Service Assistant	09/25/2023	\$17.17/hr
2 Shamika Hill	Food Service Assistant	09/25/2023	\$19.23/hr
2 Yvette Robinson-Webb	Food Service Assistant	09/05/2023	\$17.69/hr
2 Edward Nwagbaraocha	IT Service Technician	09/11/2023	\$63,772.00
2 Sabrina Brooks	Paraprofessional	09/11/2023	\$27,349.00
5 Brittany Nelson	Paraprofessional	09/25/2023	\$24,211.00
4 Cecilia Reyna	Paraprofessional	09/18/2023	\$24,211.00
2 Attache Greer	School Safety Assistant	09/06/2023	\$26,594.00
2 Joshua Schmidt	School Safety Assistant	09/05/2023	\$29,276.00
2 Takia Woulard	School Safety Assistant	09/19/2023	\$28,258.00
2 Jada Kyles	School Secretary I – 10 Month	09/05/2023	\$30,598.00
2 Sherri Torrence	Secretary II	09/11/2023	\$57,272.55

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS - SCHOOL SUPPORT TEACHER

5nr	Radtke,Lisa M	01/BA	\$63,789.00	9/18/2023
	SCHOOL SUPPORT TEACHER			
2nr	Suggs,Diamond E	01/MA	\$95,023.00	9/25/2023
	SCHOOL SUPPORT TEACHER			

ACTION ON CERTIFICATED APPOINTMENTS - TEACHER

6r	Ejimofor,Nkechi	01/MA	\$70,549.00	8/28/2023
	GEN ELEM & K8 - ALL GRADES			

2r	Johnson,Marilyn KINDERGARTEN (4 YR OLDS)	01/MA	\$74,628.00	8/28/2023
5r	Nagle,Anna G SPEC ED MULTICATEG.	01/MA	\$74,628.00	9/28/2023
4nr	Pedroza,Byed GEN ELEM & K8 - ALL GRADES	01/BA	\$61,925.00	9/18/2023
5r	Peiffer,Angela R EARLY CHILDHOOD- SPEC ED	01/MA	\$58,312.00	9/25/2023
2r	Rhenals Torres,Ernesto AMP HPE	01/BA	\$60,060.00	9/11/2023
2r	Riley-Hendricks,Kissha A GEN ELEM & K8 - ALL GRADES	01/BA	\$50,737.00	9/25/2023
3nr	Torregosa,James Roger DAY TO DAY TEACHER	01/BA	\$60,060.00	9/18/2023
4r	Yanez Requena,Gustavo Adolfo GEN ELEM & K8 - ALL GRADES	01/BA	\$60,060.00	9/18/2023

ACTION ON CERTIFICATED APPOINTMENTS-SCHOOL SOCIAL WORKER-EARLY START

2r	Warren,Kenya M SCHOOL SOCIAL WORK	01/2A	\$63,689.00	9/18/2023
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ACTION ON CERTIFICATED APPOINTMENTS-TEACHER-EARLY START

2r	Afolabi,Omotola O SCIENCE	01/MA	\$60,353.00	9/18/2023
5r	Amorocho,Najesda ENGLISH	01/BA	\$56,331.00	9/18/2023
2r	DeJohnett,Gunsby SPEC ED MULTICATEG.	01/MA	\$62,391.00	9/18/2023
2r	Enyogoi,Isaac MATHEMATICS	01/BA	\$56,331.00	9/18/2023
4nr	Garcia,Mercedes GEN ELEM & K8 - ALL GRADES	01/MA	\$62,391.00	9/18/2023
2r	Muchiri,Jane ENGLISH	01/BA	\$63,789.00	8/28/2023
2r	Odunga,Gabriel K MATHEMATICS	01/BA	\$52,601.00	9/18/2023
4r	Olmos Solano,Tatiana ENGLISH AS SECOND LANGUAGE	01/MA	\$58,312.00	8/28/2023
3nr	Perez,Joseph HEALTH - PHY ED	01/BA	\$58,196.00	9/18/2023
2r	Taylor,Tawana T SPEC ED MULTICATEG.	01/MA	\$74,628.00	9/25/2023

ACTION ON CERTIFICATED ACTION- PERMIT TEACHER

2r	Amara,Iheanyi SAGE INTERVENTION TCHR	XX/4W2	\$49,860.00	9/18/2023
4r	Ayazo Solar,Andrea BILINGUAL EDUCATION	XX/4W2	\$49,836.00	9/18/2023
1r	Bolivar,Gisselle BILINGUAL EDUCATION	XX/4W2	\$49,860.00	9/18/2023
4r	Castellanos,Luisa SAGE	XX/4W2	\$49,836.00	9/18/2023
2r	Cole,Taleavia GEN ELEM & K8 - ALL GRADES	XX/4W2	\$49,836.00	9/11/2023
5r	Dawabsheh,Amanda K	XX/4W2	\$49,836.00	9/25/2023

ENGLISH AS SECOND LANGUAGE				
5nr	Jelic,Milica	XX/4W2	\$49,836.00	9/25/2023
GEN ELEM & K8 - ALL GRADES				
2r	Johnson,Charles A	XX/4W2	\$49,836.00	9/18/2023
DAY TO DAY TEACHER				
2r	King,Shamika L	XX/4W2	\$49,836.00	9/11/2023
GEN ELEM & K8 - ALL GRADES				
2nr	Korir,Justus	XX/4W2	\$49,836.00	9/18/2023
MULTICATEG. COMP. SEN				
5r	Lussier,Danielle	XX/4W2	\$49,836.00	9/25/2023
EARLY CHILDHOOD- SPEC ED				
5r	Murphy,Brendan B	XX/4W2	\$49,836.00	9/11/2023
AMP ART				
2nr	Njoku,Princewill	XX/4W2	\$49,860.00	9/18/2023
GEN ELEM & K8 - ALL GRADES				
2r	Sakiru,Kazeem	XX/4W2	\$49,860.00	8/28/2023
GEN ELEM & K8 - ALL GRADES				

ACTION ON CERTIFICATED ACTION-PERMIT TEACHER-EARLY START

2r	Agosu,Peter	XX/4W2	\$49,860.00	8/28/2023
SOCIAL STUDIES				
4r	Bernal,Carlos	XX/4W2	\$49,836.00	9/11/2023
MATHEMATICS				
2r	Ehinju,Mufutau T	XX/4W2	\$49,836.00	9/18/2023
SCIENCE				
2r	Godfrey,Kingsley	XX/4W2	\$49,836.00	9/18/2023
GEN ELEM & K8 - ALL GRADES				
3r	Khan,Achsah	XX/4W2	\$49,836.00	9/18/2023
SPEC ED MULTICATEG.				
2r	Makhulo,James	XX/4W2	\$49,836.00	9/18/2023
MIDDLE SCHOOL- GENERAL				
2r	Nawaane,Eric	XX/4W2	\$49,836.00	9/18/2023
SCIENCE				
4r	Nunez Olaciregui,Johana	XX/4W2	\$49,860.00	9/18/2023
AMP ART				
2r	Okoro,Benjamin	XX/4W2	\$49,836.00	9/18/2023
CAT ENG MID				
2r	Oladiji,Opeyemi A	XX/4W2	\$49,836.00	9/18/2023
SAGE				

ACTION ON CERTIFICATED ACTION-PERMIT SCHOOL COUNSELOR-EARLY START

2r	Toliber,Nakia	XX/4W2	\$49,836.00	9/25/2023
GUIDANCE				

Counts	Male	Female	Native American	African American	Asian/ Pacific Islander	Hispanic	White	Other	Two or More Ethnic Codes
			(1)	(2)	(3)	(4)	(5)	(6)	(8)
Teachers	23	23	0	25	3	8	8	1	0
SSW's	0	1	0	1	0	0	0	0	0
Psychologists	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0
TOTAL	23	24	0	26	3	8	8	1	0

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

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

Leaves of Absence

	Present Assignment	Effective From
Illness Leave September 2023: Princess High	Obama S.C.T.E	September 14, 2023
Illness Leave October 2023: Erica Breitbarth	Ronald Reagan High School	October 18, 2023
Personal Leave March 2024: Annie Kassens	Honey Creek School	March 1, 2024

Resignations and Retirements

Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	3.9	5	Ali Albassam	Teacher	South Division	09/15/2023
Retire	30.1	5	Thomas Bauldry	Teacher	Parkside	11/04/2023
Personal	4.3	5	Ashley Boese	Teacher	Lloyd Barbee	06/16/2023
Retire	20.0	5	Kathleen Brozovich	Teacher	Central Svcs	10/13/2023
Personal	0.1	4	James Davis	Teacher	Lafollette	09/26/2023
Personal	22.1	5	Kristin Davis	Teacher	Manitoba	09/25/2023
Personal	7.0	4	Alfonso Del Campo	Teacher	South Division	09/22/2023
Retire	26.1	5	Melissa Fruendt	Teacher	Gaenslen	09/26/2023
Personal	4.9	4	Marlene Graterol	Teacher	Lincoln Ave	09/02/2023
Retire	22.1	5	Kelly Guthery	Teacher	MSOL	11/03/2023
Personal	0.1	5	Caitlin Hacker	Teacher	Story	09/11/2023
Personal	0.1	5	Charlene Hecht	Teacher	Riverwest	09/12/2023
Personal	2.1	5	Hannah Holt	Teacher	Bradley Tech	09/08/2023
Retire	23.1	5	Linda Huck	Teacher	Grantosa	11/22/2023
Retire	28.1	5	Michele Kleban	Teacher	Mitchell	10/27/2023
Other Dist	8.5	5	Laura McNelly	Teacher	Grantosa	08/29/2023
Personal	17.0	5	Catherine Poepping	Teacher	WCLL	10/08/2023
Retire	24.7	5	Rebecca Reitman	Teacher	JMAC	09/13/2023
Retire	29.0	2	Grace Scott	Teacher	Dr. King Elem	12/04/2023
Retire	13.4	5	Lisa Uvena	Teacher	Lloyd Barbee	06/17/2023
Personal	10.9	2	Joseph Williams	Teacher	JMAC	08/08/2023
Personal	15.0	6	Estelle Wolters	Teacher	Hayes	08/25/2023
Other Dist	8.1	5	Katherine Zachar	Teacher	Riley	09/29/2023
Retire	33.0	5	Mark Zager	Teacher	Audubon MS	09/30/2023

Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	32.0	4	Alicia Alamo	Para	Rogers Street	10/01/2023
Personal	9.0	2	Breisha Billips	Secretary I	Pulaski	10/05/2023
Retire	34.0	5	Kim Biskupski	FSA	Bay View HS	10/12/2023
Personal	2.0	2	Priscilla Brooks	CHA	Curtin	09/07/2023
Retire	30.1	2	Sandra Broughton	Secretary II	Marshall	09/07/2023
Other Work	2.5	2	Cecil Carson	Safety Asst	School Safety	10/08/2023

