

**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
AUGUST 15, 2023**

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

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

Absent — None.

The Board Clerk read the following call of the meeting:

SPECIAL BOARD MEETING  
5:30 P.M., TUESDAY, AUGUST 15, 2023

August 10, 2023

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 following item of business:

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

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>.

As is customary at special board meetings, no public hearing will be given on matters discussed at this meeting.

Executive Session Notice

Pursuant to the provisions of Wisconsin Statutes, Chapter 19.85(1)(c), the Board may retire to executive session for the purpose of considering employment, promotion, compensation, or performance-evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. If the Board determines that it will take action on matters discussed in the closed session, it will do so in open session. Otherwise, the Board may return to open session to proceed with its agenda or the Board may adjourn from the closed session.

JACQUELINE M. MANN, Ph.D.  
Board Clerk

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

The motion passed, the vote being as follows:

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

Noes — None.

The Board retired to closed session at 5:39 p.m.

The Board reconvened in open session at 9:42 p.m.

Director Zombor moved to extend the contract with Dr. Keith Posley the Superintendent of Schools, with terms as outlined in the closed session.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and  
President Herndon — 8.

Noes — None.

Abstain — Director Carr — 1.

The Board adjourned at 9:49 p.m.

JACQUELINE M. MANN, Ph.D.  
Board Clerk

**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
AUGUST 29, 2023**

Special meeting of the Board of School Directors called to order by President Herndon at 7:15 p.m.

Present — Directors Carr, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and  
President Herndon — 8.  
Absent and Excused — Director Garcia — 1.

The Board Clerk read the following call of the meeting:

SPECIAL BOARD MEETING  
6:00 P.M., TUESDAY, AUGUST 29, 2023  
*(or immediately following the meeting of the Committee on Student Achievement and School Innovation  
scheduled to begin at 5:30 p.m.)*

August 24, 2023

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 following item of business:

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

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>.

As is customary at special board meetings, no public hearing will be given on matters discussed at this meeting.

Executive Session Notice

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

JACQUELINE M. MANN, Ph.D.  
Board Clerk

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

The motion passed, the vote being as follows:

Ayes — Directors Carr, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and  
President Herndon — 8.  
Noes — None.

The Board retired to closed session at 7:21 p.m.

The Board adjourned from closed session at 8:43 p.m., having taken no action.

JACQUELINE M. MANN, Ph.D.  
Board Clerk



## **BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN AUGUST 31, 2023**

Regular meeting of the Board of School Directors called to order by President Herndon at 5:33 p.m.

Present — Directors Carr (5:35 p.m.), Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.

Absent — None.

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

- Jamillian Brown, a student from James Madison Academic Campus;
- Demere Bunn, a student from North Division High School;
- Zakirah Burris, a student from Vincent High School;
- Keyshon Harris, a student from Vincent High School;
- Russell Hynst, a retired teacher from Milwaukee School of Languages;
- Samuel A Molinar Jr., a student from Riverside High School;
- Tyrone Reese, a student at Riverwest Elementary School;
- Andrea Sanders, a student from Riverside High School;
- John Steffes, a teacher from Lloyd Barbee Montessori; and
- Jajuan Taylor , a student in the Milwaukee Virtual Program.

### **APPROVAL OF MINUTES**

The minutes of the special and regular board meetings of July 2023 were approved by consensus.

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## **REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS**

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

#### **Background**

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

- increasing academic achievement and accountability
- improving district and school culture
- developing our staff
- ensuring fiscal responsibility and transparency
- strengthening communication and collaboration.

Activities from late July through mid-August are also included in the following report.

This summer was busy, exciting, and productive. While our young people were working, traveling, and taking in the many festivals for which Milwaukee has become world famous, the people at MPS were moving the district forward. Notably, our Office of Human Resources worked diligently to fill staff and educator vacancies. We are proud to report that, as a result of these efforts, several MPS schools are now fully staffed and ready for our scholars. What is more, the District also executed a timely New Educator Institute, at which we welcomed and onboarded educators who were new to the district.