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	25.5	2	Barbara Crumpton	Engineer I	Kilbourn	12/31/2023
Personal	0.1	5	Penny Fox	Para	Thurston Woods	08/29/2023
Other Work	0.1	5	Kristy Grace	FSA	Carson	09/21/2023
Personal	4.1	2	Cosea Headd Copeland	Para	Bay View HS	09/23/2023
Retire	20.0	3	Anne Hegwood	FSA	81st Street	09/21/2023
Personal	1.1	5	Renee Hoefler	Para	Manitoba	10/03/2023
Retire	18.0	2	Phyllis Howard	FSMT	Kluge	02/01/2024
Other Work	1.1	4	Maritza Jimenez	Para	Rogers Street	09/23/2023
Personal	8.6	7	Charlotte Johnson	Para	Lloyd Barbee	09/07/2023
Personal	6.8	7	Tiara Jones	Boilet Att	Transition HS	08/29/2023
Other Work	2.0	2	Fiasha Kimble Holmes	Para	MSL	09/22/2023
Personal	7.1	5	Margaret Kleiber	Para	Parkside	09/26/2023
Personal	1.3	5	Michelle Klos Gonzalez	Plan Asst II	09/09/2023 Central Svcs	
Retire	27.9	5	Cynthia Land	Para	Central Svcs	09/01/2023
Personal	0.1	2	Ronetta Lipsey	Safety Asst	School Safety	08/08/2023
Personal	0.8	2	Zaria Miller	BSH I	Congress	09/26/2023
Personal	0.9	5	Anna Pajunen	Para	Audubon HS	09/26/2023
Personal	8.5	2	Candle Purifoy	Para	Engelburg	08/28/2023
Personal	4.5	2	Tytrice Qaasim	Leave Assoc	Central Svcs	08/29/2023
Personal	2.0	2	Laura Robinson	FSA	Hawthorne	10/06/2023
Other Work	2.6	5	Marivel Sanchez Garcia	Para	Whittier	09/28/2023
Retire	29.1	2	Ivory Snowden	Safety Asst	School Safety	10/10/2023
Personal	0.7	5	Colleen Solberg	Para	Manitoba	09/26/2023
Personal	0.9	2	Dorian Stewart	Para	Bethune	08/29/2023
Other Work	6.3	3	Allen Thao	Engineer I	Clement Ave	09/16/2023
Personal	11.1	2	Felecia Thomas Mack	Para	Obama SCTE	09/26/2023
Retire	32.0	3	Souphaphone Vichathep	Para	Story	09/16/2023
Personal	2.4	2	Destanee Williams	Para	Manitoba	09/01/2023
Personal	0.1	4	Beatriz Yasaitis	Secretary I	Fernwood	09/11/2023
Personal	4.8	2	Gigi Young	Para	Central Svcs	09/16/2023
Personal	4.9	5	Angela Zaccone	FSA	ALBA	09/02/2023
Other District – 2 (Classified – 0 Certificated – 2)						
Other Work – 6 (Classified – 6 Certificated – 0)						
Personal – 34 (Classified – 22 Certificated – 12)						
Retirement – 19 (Classified – 9 Certificated – 10)						

Monthly Personnel Transactions

The Affirmative Action monthly personnel transaction report for September 2023 is attached. This is an informational item, and no action is required.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY24 budget.

Implementation and Assessment Plan

Upon approval by the Board, the personnel transactions will be implemented.

Committee's Recommendation

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

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

* * * * *

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

Recommended Administrative Appointments

(5)(nr) Heidi Zealley	Principal II, Vincent Office of the Chief of School Administration	Schedule 03, Range 15A \$134,551
(2)(r) Ray Perine	Principal I, Townsend Office of the Chief of School Administration	Schedule 03, Range 13T \$118,888
(5)(r) Ruzica Drca	Manager I, Financial Planning & Budget Services Office of the Chief of Finance	Schedule 03, Range 11A \$113,000
(2)(r) Mark Toilisa	Assistant Principal III, Washington High School Office of the Chief of School Administration	Schedule 03, Range 12C \$105,109
(5)(nr) Constance Manvilla	Associate II, Recreation, Supervisor (After School Sports) Office of the Chief of Operations	Schedule 03, Range 04A \$86,470
(5)(nr) Amy Costilla	Accountant IV Office of the Chief of Finance	Schedule 03, Range 06A \$85,000
(2)(nr) Kendall Roberts	Planning Assistant II, BLMA Office of the Chief of Staff	Schedule 03, Range 02A \$67,792
(5)(nr) Rita Szopinski	Planning Assistant II, Bilingual & Multicultural ED Office of the Chief of Academics	Schedule 03, Range 02A \$61,526
(4)(r) Adriana Gomez	Associate II, Recreation Supervisor Office of the Chief of Operations	Schedule 03, Range 04A \$60,208
(2)(r) Heidi Jiles	Planning Assistant II, BLMA Office of the Chief of Staff	Schedule 03, Range 02A \$53,898

Recommendations of the Office of Board Governance

(4)(r) Mizraim Jurado	Administrative Assistant I Office of Board Governance	Schedule 03, Range 01A \$51,949
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**Recommended LTE Contracts (To be effective
upon the Boards approval)**

(1)(r) Kathleen Porter	Science Lab Resource Instructor Office of the Chief of School Administration	\$40.00 10/10/23 to 04/08/24
(2)(nr) Barbara Henry	College and Career Readiness Office of the Chief of Academics	\$40.00 06/01/23 to 11/30/23
(5)(r) Sean Veternick	Science Lab Resource Instructor Office of the Chief of School Administration	\$35.00 10/10/23 to 04/08/24
(5)(nr) Carolyn Stuessy	Recreation Outdoor Master Plan Renovation Projects Office of the Chief of Operations	\$35.00 10/11/23 to 04/11/24
(5)(r) Angela McManaman	Website Redesign Project Office of Communication and School Performance	\$35.00
(5)(nr) Casey Flewellen	Montessori Project Manager Office of the Chief of Academics	\$30.00 09/18/23 to 03/18/24
(5)(r) Susan Hebner	Graphic Design/Marketing Support Office of the Chief of School Administration	\$30.00 10/01/23 to 04/01/24
(5)(r) Amy Bratel	Success Center Program Office of the Chief of School Administration	\$30.00
(5)(nr) Sandra Lash	Vocal Coach Office of the Chief of School Administration	\$30.00 09/05/23 to 03/05/24
(5)(r) Mary Jo Danek	15 Hour Interventionist Program Office of the Chief of School Administration	\$30.00 10/02/23 to 06/07/24
(5)(nr) Azhar Ali	Refugee Student Services Provider Office of the Chief of Academics	\$30.00 09/04/23 to 01/31/24
(2)(r) Sylvia Johnson	Math Counts – Algebra Support Office of the Chief of Academics	\$30.00 09/01/23 to 03/21/24
(5)(nr) Terri Knight	IB Support Teacher Office of the Chief of Academics	\$30.00 10/11/23 to 04/11/24
(?)(nr) Nina Jones	College and Career Readiness Office of the Chief of Academics	\$30.00 06/01/23 to 11/30/23
(2)(r) Maria Navarro	Scanning Office of the Chief of Human Resources	\$25.00 09/18/23 to 03/18/24
(2)(r) Lavenia Shorter	School Safety Office of the Chief of School Administration	\$22.00 09/12/23 to 03/12/24
(6)(nr) Samone Washington	Data Support Analyst Office of the Chief of Academics	\$16.00 08/03/23 to 02/03/24
(2)(r) Cameron Harmon	Milwaukee Virtual Education Program Office of the Chief of School Administration	\$15.00 09/05/23 to 03/05/24
(4)(r) Pilar Hernandez	Milwaukee Virtual Education Program Office of the Chief of Administration	\$15.00 09/05/23 to 03/05/24

Codes

R	Resident
Nr	Non-resident
1	Native American
2	African American
3	Asian/Pacific Islander
4	Hispanic

- 5 White
- 6 Other
- 7 Two or more

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY24 budget

Committee’s Recommendation

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

Director Garcia moved approval of the Administration’s recommendation, with the addition of the appointment of Ray Perine to Principal of Townsend. The motion passed, the vote being as follows:

Director Zombor moved a substitute, to approve the appointments with the exception of any positions within the Office of Board Governance. The motion failed for lack of a second.

The question being on the motion by Director Garcia, the motion passed, the vote being as follows:

- Ayes — Directors Garcia, Leonard, O’Halloran, and President Herndon — 4.
- Abstention – Directors Gokalgandhi and Siemsen – 2.
- Noes — Director Zombor – 1.

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(Item 3) Action on a Request to Approve Adjustments to the Discipline Provision and Grievance Procedure of the Employee Handbook

Background

The Employee Handbook contains a provision that outlines the disciplinary process for employees. Additionally, the Employee Handbook incorporates a grievance procedure whereby employees can appeal disciplinary decisions by the district. The Administration is seeking to update the language in the disciplinary process and grievance procedure to provide efficiencies and clarity to both.

Both sections were revised to add clarity and to build in timelines. The Discipline section (B) now includes a forty-day timeline by which the district must issue a determination. If the employee is on an unpaid leave, the determination must be issued within ten days of the first date of the unpaid leave. The section also now includes an opportunity for the employee to file a grievance for the district’s failure to do so.

The Grievance section ((Part V) now includes a timeline for situations when a written disposition is not issued by the deadline. Additionally, Group D (Substitute teachers) no longer have a separate grievance process.

The full redline revisions of the two sections are attached to the minutes of your Committee’s meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Policy, or Board Rule Statement

Administrative Policy 6.01 - General Personnel Policies

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will update the Employee Handbook with the attached revisions to the disciplinary provision and grievance procedure.

Committee’s Recommendation

Your Committee recommends that the Board approve the adjustments to the Employee Handbook as presented in the attachments.

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

* * * * *

(Item 4) Action on Monthly Finance Matters: Report on Change Orders in Excess Of \$25,000; Acceptance of the Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Budget Transfers; Report on Contracts Under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

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

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

Contract C030207

Sebastian Family Psychology Practice LLC

On October 1, 2021, the Milwaukee Board of School Directors and Sebastian Family Psychology Practice LLC entered into Professional Services Contract number C030207 (“Contract”), with a term of October 1, 2021, through September 30, 2022, to conduct School Community Partnership for Mental Health (SCPMH) activities as outlined in the SCPMH manual. On February 25, 2022, a Request to Change Contract (RCC) was submitted to increase the contract using Department of Public Instruction (DPI) grant funds. On February 3, 2023, an RCC was submitted to increase funds to reflect the addition of funds from the DPI Mental Health grant and the addition of Zablocki to the list of schools served. The Contract was subsequently extended for the first and second additional one-year terms, from October 1, 2022, through September 30, 2024 (Years 2 and 3). On March 3, 2023, an RCC was submitted to add \$24,154 to clear the negative encumbrance balance from a closed grant project. On August 24, 2023, an RCC was submitted to add funds of \$30,000 to cover needs for additional services.

Original Contract:.....	\$ 330,000.00
RCC 2/25/22.....	\$ 30,000.00
RCC 2/3/23.....	\$ 50,000.00
RCC 2/6/23 (Years 2 & 3) RCC.....	\$ 720,000.00
3/2/23 \$ 24,154.00	
RCC 8/24/23.....	\$ 30,000.00
Ending contract:	\$1,184,154.00

Contract: C031095/B0001532

Robert Half International Inc.

On November 18, 2022, the Milwaukee Board of School Directors and Robert Half International Inc entered into Professional Services Contract number C031095 (“Contract”), with a term of November 28, 2022, through November 27, 2025, for temporary accounting and human resources staffing personnel. This contract was updated to reflect a blanket contract B0001532 due to more than one department utilizing the services. On February 21, 2023, a Request to Change Contract (RCC) was approved for additional funds of \$350,000 to meet the additional staffing needs in these departments. On April 4, 2023, additional funds of \$500,000 were added to cover staffing needs while positions are filled. On May 12, 2023, additional funds of \$500,000 were added to cover additional staffing needs. On

July 20, 2023, additional funds of \$500,000 were added to cover additional staffing needs. On September 6, additional funds of \$3,000,000 were added to cover additional staffing needs.

Original Contract Amount: \$ 500,000.00

RCC 2/21/2023.....	350,000.00
RCC 4/4/2023.....	500,000.00
RCC 5/12/2023.....	500,000.00
RCC 7/20/2023.....	500,000.00
RCC 9/6/2023.....	3,000,000.00
Ending amount:	\$5,350,000.00

Contract: C031591

ESA Management LLC

On July 19, 2023, the Milwaukee Board of School Directors and ESA Management LLC entered into Professional Services Contract number C031591 (“Contract”), with a term of July 19, 2023, through August 28, 2023, for temporary lodging for international teachers. On August 9, 2023, a Request to Change Contract (RCC) was approved to extend the contract through December 31, 2023, and to add additional funds of \$49,999 to accommodate temporary lodging for international teachers due to travel delays.

Original Contract Amount:..... \$ 49,999.00

RCC 8/9/2023.....	49,999.00
Ending amount:	\$ 99,998.00

Contract: C030316

Alverno College

On December 18, 2021, the Milwaukee Board of School Directors and Alverno College entered into Professional Services Contract number C030316 (“Contract”), with a term of January 1, 2022, through December 31, 2025, for coursework services for MPS employees specifically targeting paraprofessionals to become licensed teachers in the State of Wisconsin. On August 24, 2023, a Request to Change Contract (RCC) was approved to add additional funds to continue to expand this teacher licensure program.

Original Contract Amount: \$ 141,750.00

RCC 8/24/2023.....	200,000.00
Ending amount:	\$ 341,750.00

Contract: C031592

Home2 Suites Milwaukee

On July 19, 2023, the Milwaukee Board of School Directors and Home2 Suites Milwaukee entered into Professional Services Contract number C031592 (“Contract”), with a term of July 19, 2023, 2021 through August 28, 2023, for temporary lodging for international teachers. On August 18, 2023, a Request to Change Contract (RCC) was approved to extend the contract through December 31, 2023, and to add additional funds of \$200,000 to accommodate temporary lodging for international teachers due to travel delays.

Original Contract Amount: \$ 150,000.00

RCC 8/18/2023.....	200,000.00
Ending amount:	\$ 350,000.00

Contract: C030464

Floor23 Digital LLC

On April 1, 2022, the Milwaukee Board of School Directors and Floor23 Digital LLC entered into Professional Services Contract number C030464 (“Contract”), with a term of April 1, 2022, through March 31, 2023, to provide experiential educational opportunities for students in grades K5-12th as per Request for Proposal (RFP) 1066. On

February 20, 2023, a Request to Change Contract (RCC) was submitted to extend the contract for the second term of April 1, 2023, through March 31, 2024. On August 22, 2023, an RCC was approved to add additional funds for services in this second term.

Original Contract Amount:	\$ 32,000.00
RCC 8/22/2023.....	31,980.00
Ending amount:	\$ 63,980.00

Contract C030627

Cooperative Educational Service Agency #1 (CESA #1)

On July 1, 2022, the Milwaukee Board of School Directors and Cooperative Educational Services\ Agency #1 (CESA #1) entered into Professional Services Contract number C030627 (“Contract”), with a term of July 1, 2022, through June 30, 2023, for 165 days of professional development aligned to the current professional learning strategy. On January 3, 2023, a Request to Change Contract (RCC) was approved for additional funds to cover additional professional development in Central Region CSI schools. On May 25, 2023, the Board approved the first contract extension with a term of July 1, 2023, through June 30, 2024, with compensation not to exceed \$246,400. On August 17, 2023, a Request to Change Contract (RCC) was submitted to add funds of \$84,700 for an expansion of services to work with Central Region CSI schools.

Original Contract:.....	\$ 261,800.00
RCC 1/3/23.....	\$ 39,000.00
2nd Extension 5/25/2023.....	\$ 246,400.00
RCC 8/17/23.....	\$ 84,700.00
Ending contract:	\$ 631,900.00

Contract: #B0001498

Eagle Movers

On August 1, 2022, the Milwaukee Board of School Directors and Eagle Movers entered into Professional Services Contract number B0001498 (“Contract”), with a term of August 1, 2022, through July 31, 2023, to provide labor and transportation/delivery related to moving services. On December 6, 2022, a Request to Change Contract (RCC) was submitted to add funds due to increased demand for these services. On August 2, 2023, an RCC was approved to extend the contract through July 31, 2024, and add additional funds.

Original Contract Amount:.....	\$ 49,999.00
RCC 12/6/2022.....	49,000.00
RCC 8/2/2023.....	49,999.00
Ending amount:	\$148,998.00

Contract: #C030645

Safeway Transportation Services Corporation

On July 1, 2022, the Milwaukee Board of School Directors and Safeway Transportation Services Corporation entered into Professional Services Contract number C030645 (“Contract”), with a term of July 1, 2022, through June 30, 2025, to provide transportation for orthopedically impaired students; specialty programs: Learning Journey, and small vehicle needs in accordance with RFP 1068. On December 6, 2022, a Request to Change Contract (RCC) was submitted to add funds due to increased demand for these services. On September 7, 2023, an RCC was submitted to add funds due to expanded service needs because of other contract voids.

Original Contract Amount:.....	\$25,867,155.60 (over the 3-year term)
RCC 12/06/2022.....	1,293,357.00
RCC 9/7/2023.....	1,487,361.33
Ending amount:	\$28,647,873.93

Monthly Financial Reports

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

Donations

Monetary Donations

Location	Donor	Amount	Gift or Purpose
Bay View High School	Milwaukee Jazz Festival Inc	2,500.00	Music Donation
French Immersion School	Beth Cole	100.00	General School Supplies
French Immersion School	FACE Foundation	4,000.00	General School Supplies
Maryland Avenue Montessori School	United way	285.00	General School Supplies
Meir School	Box Tops for Education	45.40	General School Supplies
Meir School	Eaton	1,200.00	
Office of Academics	Milwaukee Public Schools Foundation	2,000.00	Sponsoring Lunch for PLI
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Mr. Timothy Burns	500.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Ms. Leslie Fishman-Hayes	500.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	The Brew City Gunners and Highbury Pub	1,300.00	MPS School Supply Drive
Office of Human Resources	MTEA	249.00	International Teacher Welcome Event
Project Stay High School	Joe Sleets	500.00	Prom
Ronald Reagan High School	First Wisconsin	2,500.00	Robotics team
Ronald Reagan High School	National Center for Educations Statistics	340.00	High School & Beyond Longitudinal Study
<i>Total Monetary Donations</i>		<i>16,019.40</i>	

Non-Monetary Donations

Bay View High School	DonorsChoose	2,520.90	Books
Bethune Academy	DonorsChoose	477.56	The Essentials
Brown Street School	DonorsChoose	844.14	Daily Supplies
Browning School	Direct Supply	1,370.00	Dishes, Tumblers, Exercise Bands, Dresser, Dry Erase Boards
Burbank School	DonorsChoose	328.35	Help our Future Leaders

Burbank School	DonorsChoose	560.10	A Deep Dive into Literature
Burbank School	DonorsChoose	860.12	Look and Learn
Carver Academy	DonorsChoose	616.42	Supplies for Success
Cass Street School	DonorsChoose	238.41	Kindergarten Early Literacy
Cass Street School	DonorsChoose	306.90	School Supplies
Cass Street School	DonorsChoose	419.87	School Supplies
Clarke Street School	UAW Local 469	2,000.00	School Supplies for Hygiene and Cleaning
Doerfler School	DonorsChoose	153.45	Instructional Technology
Doerfler School	DonorsChoose	247.92	"Back To Basics"
Doerfler School	DonorsChoose	258.05	Blooming "Tea Time"
Doerfler School	DonorsChoose	268.20	Curbside Interventions
Doerfler School	DonorsChoose	282.08	Color Splash
Doerfler School	DonorsChoose	289.95	Write It Down!
Doerfler School	DonorsChoose	304.04	Popping to DC
Doerfler School	DonorsChoose	544.60	If We Play we Learn
Dr. B Carson Academy of Science	DonorsChoose	146.65	Literary Adventures
Dr. B Carson Academy of Science	DonorsChoose	158.85	New Supplies for a New Year
Dr. B Carson Academy of Science	DonorsChoose	178.86	The Bad Seed
Dr. B Carson Academy of Science	DonorsChoose	242.55	School Time!
Forest Home Avenue School	DonorsChoose	235.72	School Basics
Forest Home Avenue School	DonorsChoose	238.19	Spelling Bee Incentives
Forest Home Avenue School	DonorsChoose	335.30	Summer Supplies
Fratney Street School	DonorsChoose	418.20	K3 Wrap Around Program Starting
Gaenslen School	DonorsChoose	368.69	Classroom Basics
Goodrich School	DonorsChoose	163.90	Readers are Leaders
Goodrich School	DonorsChoose	183.43	Keeping an Organized Classroom!
Goodrich School	DonorsChoose	235.07	Snack Time!
Goodrich School	DonorsChoose	238.86	Sensory Needs
Goodrich School	DonorsChoose	243.91	Back to School Beautification
Goodrich School	DonorsChoose	263.38	Bringing Books Home!
Goodrich School	DonorsChoose	284.50	Clean in Kinder!
Goodrich School	DonorsChoose	309.87	Classroom Supplies!
Goodrich School	DonorsChoose	334.46	Habitats- Desert and Farm
Goodrich School	DonorsChoose	385.36	New and Improved Calm Corner
Goodrich School	DonorsChoose	415.13	Educational Kits & Games