This is just one example of the wonderful things that have happened in MPS this summer. Following are a few other highlights,

### **Freshman Bridge**

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On August 3 and 4, 2023, MPS high schools hosted Freshman Bridge, an MPS program that helps students to be prepared for their first day of classes and to discover the supports available to them in high school. The program includes skill-enrichment projects, community-building activities, and information about high-school courses, credits, and the importance of their GPAs. Students also learn about after-school programs, clubs, and sports and have an opportunity to meet schools' staff. This year, more than 1,900 incoming freshmen enhanced their transition from middle school to high school by attending Freshman Bridge. The Class of 2027 has a promising future ahead!

### **Parkview Elementary's Students Serve the Community**

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Parkview's students practiced their leadership skills through WE LEAD, a program that focuses on developing leadership skills in grades 3-5. Parkview's students in grades 4 and 5 developed projects that focused on kindness.

The grade-4 kindness project was a competitive food drive. All of the food that the grade-4 students collected was donated to Pampered Darlings, an organization that helps expecting mothers and mothers of newborns.

The kindness project developed by grade-5 students called for them to spread the warmth of kindness with a donation of blankets to Children's Hospital. They made and donated 25 knotted fleece blankets for the MACC Fund Center's patients, young patients who are being treated for cancer and blood disorders.

### **Milwaukee Recreation's Annual Run Back to School**

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MPS invited the community to celebrate the start of the 2023-24 school year at the 16th annual Run Back to School on Saturday, August 26. Participants registered for the 5K fun run or 1.5-mile walk through Washington Park, followed by family-friendly activities. Proceeds from the event will support youth recreational programs.

The event was coordinated by Milwaukee Recreation, a department of MPS. The 5K fun run and 1.5-mile walk, which began at 9:00 a.m., started and ended at Wick Playfield, 4929 W. Vliet Street. Entrance fees were \$5.00 for youth and \$20.00 for adults. Event parking was available at MPS Central Services, 5225 W. Vliet Street.

The fees for the races included an event T-shirt, race bag, and snacks after the run/walk. First-, second-, and third-place awards were given to the top male/female adult finishers for the 5K run. The top three finishers in the youth divisions will receive medals: elementary school (kindergarten-grade 5), middle school (grades 6-8), and high school (grades 9-12). Every child received a participation medal. Additionally, the event featured a school mascot race, entertainment, refreshments, exhibit booths, activities for children, and much more.

The 2023 Run Back to School was made possible with generous support from Educators Credit Union; Edvest; Goodwill Industries of Southeastern Wisconsin and Metropolitan Chicago; Gabriel, Roeder, Smith & Company; Gruber Law Offices; UnitedHealthcare; and Voya Financial.

### **Burnham Playfield Renovated**

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Milwaukee Recreation's Burnham Playfield's renovation project received the Brewers Community Foundation's Public Space Award at the Milwaukee Awards for Neighborhood Development Innovation (MANDI) on Thursday, August 10. The MANDI awards, which were presented by U.S. Bank in partnership with Local Initiatives Support Corporation Milwaukee, recognized excellence in individuals, organizations, and projects that are improving conditions in Milwaukee's neighborhoods. Learn more about this wonderful project and well-deserved award.

**GE HealthCare’s Day of Service**

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More than 1,000 GE HealthCare employees, retirees, friends, and family rolled up their sleeves and painted, landscaped, and refreshed six MPS schools on Thursday, August 17, during the company’s 27th annual Community Service Day at Milwaukee Public Schools.

The employees worked on projects in playgrounds, classrooms, and hallways at Allen-Field, Brown, Burbank, Cass Street, Franklin, and IDEAL schools. In addition to painting walls, murals, and playground lines and weeding, mulching, and planting, volunteers in some cases updated school furniture and shelving. Additionally, GE HealthCare gave \$4,000 to each school for project supplies.

The GE HealthCare team plans its Community Service Day more than a year in advance, working with each selected school to identify projects for the volunteers to complete. We look forward to partnering with GE HealthCare next year.

**International Baccalaureate’s Primary Years Programme**

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Three MPS elementary schools — ALBA, Marvin E. Pratt, and Gilbert Stuart — started the new school year as the District’s newest International Baccalaureate schools. The schools were authorized to offer the International Baccalaureate Primary Years Programme after a rigorous, multi-year application process. The IB program encourages critical thinking and helps to prepare students for post-secondary life in a global society.

In all, MPS now has 11 International Baccalaureate school sites with 15 IB programs: five grade schools in the IB Primary Years Programme for students 3-12 years old, four in the Middle Years Programme for students 11-16, four in the Diploma Programme for ages 16-19, and two in the Career-related Programme for ages 16-19.

**MPS Day One Early Start Kickoff**

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Community stakeholders, state governmental leaders, and school leaders, along with cheerleaders and mascots, convened at Bay View High School to welcome students back to school on Monday, August 14. Milwaukee Public Schools began the new year for schools on the early-start calendar, which includes all high schools, grades 6-8 middle schools, kindergarten-grade 12 schools, and several elementary schools.

Bay View’s students walked the red carpet lined with supporters as they were cheered into school on the first day of the 2023-24 school year. The crowd included several influential Bay View High School alumni and other elected officials, many of whom were graduates of MPS.

Speakers, other guests, and Milwaukee media also toured Bay View High School’s Spanish-language and culinary arts classrooms after the program. Students in the culinary arts wowed guests with their food talents by serving up a hot breakfast of eggs, rice, bacon, and sausage.

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

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

*This item was postponed to the end of the meeting.*

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**(Item 2) Monthly Report, with Possible Action, on Legislative Activities Affecting MPS**  
**Background**

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According to calculations from the WI Legislative Fiscal Bureau, in 2023-24 the State has a positive budget balance of \$4.2 billion, with an additional \$1.8 billion in the budget-stabilization, or “rainy day,”

fund. Year-end fiscal updates, which will be completed in the upcoming weeks, will continue to confirm that the State is holding a significant amount of revenue, as per-pupil funding lags behind inflation and necessary support levels.

An August 15, 2023, report from the Wisconsin Policy Forum highlights the high level of teacher turnover in the state. Policy solutions such as those being implemented in Michigan will be discussed. Updates on other policy will be provided as needed.

At the beginning of August, a lawsuit was filed asserting that Wisconsin’s legislative maps violate the Constitution of the State of Wisconsin, and a request was made to have the case heard by the State Supreme Court.

**Strategic Plan Compatibility Statement**

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

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

Board Governance Policy 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.

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

**(Item 1) Monthly Report, with Possible Action, from 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.

The following report is presented for the Board’s consideration.

During the reporting period, the Office of Accountability and Efficiency began the analysis of FY23 activities, outputs, and outcomes. A final report on work completed as part of the FY23 Work Plan will be transmitted to the Board upon its completion.

**Accountability and Efficiency Services**

Between July 15, 2023, and August 19, 2023, Accountability and Efficiency Services fulfilled five requests for information/research and one special project.

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 Historically Underutilized Business (HUB) and student-engagement programming.

CCS staff members attended the American Contract Compliance Association’s (ACCA’s) training institute in Memphis, TN. The training institute is designed to provide compliance administrators with



comprehensive training from nationally recognized experts within contract compliance, suppliers’ diversity initiatives, public initiatives, public administration management, projects’ goal setting, and legal updates impacting federal and state diversity programs.

Additionally, ACCA training allows CCS staff to assess current processes to ensure efficiency within the District’s operations in which contract-compliance requirements are assigned to district bids and request for proposals, implementing any necessary adjustments based on industry trends.