Goodrich School	DonorsChoose	467.66	Classroom Book Flood
Goodrich School	DonorsChoose	479.66	New Basic Supplies
Goodrich School	DonorsChoose	489.70	A is for Alphabet!
Goodrich School	DonorsChoose	718.17	T is for Tables - Part 2
Grant Gordon Learning Center	DonorsChoose	616.42	Reading Nooks, Desks & Storage
Grant School	DonorsChoose	342.27	Food, Clothing & Hygiene
Grantosa Drive School	DonorsChoose	151.77	Classroom Market
Greenfield School	DonorsChoose	546.45	Reading Nooks, Desks & Storage
Gwen T. Jackson School	DonorsChoose	192.38	More Ink Needed
Hartford University School	DonorsChoose	348.66	Educational Kits & Games
Hartford University School	DonorsChoose	363.94	Noticing the News
Hartford University School	DonorsChoose	543.13	Snacks for Rewards!
Hartford University School	DonorsChoose	577.41	Creating a Classroom
Hawthorne School	DonorsChoose	285.91	Classroom Basics
Hawthorne School	DonorsChoose	389.75	Books
Hayes Bilingual School	DonorsChoose	397.90	Time to Write in 5th Grade!
Hi-Mount School	DonorsChoose	178.69	Game Play Fun and Incentives
Hi-Mount School	DonorsChoose	739.84	Classroom Basics
Holmes School	DonorsChoose	257.43	Kids Love Books!
Holmes School	DonorsChoose	283.51	Shower the School in Books!
Holmes School	DonorsChoose	286.45	Students Need New Books!
Kilbourn School	DonorsChoose	266.91	General Supplies Needed
Kilbourn School	DonorsChoose	268.68	Art Supplies
Kilbourn School	DonorsChoose	476.52	ABC's for Us Please!
Kilbourn School	DonorsChoose	498.82	123's and Colors Please!
King High School	DonorsChoose	396.92	Fiesta De Organization!
King High School	DonorsChoose	444.48	Art Supplies
King High School	DonorsChoose	491.54	Classroom Basics
Kluge School	DonorsChoose	131.50	For Students, by Teachers
Kluge School	DonorsChoose	1,138.84	Putting Fun Back into Recess!
Lancaster School	DonorsChoose	471.71	Sunshine Cart for Kids
Lancaster School	DonorsChoose	1,179.57	Ms. Paige's Priority Items
Lincoln Avenue School	DonorsChoose	182.69	Express Yourself Through Art!
Lincoln Middle School	DonorsChoose	209.94	Classroom Basics
Lloyd Barbee Montessori	DonorsChoose	152.72	Art Supplies
Longfellow Elementary	DonorsChoose	504.78	Classroom Basics

MacDowell Montessori	DonorsChoose	134.13	Everything Has a Place
MacDowell Montessori	DonorsChoose	163.72	Back to School Basics
MacDowell Montessori	DonorsChoose	163.95	Beat the Heat With Fans
MacDowell Montessori	DonorsChoose	181.22	Flexible Seating
MacDowell Montessori	DonorsChoose	184.31	Circle Time
MacDowell Montessori	DonorsChoose	281.61	Reading Nooks, Desks & Storage
Manitoba School	DonorsChoose	133.33	Pen Please!
Manitoba School	DonorsChoose	197.17	Book Club!
Maple Tree School	DonorsChoose	456.22	STEM in K5
Maple Tree School	DonorsChoose	460.31	When I Grow Up
Milwaukee High School of the Arts	DonorsChoose	135.76	Classroom Basics
Milwaukee High School of the Arts	DonorsChoose	428.41	Food, Clothing & Hygiene
Milwaukee Parkside School	DonorsChoose	451.52	Math: Read All About It!
Milwaukee Parkside School	DonorsChoose	484.73	Agriculture Essentials
Milwaukee School of Languages	DonorsChoose	420.26	Classroom Basics
Milwaukee Sign Language School	DonorsChoose	245.14	Fan-tastic Learning
Milwaukee Sign Language School	DonorsChoose	1,072.57	Loving Literacy
Milwaukee Sign Language School	DonorsChoose	1,697.84	Clean & Healthy Tweens
Mitchell School	DonorsChoose	334.79	Just in Case Snacks
Mitchell School	DonorsChoose	605.23	Reading About Real Life
Mitchell School	DonorsChoose	818.67	New Basic Supplies
Morgandale School	DonorsChoose	239.65	Clean Up Time!
Ninety-Fifth Street School	DonorsChoose	145.86	Getting Organized in 4th Grade
Ninety-Fifth Street School	DonorsChoose	197.53	Can You Hear Me?
Ninety-Fifth Street School	DonorsChoose	199.55	Classroom Basics
Ninety-Fifth Street School	DonorsChoose	201.61	Fresh Start
Ninety-Fifth Street School	DonorsChoose	229.84	Educational Kits & Games
Ninety-Fifth Street School	DonorsChoose	285.77	Classroom Basics
Ninety-Fifth Street School	DonorsChoose	340.21	Classroom Basics
Ninety-Fifth Street School	DonorsChoose	408.71	Classroom Basics
Ninety-Fifth Street School	DonorsChoose	693.05	Nothing Like a Good Book!
Ninety-Fifth Street School	Jan Constable	1,478.00	School Supplies
Obama School of Career and Technical Education	DonorsChoose	331.00	Art Supplies
Obama School of Career and Technical Education	DonorsChoose	363.17	Books
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Jennifer Admissen	75.00	MPS School Supply Donation

Office of Communications and School Performance - Strategic Partnerships and Customer Service	Samantha Henneberry	185.00	MPS School Supply Donation
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Advent	200.00	MPS School Supply Donation
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Charming Meadows	50.00	MPS School Supply Donation
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Claudia Koehler	75.00	MPS School Supply Donation
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Associated Springs	100.00	MPS School Supply Donation
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Susan Butkowski	120.00	MPS School Supply Donation
Office of Communications and School Performance - Strategic Partnerships and Customer Service	The Brew City Gunners and Highbury Pub	450.00	MPS School Supply Donation
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Marketing Services Inc.	847.50	MPS School Supply Donation
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Cedarburg Grafton Rotary Club	1,800.00	MPS School Supply Donation
Parkview School	DonorsChoose	509.89	Scientist In The Making
Parkview School	DonorsChoose	573.42	Classroom Basics
Pulaski High School	DonorsChoose	268.30	Hype Crew Swag
Pulaski High School	DonorsChoose	269.34	A Journal of One's Own
Pulaski High School	DonorsChoose	307.96	Books
Pulaski High School	DonorsChoose	378.72	Books on Display!
Pulaski High School	DonorsChoose	384.98	Instructional Technology
Pulaski High School	DonorsChoose	389.53	Books
Pulaski High School	DonorsChoose	397.78	Flexible Seating
Pulaski High School	DonorsChoose	412.00	Stock the Boxes
Pulaski High School	DonorsChoose	420.64	Novelas Graficas y Poesia
Pulaski High School	DonorsChoose	579.25	Books
Pulaski High School	DonorsChoose	744.73	New Theater Program
Riley School	DonorsChoose	293.27	Instructional Technology

Riverside High School	DonorsChoose	493.47	Maintaining Their Daily Needs!
Riverside High School	DonorsChoose	649.72	Sapiens: a Graphic History
Riverside High School	DonorsChoose	1,088.75	Crochet Blankets for Charity!
Riverwest Elementary	DonorsChoose	703.70	Lab Equipment
Ronald Reagan High School	DonorsChoose	393.74	Ms. E's First Spanish Class!
Siefert School	DonorsChoose	222.85	Delightful Dictionaries
Siefert School	DonorsChoose	224.47	Multicultural Meanings!
South Division High School	Ricely Restaurart Group McDonalds	750.00	Gift Cards
Spanish Immersion School	DonorsChoose	204.48	The Classroom Pantry
Spanish Immersion School	DonorsChoose	376.88	Technology Free Indoor Recess
Spanish Immersion School	DonorsChoose	714.29	Let's Get Ready to Learn!
Spanish Immersion School	DonorsChoose	717.68	Flexible Seating
Starms Early Childhood School	DonorsChoose	235.05	We Love Graphic Novels
Starms Early Childhood School	DonorsChoose	286.56	Classroom Essentials
Starms Early Childhood School	DonorsChoose	303.02	Art Supplies
Starms Early Childhood School	DonorsChoose	304.81	Everyone is Welcome!
Story School	DonorsChoose	202.53	Instructional Technology
Story School	DonorsChoose	258.05	Books
Story School	DonorsChoose	274.56	DEAR (Drop Everything And Read)
Story School	DonorsChoose	465.62	Creativity in the Classroom
Trowbridge School	DonorsChoose	134.12	Classroom Basics Away
Trowbridge School	DonorsChoose	159.78	Active Learning in Action!
Trowbridge School	DonorsChoose	177.28	Classroom Basics
Trowbridge School	DonorsChoose	179.95	Classroom Basics
Trowbridge School	DonorsChoose	224.57	Scholastic News & Science Spin
Trowbridge School	DonorsChoose	429.81	Books
Trowbridge School	DonorsChoose	508.52	We Need Updates
Victory School	DonorsChoose	415.86	Lifelong Readers
Vieau School	DonorsChoose	143.26	A Love of Graphic Novels!
Vieau School	DonorsChoose	174.38	Second-Grade Headphones!
Vieau School	DonorsChoose	179.15	Cooling Off Our Classroom

Vieau School	DonorsChoose	182.10	Hocus Pocus, Help Us Focus!
Vieau School	DonorsChoose	185.65	Books
Vieau School	DonorsChoose	207.14	Off to a Great Start!
Vieau School	DonorsChoose	227.99	Colors in Our Classroom
Vieau School	DonorsChoose	317.87	Engaging in Non-Fiction
Vieau School	DonorsChoose	322.56	Seating for Flexible Options
Vieau School	DonorsChoose	389.32	Be AMAZING, Be You!
Vieau School	DonorsChoose	409.11	Supplies to Start 8th Grade!
Vieau School	DonorsChoose	415.45	Educational Kits & Games
Vieau School	DonorsChoose	429.66	Head Start Into the New Year
Vieau School	DonorsChoose	451.53	Flexible Seating
Vieau School	DonorsChoose	453.95	Back to Basics
Vieau School	DonorsChoose	497.61	Materials for K5 Students!
Vieau School	DonorsChoose	498.53	Fresh Start
Vieau School	DonorsChoose	640.15	Replenish and Refresh
Vieau School	DonorsChoose	742.16	Ready, Set, Go!
Vincent High School	DonorsChoose	226.78	Art Supplies
Wedgewood Park School	DonorsChoose	509.91	Food, Clothing & Hygiene
Wisconsin Conservatory	DonorsChoose	778.71	Exploring Our Environment
Wisconsin Conservatory	DonorsChoose	195.39	Our First Ever Reading Corner
Zablocki School	DonorsChoose	593.70	Ms. Wagner's Wish List
<i>Total Non-Monetary Donations</i>		<i>78,013.99</i>	
<i>Total Value of Donations</i>		<i>94,033.39</i>	
<i>* Donations from MPS Alumni -</i>			

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Policy, or Board Rule Statement

Administrative Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

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

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

* * * * *

(Item 5) Action on the Award of Professional Services Contracts

RFB5783 Authorization to Extend a Policy with United HealthCare Insurance Company for Stop Loss Insurance

The Administration is requesting authorization to extend a policy with United HealthCare Insurance Company for stop loss insurance. This contractor will be used to reimburse the district for any medical and prescription claims in excess of \$1,000,000 incurred for the period January 1, 2024, through December 31, 2024, that could otherwise be paid from the period January 1, 2024, through December 31, 2025.

Contractor was chosen pursuant to RFB 5783. On December 19, 2019, the Board approved the contract with United HealthCare Services for an initial one-year term to begin January 1, 2020, through December 31, 2020. The RFB included four one-year extensions upon written mutual agreement of the parties, at the same terms.

The Administration is seeking authorization to extend the fourth and final extension to begin January 1, 2024, through December 31, 2024, and will not exceed \$2,135,915.00.

Budget Code: DWC-0-0-EMB-DW-EMDI... (Medical Insurance – District Wide) \$2,135,915.00

United HealthCare Insurance Company

PRIME CONTRACTOR INFORMATION

Certified HUB Vendor?.....NO

Total # of Employees 198,126

Total # of Minorities 145,226

Total # of Women77,467

HUB PARTICIPATION

Required 0%

Proposed..... 0%

\$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment-Hour Commitment: 300 HOURS

Student Career-Awareness Commitment: 10 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

* * * * *

(Item 6) Action on the Award of Exception-to-Bid Contracts

Background

Exception Authorization to Issue a Contract with Arts at Large, Inc for Music Teacher Services

The Administration is requesting authorization to issue a contract with Arts at Large, Inc for music teacher services. The contractor will be used to deliver music content to 83 high school students. Due to music teacher vacancies, this program will deliver musical theory and other related musical content with the goal of bringing performances to Washington High school from the music content.

Washington High School requires this content and instructors from Contractor to help create meaningful music classes that will be impactful for the students.

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

The contract will run from January 2, 2024, through May 21, 2024, and will not exceed \$63,275.76.

Budget Code: MUS-H-I-AMP-IT-ECTS (Music Contract) \$63,275.76

Arts at Large, Inc

HUB PARTICIPATION

Required 0%

Proposed..... 0%

\$ Value 0 STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Enter into a Contract with College Entrance Examination Board dba College Board, to Provide Advanced Placement Assessments

The Administration is requesting authorization to enter into a contract with the College Entrance Examination Board dba College Board for Advanced Placement (AP) assessments. College Board is the sole source provider of the AP exams taken by a projected 2,300 students in Milwaukee Public Schools.

College Board will provide and deliver to participating Milwaukee high schools the number of standard national AP exams ordered by students in up to 36 subject areas. College Board shall provide each school's AP coordinator, AP teachers, and designated school/district administrator access to the AP Online Score Reports and MyAP websites by the first week of August in each contract year. College Board will provide each student with his/her score results for all AP exams taken in electronic form no later than July 20th of each contract year. The district collects test fees from students that are not

economically disadvantaged and pays the fees for all students that are identified as economically disadvantaged. This contract would cover the 2023-24 school year.

The exception from the requirement of a competitive procurement process has been granted on the basis of one-of-a-kind status, since there is no alternative contractor (Administrative Policy 3.09(7)(e)(1)(b)(i)).

This contract will run from November 1, 2023, through October 31, 2024 (the "Initial Term"), with two additional one-year options to extend upon mutual consent. The total cost of the contract in the Initial Term will not exceed \$250,000.

Budget Code: SYS-0-0-AMT-RH-ECTS (Contract Services) \$250,000.00

College Entrance Examination Board dba College Board

HUB PARTICIPATION

Required 0%

Proposed..... 0%

\$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Extend a Contract with Smart Interpreting Services, Inc DBA Professional Interpreting Enterprise for Interpretation Services for Hard of Hearing Students and Staff

The Administration is requesting authorization to extend a contract with Smart Interpreting Services, Inc DBA Professional Interpreting Enterprise for interpretation services for hard of hearing and deaf students and staff.

The grade level of the students may be from K3 to twelfth grade. The students will have varied proficiency in American Sign Language (ASL). Interpretation services may be needed for classroom instruction as well as after school activities, such as sporting activities, after school programs, and other similar programs. In addition, interpreters may be needed to accompany students on field trips. Interpretation services will be needed for adults who participate in activities sponsored by MPS as well as staff who work for MPS. Activities may include but are not limited to individualized education plan (IEP) meetings, parent/teacher conferences, school performances, and graduation ceremonies.

According to the Americans with Disabilities Act (ADA), MPS is required to provide interpretation services to any individual who utilizes sign language as their primary mode of communication for any school activity or individual conference at which the parent is present. The State of Wisconsin Department of Regulations and Licensing (DRL) requires interpreters to have a DRL license to interpret for adults who are deaf or hard of hearing in school settings.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of unique design (Administrative Policy 3.09(7)(e) (1)(b)(vi)). This vendor can meet the capacity needed for MPS staff, as we request two to three, in person sign language interpreters each week for adults.

The initial term of the contract ran from January 1, 2022, through December 31, 2022. The first contract extension ran from January 1, 2023, through December 31, 2023. This second and final extension will run from January 1, 2024, through December 31, 2024, and will not exceed \$500,000.

Budget Code: HI2-0-I-EEN-DW-ECTS... (Interpreting Services - Contract Services)..... \$500,000.00

Smart Interpreting Services, Inc dba Professional Interpreting Enterprise

HUB PARTICIPATION

Required 0%

Proposed..... 0%

\$ Value 0

STUDENT ENGAGEMENT (hours per 12-month period)

Paid Student Employment-Hour Commitment: 300 HOURS

Student Career-Awareness Commitment: 10 HOURS

Exception Authorization to Issue a Purchase Order to Savvas Learning Company LLC for Professional Development Services for All Staff in Six MPS High Schools

The Administration is requesting authorization to issue a purchase order to Savvas Learning Company LLC for professional development services for all staff in six MPS high schools.

Six MPS high schools (Bay View, Hamilton, Madison, Marshall, Milwaukee School of Languages, and Vincent) were using an approved alternative to the district adopted ninth and tenth grade English textbook adoption resources.

Schools have now received MPS district adopted textbooks, textbook resources, teacher resources, and digital resources for grades nine and ten. Savvas Learning Company LLC will provide in person and face to face professional development for all staff in these six high schools and for those in traditional schools with the 2017 version to learn how to best use these resources for students.

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

The total cost of the purchase will not exceed \$76,800.00.

Budget Code: SDV-0-S-9C4-CI-ECTS \$76,800.00

Savvas Learning Company LLC

HUB PARTICIPATION

Required 0%

Proposed 0%

\$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

(Item 7) Action on a Request to Carry Over Fiscal Year 2023 (FY23) School Deficit and Surplus Amounts

Background

A school leader takes the lead responsibility for spending in accordance with their school's budget. A school's overall deficit balance occurs at the end of a fiscal year when total expenditures exceed the total authorized funding amount in non-position costs. A school's overall surplus balance occurs at the end of a fiscal year when total expenditures are less than the total authorized funding amount in non-position costs. A school's spending is tracked monthly by the school leader and the administration. The administration and school leader are alerted to potential problems, and where warranted, controls to limit school spending are put in place to mitigate risk.

According to Administrative Policy 3.05, concerning school deficits or surpluses, year-end deficits or surpluses incurred shall be carried over into the next year. Surpluses have been limited to \$10,000 per school except as adjusted by contract for instrumentality charter schools.

A list of schools and their surplus/deficit amounts is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Policy, or Board Rule Statement

Administrative Policy 3.05 - Fund Carryover

Fiscal Impact Statement

Approval of the deficit carry over will result in each school paying back its deficit within three years. Surpluses are available to the school to use during the following year. The total deficit among schools is \$706,803. Approximately \$235,601 will be paid back in the first year. \$2,199,840 will be carried over as a surplus to be used by the school.

Implementation and Assessment Plan

Upon Board approval the adjustments will be made to school budgets.

Committee's Recommendation

Your Committee recommends the FY23 school deficit and surplus amounts be carried over to FY24, as noted in the attachment, and that schools with deficits from FY23 pay back the amounts within three years.

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

* * * * *

(Item 8) Action on Monthly Facilities Matters: FMS Award of Professional Service Contract Recommendation; Report of Exception to Bid Purchase

Professional Services Contracts

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

RFP #23-009 Chemical Treatment at Various MPS Sites

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Chemical Treatment at Various MPS Sites for cooling tower, steam and hot water heating plants. The RFP included costs for the procurement of the chemicals and costs for the services related to monitoring and adjusting the systems and servicing the chemical control systems.

The contract will be utilized by schools for the purchase of chemicals and by the Department of Facilities and Maintenance Services for the purchase of services.

Selected firm: Global Water Technology, Inc.

Contract Amount: \$990,000.00

Contract Period: October 27, 2023 – October 26, 2026

Budget Code: Various

Report of Exception-to-Bid Purchase

This exception to bid purchase is being reported as required by Administrative Policy 3.09 Purchasing and Bidding Requirements.

An exception to bid purchase of two (2) 2023 Chevrolet Colorado Crew Cab trucks from Badger Chevrolet, at a cost of \$36,585 each for a total amount of \$73,170. Due to a general lack of availability of these vehicles in the current

market, Facilities and Maintenance Services issued the purchase orders for the trucks on August 25, 2023 to ensure the vehicles would be available for purchase by Facilities and Maintenance Services to meet the demand of vehicle upgrades within the fleet.

Vehicles were purchased with funds from account code MTN 00 VRP 11 ERVH (Project No. 8144).

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:
Professional Services Contract:
Total Professional Services Contracts Requested = \$990,000.00 over a 3-year term
Report of Exception to Bid Purchase:
Total Exception to Bid Purchase = \$73,170.00

Implementation and Assessment Plan

Upon Board Approval, the attached professional services contract and report of exception to bid purchase shall be executed.

Committee’s Recommendation

Your Committee recommends that the Board approve the attached professional services contract and exception to bid purchase.

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

* * * * *

(Item 9) Action on a Request to Approve a Conservation Easement Between Milwaukee Public Schools, the City of Milwaukee, and Milwaukee Metropolitan Sewerage District

Background

Milwaukee Public Schools has collaborated with the Milwaukee Metropolitan Sewerage District and the City of Milwaukee to further advance the district’s sustainability initiatives through the design and construction of a green infrastructure project at the following school site:

- River Trail – 12021 W Florist Ave

The funding agreement indicates that upon completion of this project, that an 11-year limited term conservation easement be executed in order to ensure the new green infrastructure is adequately maintained and protected. This project has resulted in improved storm water management through the installation of 1.98 acres of agricultural forest. This effort provides a direct benefit to the environment and creates additional opportunities for MPS students to learn about advancing sustainability efforts through the implementation of green infrastructure.

The proposed easement agreement is attached to the minutes of your Committee’s meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Policy, or Board Rule Statement

Administrative Policy 5.01 - Facilities

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

* * * * *

(Item 10) Report with Possible Action on MPS School Nutrition Program

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

Background

School Nutrition Services served MPS students with healthful, nutritious meals throughout the 2022-23 school year. Approximately 12.1 million meals were served during the 2022-23 fiscal year. The commitment and focus to improve the quality of meals served to our students remain unchanged with the start of the 2023-24 school year. Approximately 1.5 million meals have been served in August and September of the current school year.

School Nutrition Services proudly participates in the USDA’s Fresh Fruit and Vegetable Program (FFVP). During the 2023–24 school year, 74 MPS schools were awarded this grant, totaling \$1,865,432.

School Nutrition Services has added new menu items to address the needs of our diverse student population. More entrée choices are being offered to all students including a hot vegetarian option daily. The number of pre-packed food items have been reduced and offering students more choices by implementing “offer vs. serve” serving model.

Currently, 35 schools have been transitioned from a pre-pack to a production model kitchen, and 5 more schools are in consideration for switching to production kitchen model.

School Nutrition Services has contracted with a kitchen consultant. Initial review of equipment at all sites have been completed and equipment needing replacement have been identified. Request for proposal for phase I equipment replacement plan is being finalized.

Returning to Normalcy

Using 2018-19 as a baseline (pre-pandemic) year

Full School Year	Meal Count	% of 2018-19
2018-19	16,169,968	100%
2019-20	12,860,496	80%
2020-21	2,657,145	16%
2021-22	10,538,300	65%
2022-23	12,086,718	75%

2023-24 School Year Meal Count

	Summer Program		School Year Meal Counts	
	June 1 – August 30	SY 2022-23	August 14 – September 30	SY 2023-24
Breakfast	56,223	525,325	543,781	
Lunch	101,653	597,603	893,539	
Snack	1,027	41,356	19,678	
Dinner	44,690	1,062	14,900	
Total	203,593	1,462,346	1,471,898	

Fresh Fruit and Vegetable Program (FFVP)

- MPS proudly participates in the USDA’s Fresh Fruit and Vegetable Program
- 74 Schools received this grant in 2023–24 School Year

FFVP Allocations	Grant Award
Allocation A	\$ 243,317
Allocation B	1,622,115
Total Award Amount	\$ 1,865,432

Menu Improvements

- More food choices, including a hot vegetarian entrée option, are offered daily at both elementary and high schools during the 2023-24 school year
- Only hot food items are being pre-packed. Cold food items are being directly delivered to sites. This allows students to choose what they want to eat
- Monthly new recipe and food taste tests are planned for student feedback

Production Kitchens

- Number of MPS production kitchens:
- Production kitchens at the end of 2021-22 school year– 21
- Production kitchens at the end of 2022-23 school year – 31
- Currently, there are 35 production kitchens
- 5 additional schools are currently under consideration for transitioning to a production kitchen

Equipment and Staffing

- Kitchen consultant completed the review of equipment inventory and condition
- Request for proposal is being finalized to replace kitchen equipment
- Number of vacancies as of September 30, 2023 is 152
 - Managers 28
 - Assistants 124

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Policy, or Board Rule Statement

Administrative Policy 4.05 - School Nutrition Management

Fiscal Impact Statement

N/A

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(Item 11) Report with Possible Action on Strategies Used to Maximize the Fiscal Year 2023-24 State Aid

Background

One of the Board-approved budget parameters each year is to maximize the use of the revenue limit. To help accomplish this the MPS budget allocates the full extent of the revenue limit. Revenue limit is made up of state aid and property taxes.

There are three district factors that are used in the calculation of State General Aid which is also called Equalization Aid. The three district factors are equalized property value, membership, and spending (shared cost) from the prior year. Shared cost can be defined as expenditures for which the district has no other revenues except for local property tax and Equalization Aid. When the district increases spending in these two categories it helps maximize the amount of State Equalization Aid the district will receive the next year.

Administrative Policy 3.11 gives the Office of Finance authorization to oversee investment decisions. The district has Board-approved investment policies that include:

- Other Post-Employment Benefits (OPEB)
- Long-term Capital Improvement Trust Fund

The district invested in both OPEB and the Long-term Capital Improvement Trust Fund in fiscal year 2023. That investment counts toward shared costs. The shared costs help maximize State General Aid in fiscal year 2023.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Policy, or Board Rule Statement

Administrative Policy 3.11 - Investment Policy

Fiscal Impact Statement

This item reports on investments made in the amount of \$1,000,000 to Other Post-Employment Benefits (OPEB) and \$60,000,000 to the Long-term Capital Improvement Trust Fund to increase our eligibility for State General Aid in fiscal year 2023-24 based on fiscal year 2022-23 shared cost expenditures.

Committee's Recommendation

Your Committee recommends directing that the Administration, in consultation with the Office of Board Governance and the Office of Accountability and Efficiency, bring a report regarding, and recommendations for the use of, the long-term capital improvement trust fund. The report shall include, but not be limited to:

- the balance of the long-term capital improvement trust fund; and
- analysis of eligible expenditures under the parameters of the trust

The recommendation for use shall reflect prioritization through and equity lens and include, but not be limited to:

- Facility condition and needs, which may include, but not be limited to, outstanding ESSER projects, deferred maintenance, and HVAC improvements; and
- Consideration of capacity preservation and expansion in alignment to the District's strategic plan; and
- Consideration of needs, based on forecasted future enrollments; and

That the report and recommendations be brought back to the Board no later than the February 2024 Board cycle.

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report with Possible Action on the 2022-23 Partnership with City Year

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

Background

In partnership with Milwaukee Public Schools, City Year works with selected schools to implement City Year's research-based "Whole School, Whole Child" service model (WSWC). Contractor recruits prepare and lead diverse AmeriCorps members ages 17 to 24 years for ten months of full-time service in schools as near-peer tutors, mentors, and role models to help students stay on track for graduation. Corps members work in eight (8) MPS schools to serve in conjunction with school staff and members of the school community to help improve student attendance, behavior,

and coursework through academic support, attendance monitoring and incentives: positive behavior support, extended day programming and school-wide programs and events.

In partnership with MPS, City Year continues to deliver services agreed upon with school partners to support the following outcomes that research proves are indicators of increased likelihood of high school graduation: "Improved student attendance. Improved positive student behavior." City Year works with the following schools: Alexander Mitchell School, Bay View High School, Rogers Street Academy, South Division High School, Hopkins Lloyd Community School, G.W. Carver Academy, Obama High School, Clarke Street School, James Madison Academic High School, Pulaski High School, and Vincent High School.

Vision for City Year Milwaukee

At City Milwaukee we believe that all children have tremendous potential. Our vision is that every child in Milwaukee graduates from High School prepared with the tools, skills and dispositions they need to thrive in life and that every City Year Milwaukee AmeriCorps member will be fully prepared as leaders to fulfill the promise of our democracy.

- Our scholars, parents and partners will see CY MKE as integral to their success. We will anticipate their needs and deliver on every commitment we make.
- Our corps will possess a strong self-narrative about who they are as leaders and learners, possess strong self-efficacy beliefs, and have a plan in place to thrive in life.
- Our staff will be proud to serve at CY MKE. We will create opportunities to achieve the extraordinary, an environment in which the team feels a strong sense of inclusion and belonging in which we will celebrate and reward success.
- Our community will regard us as responsible and responsive. We integrate national and local perspectives, promote sound management of resources, and contribute to thriving Milwaukee

2022-23 Service Recap

- Worked to "build muscles"
- Leaned into differentiating services
- Dove into data

Promotion Promise

Goal: 83% of students on the focus list will pass the class, supported by their AmeriCorps member
Actual: 90%

Goal: 83% of students on the focus list will obtain five or more credits and be promoted to the 10th grade
Actual: 89%

Teacher Pathways Theory of Change

To meet the growing social, emotional, and academic demands students face, particularly those from systemically underserved and under-resourced communities, our nation must develop a diverse and culturally competent teacher workforce. We believe building stronger teacher pathways that begin with City Year service is critical to this goal.

Lack of teachers entering the profession

Nationally Aligned Teacher Pathway building off a formative school-based AmeriCorps service learning for diverse young people

Teacher turnover, from our most under-resourced schools

Locally Relevant Training and Experience that increase retention, length of tenure, and readiness through an extended onramp into teaching.

Designed for AmeriCorps members and alumni, City Year's Teaching Fellowships strive to remove barriers to entering the teaching field through partnerships with institutions of higher education and make the process more streamlined and affordable.

Additional information about the partnership may be found in the attachments to your Committees' meeting.

State of Impact

Total Non-Academic Intervention Time in Hours 2022-23

City Year Milwaukee provided ~3 hours of attendance programming, focusing instead on SEL (Social Emotional Learning) and Enrichment to meet the needs of our partners.

Enrichment – 27%

Social-Emotional Learning – 73%

Total Academic Intervention Time in Hours

City Year AmeriCorps members provided 4,758 hours of ELA intervention and 2450 hours of Math intervention to students across 9 schools.

- Math – 34%

- English Language Arts – 66%

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Statute, Policy, or Board Rule Statement

Administrative Policy 7.01 - Teaching and Learning Goals

* * * * *

(Item 2) Report with Possible Action on the District Advisory Council (DAC)

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

Background

Milwaukee Public Schools established the District Advisory Council (DAC) to ensure that parents of all students have an opportunity to share their ideas about the needs of children, assist in the planning and operation of Title I programs for children and participate in evaluating the success of Title I efforts. Today, the DAC is a diverse group of families committed to lending their voice on current issues faced by Milwaukee Public Schools.

- The District Advisory Council (DAC) was established as part of the Milwaukee Public Schools Title I program; aimed to ensure that families of MPS students have a voice.
- The DAC consists of two parent representatives from each school across the district.
- Meetings are held virtually on the first Thursday of the month from October to May.
- Spanish interpretation services available

DAC Meeting Structure

- Family and Community Engagement Report
- Positive Notes & School Highlights
- School/District Presentations
- Committee Meetings
- Meeting Evaluations

Executive Committee

- Co-Chair.....Joelle Worm
- Co-Chair.....John Piraino
- Member.....Jennifer Buchanan
- Member.....Briana Fox
- Member.....Jenni Hofschulte
- Parent Coordinator.....Carolyn J. Malone

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Policy, or Board Rule Statement

Administrative Policy 9.11 - School Engagement Councils

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

* * * * *

COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on Approval of Areas to Be Opened for Textbook Study During the 2023-2024 School Year For Texts To Be Used Beginning With The 2024-2025 School Year

Background

MPS Administrative Policy 7.26 and Administrative Procedure 7.26, Textbooks/Instructional Materials Adoption, provides that as adoptions near expiration, the Administration shall report the subject areas, along with the titles of the textbooks/instructional materials for which adopted textbooks/instructional materials have been in use seven years or more and may be discontinued at the end of the following school year.

In order to provide for inclusion and alignment to the district’s Ambitious Instruction plan, general criteria for textbooks/instructional materials evaluation are provided to the textbooks/instructional materials evaluation committees. These criteria include availability of Spanish partner language and high-quality materials for use in bilingual classrooms; alignment to the district’s literacy and language-development goals; and alignment to adopted standards and graduation requirements. In addition, each evaluation committee will develop its own specific criteria applicable to the subject area under consideration.

The Administration is recommending opening the following subject areas for adoption study during the 2023-24 school year: Mathematics K-12 and ESL K-12.

Strategic Plan Compatibility Statement

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

Statute, Policy, or Board Rule Statement

Administrative Policy 7.26 - Textbooks/Instructional Materials Adoption

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The procedures listed below will be implemented following Board action with respect to opening subject areas for textbook adoption study.

a. When a subject area is to be opened for adoption, an evaluation committee led by a curriculum specialist shall be established to study and evaluate available materials and make recommendations to the Superintendent concerning textbook/instructional materials adoptions for the subject areas.

b. Principals and teachers are notified.

c. Parents are notified and invited to serve on the parent advisory committee for textbook/instructional material evaluation. In addition, community organizations such as the District Advisory Committee, La Causa, United Community Center, NAACP and Urban League are invited to send parent representatives. In an effort to further increase parent involvement in the textbook/instructional material evaluation process, the Administration will also solicit parents through School Governance Councils.

d. Publishers are notified.

e. Teacher nominations and expressions of interest in serving on textbook/instructional materials evaluation committees for the various subject areas are obtained.

f. Textbook/instructional materials evaluation committees are appointed.

g. Curriculum specialists provide training for textbook/instructional material evaluation committee members on selecting culturally responsive materials that promote critical thinking.

h. Curriculum specialists establish criteria for evaluating materials, based on the most recent literature and research related to instruction in that area. The specialists obtain and evaluate available materials; meet with parents, publishers, representatives; and solicit reactions and assistance from other teachers, department chairpersons, curriculum committees, etc.

i. Curriculum Specialists and the Department of Procurement review the proposals submitted by the textbook/instructional material publisher.

j. Textbook/instructional materials evaluation committees formulate recommendations with respect to the subject areas and the materials under evaluation for possible adoption and present the recommendations for textbooks/instructional materials adoptions to the superintendent in a confidential report. The textbook/instructional materials evaluation committee may recommend a single, dual, or multiple adoptions for a subject/course or; they may recommend delaying adoption pending further study.

Based upon the proposed timeline, textbook/instructional material evaluation committees would be appointed no later than February 2024. The committee will conduct the study during the months of February, March, and April and submit a recommendation to the Superintendent in April 2024. After considering the evaluation committee's report, the Superintendent will submit recommendations to the Milwaukee Board of School Directors for consideration in May 2024.

Committee's Recommendation

Your Committee recommends that the Board approve the following areas to be opened for textbook study for texts to be used during the 2024-2025 school year: Mathematics K-12 and ESL 9-12.

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

* * * * *

(Item 2) Report with Possible Action on Postsecondary Enrollment Data

Background

This presentation will review our graduates postsecondary enrollment in higher education. We will review the enrollment immediately after graduation, within the first year of graduation and their persistence into their second year. We will also look at degree attainment data. Additionally, we will share the strategies in place and being developed to increase students opportunities to be success after graduation.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Policy, or Board Rule Statement

Administrative Policy 7.38 - Balanced Assessment Systems

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

Committee's Recommendation

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

* * * * *

(Item 3) Report with Possible Action Regarding Art Education

Your Committee reports having received the following report. 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 Communication 1920C-004 regarding a proposed art education policy to the Administration for follow-up.

In alignment with the Board's direction, an advisory committee was formed to develop Administrative Policy 7.45: Art Education. The committee included MPS art educators, MTEA, Board members, and the Offices of Academics, Accountability and Efficiency, Board Governance, Finance and School Administration. As a result of the advisory committee's work, Administrative Policy 7.45: Art Education was adopted by the Board in May 2020.

The policy includes twice-yearly (October and May) updates by the Administration relative to the progress in implementing the policy as well as next steps. The attached presentation provides an overview of the progress and next steps related to implementation of Administrative Policy 7.45: Art Education.

At the August 2022 meeting, a follow up presentation was requested to provide an update on art.

Art Education Expansion – Phase 4

Expansion 2022-2023

- Increase of 8.5 FTEs across 21 schools
- Created 10 new full-time positions

Expansion 2023-2024

- Increase of 2.4 FTEs across 8 schools

Art Staffing

Current Staffing 2023-2024

- 16 New hires
- 130 Total art teachers
- 10 Schools using RFP approved vendors (TBey & Arts @ Large)
- 18 Schools with vacancies

Student Teacher Interns

- Partnership with UWM
- 3 student teacher interns
- Complete student teaching 1st semester
- 2nd semester team teaching
- Increase competency and preparedness for the art classroom

Recruitment and Retention

- All new teachers receive one year of coaching through the Fine Arts Department
- Teachers in years 2-3 have access to peer mentors
- Teachers in years 4+ have the opportunity to host an artist residency program

- Monthly cohort meetings and workshops

Quality Art Materials & Resources

- In 2022-2023, ESSER funding provided equipment such as kilns, clay equipment, printmaking, as well as new furniture and storage
- In 2022-2023, ESSER also provided technology such as classroom sets of Chromebooks, smartboards, laptops, document cameras, and traditional or digital cameras
- Referendum funding still allows teachers to continue to request quality art materials via a Google form
- Licenses for the Art of Education, the approved curricular resource

Status of Positions Filled

School	Region	Board District	FY23 3YR AVG Enrollment	Art FY24 FTE	Status
A.L.B.A.	Southwest	6	579	1.0	Filled
AAL	Southwest	7	568	1.0	Filled
Alcott	Southwest	7	272	0.4	Filled
Allen-Field	Southwest	6	503	1.0	Filled
Alliance	High School	4	142	1.0	Filled
Audubon High	High School	7	405	1.0	Filled
Audubon Middle	High School	7	449	1.0	Filled
Auer	Central	4	166	0.3	Filled
Barbee Montessori	Central	3	311	2.0	Unfilled
Barton	Northwest	1	239	0.6	Filled
Bay View	High School	8	912	3.0	Filled
Bay View Montessori	East	8	443	1.0	Filled
Bethune	Central	4	589	1.0	Filled
Bradley Tech. & Trade	High School	6	963	3.0	Filled
Brown	Northwest	4	244	1.0	Filled
Browning	Northwest	2	275	0.4	Unfilled
Bruce	Northwest	1	277	1.0	Filled
Bryant	Northwest	1	205	0.6	Unfilled
Burbank	Central	7	534	1.0	Filled
Burdick	East	8	531	1.0	Filled
Carson	Northwest	3	389	1.0	Filled
Carver	East	5	366	1.0	Filled
Cass	East	5	313	1.0	Filled
Chinese Language	East	4	477	1.0	Filled
Clarke	Central	4	229	0.2	Arts@Large/TBEY
Clemens	Central	3	300	1.0	Filled
Clement	East	8	320	1.0	Filled
Congress	Northwest	3	726	1.0	Filled
Cooper	East	8	462	1.0	Filled
Craig Montessori	Northwest	2	288	0.4	Unfilled
Curtin	Southwest	7	314	0.6	Unfilled
Doerfler	Southwest	6	545	1.0	Filled
Douglas	Central	4	238	0.9	Arts@Large/TBEY
Eighty-first	Northwest	2	331	0.6	Arts@Large/TBEY
Elm	East	4	273	1.0	Filled
Emerson	Northwest	2	212	0.6	Filled
Engleburg	Northwest	2	304	0.4	Filled
Fairview	Southwest	7	628	1.0	Filled
Fernwood Montessori	East	8	765	1.0	Filled
Fifty-third	Central	3	338	1.0	Filled

School	Region	Board District	FY23 3YR AVG Enrollment	Art FY24 FTE	Status
Forest Home	Southwest	6	624	1.0	Filled
Franklin	Central	3	353	1.0	Filled
Fratney	East	5	451	1.0	Filled
French Immersion	Central	2	527	1.0	Filled
Gaenslen	East	5	692	1.0	Filled
Garland	East	8	562	1.0	Filled
German Immersion	Northwest	2	567	1.0	Filled
Goodrich	Northwest	1	311	0.6	Unfilled
Grant	Southwest	6	544	1.0	Filled
Grantosa	Northwest	2	528	1.0	Filled
Greenfield	Southwest	7	562	1.0	Filled
Greentree	High School		360	2.0	Arts@Large/TBEY
Gropi	High School	4	104	1.0	Filled
Hamilton	High School	7	1342	5.0	Filled
Hampton	Northwest	3	177	0.4	Filled
Hartford	East	5	431	1.0	Filled
Hawley	Central	4	294	1.0	Filled
Hawthorne	Northwest	1	263	0.4	Filled
Hayes	Southwest	6	651	1.0	Filled
Hi-Mount	Central	2	163	0.4	Unfilled
Holmes	East	5	274	0.6	Filled
Honey Creek	Southwest	7	370	1.0	Filled
Hopkins-Lloyd	Central	4	131	0.3	Unfilled
Humboldt Park	East	8	565	1.0	Filled
I.D.E.A.L.	East	8	249	0.4	Arts@Large/TBEY
Jackson	Central	4	242	0.5	Unfilled
Kagel	Southwest	6	214	0.6	Filled
Keefe	Central	4	165	0.4	Arts@Large/TBEY
Kilbourn	Northwest	2	245	0.4	Unfilled
King High	High School	3	1348	3.0	Filled
King Middle	East	3	341	1.0	Filled
King, M. L. (TA)	East	5	297	1.0	Filled
Kluge	Northwest	1	347	1.0	Filled
LaFollette	Central	4	190	0.3	Unfilled
Lancaster (TA)	Northwest	2	322	1.0	Filled
Languages	High School	1	1030	2.0	Filled
Lincoln Avenue	Southwest	6	440	1.0	Filled
Lincoln Center	East	5	434	2.0	Filled
Longfellow	Southwest	6	739	1.0	Filled
Lowell	Southwest	8	214	0.4	Unfilled
MacDowell	High School	7	866	2.0	Filled
Madison	High School	1	640	2.0	Filled
Manitoba	Southwest	7	451	1.0	Filled
Maple Tree	Northwest	1	250	0.4	Unfilled
Marshall	High School	2	951	4.0	Filled
Marvin Pratt	Central	3	301	0.2	Arts@Large/TBEY
Maryland Montessori	East	5	498	1.0	Filled
Meir	High School	5	1180	3.0	Filled
Metcalfe	Central	4	321	1.0	Filled
Milwaukee HS of Arts	High School	4	983	4.0	Filled
Mitchell	Southwest	6	621	1.0	Filled
Morgandale	Southwest	8	532	1.0	Filled

School	Region	Board District	FY23 3YR AVG Enrollment	Art FY24 FTE	Status
Morse	North West	1	480	1.0	Filled
Neeskara	Central	2	330	0.4	Filled
Ninety-fifth	Northwest	2	416	1.0	Filled
North	High School	1	372	1.0	Filled
Obama S.C.T.E	High School	3	655	2.0	Unfilled
Parkside	East	8	844	2.0	Filled
Parkview	Northwest	1	348	1.0	Filled
Pulaski	High School	7	897	4.0	Filled
Reagan	High School	8	1356	2.0	Filled
Riley	Southwest	8	323	1.0	Filled
River Trail	Northwest	1	335	1.0	Filled
Riverside	High School	5	1333	2.0	Filled
Riverwest	East	5	284	0.6	Filled
Rogers Street	Southwest	6	576	1.0	Filled
Roosevelt (TA)	East	4	324	1.0	Filled
Sherman (TA)	Central	2	274	1.0	Arts@Large/TBEY
Siefert	East	5	260	1.0	Filled
Sign Language	Northwest	1	473	1.0	Unfilled
South Division	High School	6	820	2.0	Filled
Spanish Immersion	Southwest	7	722	1.0	Filled
Starms Discovery	Central	4	275	0.4	Arts@Large/TBEY
Starms EC	Central	4	256	0.3	Arts@Large/TBEY
Story	Central	4	386	1.0	Filled
Stuart	Northwest	1	274	0.6	Filled
Thoreau	Northwest	1	376	1.0	Filled
Thurston Woods	Northwest	1	382	1.0	Unfilled
Townsend	Northwest	5	305	1.0	Filled
Trowbridge	East	8	208	0.4	Filled
Victory	East	8	481	1.0	Filled
Vieau	Southwest	6	674	1.0	Filled
Vincent	High School	1	720	2.0	Filled
Washington IT	High School	4	498	1.0	Arts@Large/TBEY
WCLL	High School	7	408	1.0	Filled
Wedgewood Park	Southwest	7	755	2.0	Filled
Westside Academy	Central	4	182	0.3	Filled
Whitman	Southwest	7	336	1.0	Filled
Whittier	East	8	163	0.2	Filled
Zablocki	Southwest	8	298	0.6	Unfilled

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Policy, or Board Rule Statement

Administrative Policy 7.45 - Art Education

Fiscal Impact Statement

N/A

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(Item 4) Report with Possible Action Regarding Music Education

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

Background

At its August 2019 meeting, the Milwaukee Board of School Directors referred Communication 1920C-001 regarding a proposed music education policy to the Administration for follow-up.

In alignment with the Board's direction, an advisory committee was formed to develop Administrative Policy 7.44: Music Education. The committee included members of the MPS Administration, the Office of Board Governance, the Office of Accountability and Efficiency, MPS music teachers, the Milwaukee Teachers' Education Association, music providers such as the Wisconsin Conservatory of Music, and Board members. The advisory committee collaborated in finalizing Administrative Policy 7.44: Music Education, which the Board adopted in November 2019.

The policy includes twice-yearly (October and May) updates by the Administration relative to the progress in implementing the policy as well as next steps. The attached presentation provides an overview of the progress and next steps related to implementation of Administrative Policy 7.44: Music Education.

National Student Clearinghouse

The mission of the National Student Clearinghouse is to serve the education and workforce communities and all learners with access to trusted data, related services, and insights.

- The National Student Clearinghouse works with over 13,000 high schools, representing nearly 70% of all high school students.
- The National Student Clearinghouse tracks 99% of currently enrolled postsecondary students.
- Data include all types of institutions: two-year/four-year, graduate, public/private, trade, vocational, and others.
- Over 95% of all degrees awarded in the United States are tracked.
- Since 1993, the National Student Clearinghouse, a nonprofit education organization, has been the trusted and neutral partner to nearly 3,600 postsecondary institutions in the United States.

Persistence – Continuing Enrollment for Two Years

We are seeing increased persistence. Overall, the persistence is at a greater rate than prior to the pandemic.

Preparing Students for Postsecondary

The 2022–23 school year included the following opportunities for students.

- Transcribed credits—MPS teachers teaching college courses in high school: o MPS math, English, and world languages high school teachers are currently taking graduate courses through UWM to become qualified
- Early College Credit Program/Start College Now: o State program in which individual students take college courses at two- and four-year campuses
- Contracted college courses with college instructor in high schools: o HVAC, cosmetology, English, math
- Contracted college courses on college campuses: o M3 College Connections
- Advanced Placement and International Baccalaureate courses

Current Top Six Schools 2015-2022

Most Common Institutions of Enrollment in the Fall Immediately following High School Graduation for all Classes by Number of Students

Name	Rank	State	Level	Type	Total
Milwaukee Area Technical College	1	WI	2-year	Public	3,731
University of Wisconsin – Milwaukee	2	WI	4-year	Public	1,758
University of Wisconsin – Madison	3	WI	4-year	Public	683
Marquette University	4	WI	4-year	Private	445
University of Wisconsin – Whitewater	5	WI	4-year	Public	346
Mount Mary University	6	WI	4-year	Private	345

Next Steps

- Support all students toward the goal of postsecondary readiness throughout their K–12 education.
- Continue relationships with postsecondary institutions and programs, including the following, that support our students' preparation for beyond high school:
 - o M3 College Connections
 - o M3 Smart Start
 - o Early College Credit Program/Start College Now
 - o College Possible
 - o PEOPLE Program
 - o Boys and Girls Clubs of Greater Milwaukee
 - o Schuler Scholar Program
 - o 3DE
- Improve access and expect students to take rigorous coursework during high school.
- Continue FAFSA (Free Application for Federal Student Aid) support for seniors with the new graduation requirement.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Policy, or Board Rule Statement

Administrative Policy 7.44 - Music Education

Fiscal Impact Statement

N/A

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(Item 5) Report with Possible Action on the Regional Showcase - High School Region

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

Background

Based on the Board's action, the 2023-2024 monthly Regional Showcase item provides a thorough picture of each region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the region and that may be replicated, will be included.

This month, the High School Region is featured. The region comprises 27 schools, including Montessori, Immersion, International Baccalaureate, Bilingual, Career and Technical Education, Community Schools, Alternative and other specialty schools like the Milwaukee Virtual Program. The High School Region has served over 19,000 students in diverse settings. Schools in the High School Region include the following: Alliance, Audubon Middle, Audubon High, Bay View, Bradley Tech, Green Tree, Groppi, Hamilton, MacDowell, Madison, Marshall, Golda Meir, High School of the Arts, Milwaukee County Youth Education Center, School of Languages, North, Obama, Pulaski, Project Stay, Reagan, Riverside, Rufus King, South Division, Transition, Vincent, Washington, and Wisconsin Conservatory of Lifelong Learning.

The High School Region offers a variety of programs and services to support our students towards their graduation goals. The High School Region attributes our success to strong leadership, dedicated and talented staff and effective partnerships with families and the community. Approximately 21,000 students are served within this region.

Featured School – Bradley Tech

Data

- 79.3% YTD attendance (+.6%)
- 4.1% YTD suspension rate (-7.1%)
- 73% graduation Rate (22-23)

Demographics

- 1,014 students
- 71% African American
- 16% Hispanic
- 19% Students with disabilities
- 60% Male

Bradley Tech - Points of Pride

- Successful exit of the Every Student Succeeds Act (ESSA), Comprehensive Support and Improvement (CSI), criteria for graduation rate
- Dual enrollment credit opportunities
- Work-based learning
- Unique Opportunities at Bradley Tech
- Technology and Trade Pathways
- Career and Technical Experiences
- Partnerships and community supports
- After-school programming

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Policy, or Board Rule Statement

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

Fiscal Impact Statement

This item does not authorize expenditures.

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the reports of its delegates to the Milwaukee Education Partnership and to the Milwaukee Library Board of Trustees

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

President Herndon stated that her October activities would be included in her November report.

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The Board adjourned at 6:17 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

DRAFT

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 31, 2023**

Special meeting of the Board of School Directors called to order by President Herndon at 5:40 p.m.

Present — Directors Carr, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor,
and President Herndon — 6.
Absent and Excused — Directors Garcia, Gokalgandhi, and Leonard - 3.

The Board Clerk read the following call of the meeting:

To the Members of the Board of School Directors:

The Milwaukee Board of School Directors will hold a Special Meeting in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purposes described in this notice.

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

Although this meeting is open to the public, as is customary, public testimony will not be taken.

SPECIAL MEETING
TUESDAY, OCTOBER 31, 2023
5:30 P.M. TO 8:00 P.M.

1. Action on a Request to Retire to Closed Session to Confer with Legal Counsel Relative to Litigation in Which the Board is or is Likely to Become Involved
2. Informational Training Session and Retreat for School Board Members on Head Start Program Governance

Executive Session Notice

Relative to Item 1, under the provisions of Wisconsin Statute 19.85(1)(g), the Board may retire to a closed session for the purpose of conferring with legal counsel who is rendering oral or written advice concerning litigation in which the Board is or is likely to become involved. The Board may return to open session to take action on matters introduced in closed session or to continue with the remainder of its agenda.

* * * * *

(Item 1) Action on a Request to Retire to Closed Session to Confer with Legal Counsel Relative to Litigation in Which the Board is or is Likely to Become Involved

Background

Under the provisions of Wisconsin Statute 19.85(1)(g), the Board may retire to a closed session for the purpose of conferring with legal counsel who is rendering oral or written advice concerning litigation in which the Board is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation

The recommendation is that the Board retire to closed session, pursuant to Wisconsin Statute 19.85(1)(g).

This item was considered second on the agenda.

Director O'Halloran moved to retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(g) for consideration of the item. The motion passed, the vote being as follows:

Ayes — Directors Carr, Jackson, O'Halloran, Siemsen, Zombor, and President Herndon — 6.
Noes— None – 0.

The Board retired to closed session at 7:03 P.M for consideration of the item.

* * * * *

(Item 2) Informational Training Session and Retreat for School Board Members on Head Start Program Governance**Background**

In order to meet Head Start Policy and Regulations, appropriate training and technical assistance is to be provided to the members of the governing body and policy council. This training is to ensure that the members understand the information the members receive and can effectively oversee and participate in the programs of the Head Start program. On October 31, 2023, both the Milwaukee Public Schools Head Start Policy Council and the Board of School Directors will receive a separate training from the Gravely Group on their roles and responsibilities in accordance with the Program Performance Standards, Part 1301: Program Governance. Participating in this training ensures a strong Head Start program can function as mandated in the Head Start Act.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Policy, or Board Rule Statement

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

The Board considered this item first and received the training.

Having deferred the closed session to the end of the meeting, the Board retired from closed session at 8:11 p.m.

JILL M. KAWALA
Assistant Board Clerk