Lastly, CCS wrapped up many of the summer student internships under the student-engagement programming. We proudly sponsored more than 80 internships between May and August. Students gained valuable on-the-job awareness and skills in administrative services, agricultural services, architecture, carpentry, technology, and tutoring services. We look forward to partnering with internal departmental sponsors in the 2023-2024 school year to create additional 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, Administrative Policy, or Board Rule Implication Statement**

Board Governance Policy 1.16, Board Officers

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

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

The Board Clerk presented two expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors from August 14, 2023, at 10:00 a.m., and August 25, 2023, at 9:00 a.m.

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

Director O’Halloran moved to accept the reports of the Independent Hearing Officers of August 14, and August 25, 2023.

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

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

Noes — None.

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**REPORTS OF THE STANDING COMMITTEES**

No items having been set aside for separate consideration, Director Gokalgandhi moved approval of the Committees’ reports.

The motion passed, the vote being as follows:

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

Noes — None.

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

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

### Classified Personnel Transactions

Code	Name	Position	Salary	Date
<b>New Hires</b>				
2	Dashon Belcher	Building Service Helper I	\$17.17/hr.	07/17/2023
2	Mario Green	Building Service Helper I	\$17.17/hr.	07/10/2023
2	Jaqueal Carson	IT Service Technician	\$60,321.52	07/11/2023
2	Ariana Buck	Paraprofessional	\$21,339.00	07/31/2023
2	Jhutai Dixon	Paraprofessional	\$21,339.00	07/31/2023
4	Enrique Santos	Paraprofessional	\$22,648.00	07/31/2023
2	Tiffany Stribling	Paraprofessional	\$34,382.00	07/31/2023
2	Debra Owens-Goudy	School Secretary I, 10-month	\$31,679.00	07/31/2023
4	Maria Perez	School Secretary I, 11-month	\$33,658.00	07/25/2023
4	Mari Ornelas	School Secretary I, 12-month	\$51,285.31	07/17/2023
2	Brooke Washington	School Secretary I, 12-month	\$38,548.22	07/10/2023
2	Salina Beckley	Secretary II	\$46,012.89	07/24/2023
5	Andrew Widmann	Steamfitter	\$50.00/hr.	07/05/2023
<b>Promotions</b>				
4	Alejandro Barba	Electrician	\$46.38/hr.	07/24/2023
4	Gabriel Burgos	IT Service Technician II	\$63,008.21	07/01/2023
5	Charles Nimke	IT Service Technician II	\$64,187.59	07/01/2023
2	Lakicia Douglas	School Secretary I, 10-month	\$29,517.00	07/31/2023
2	Shaqita Morehouse	School Secretary I, 10-month	\$29,517.00	07/31/2023
2	Antranice Jones	School Secretary I, 12-month	\$42,793.92	07/17/2023
5	Constance Hapka	Secretary II	\$49,226.51	07/10/2023
<b>Rehires</b>				
2	Willie Jenkins III	Building Service Helper I	\$19.46/hr.	07/17/2023
2	Leandra Kimbrough	Building Service Helper I	\$18.32/hr.	07/17/2023
2	Myesha Price	Paraprofessional	\$31,247.00	07/31/2023

Codes:

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

### Certificated Appointments

Codes	Name	Appointment	Level	Salary	Date
<b>Educator, Project Aware Grant</b>					
5, r	Bersch, Michael L	General Operations	01/2FM	\$99,500.00	8/8/2023
<b>Teachers</b>					
4, nr	Carbajal, Mikaela P	SAGE	01/BA	\$50,737.00	8/28/2023
5, nr	Dyhr, Jennifer E	Kindergarten (four-year-old)	01/BA	\$50,737.00	8/28/2023
4, nr	Fiet, Crystal M	SAGE	01/BA	\$80,571.00	8/28/2023
1, nr	Gutierrez-Hoem, Silvia	Gen'l Elem & K8, all grades	01/MA	\$90,944.00	8/28/2023

Codes	Name	Appointment	Level	Salary	Date
<b>Academic Coach Literacy</b>					
5, r	Harris, Robin		01/MA	\$92,853.00	8/8/2023
<b>School Social Worker</b>					
5, r	Kunath, Veronika	School Social Work	01/2A	\$63,689.00	8/18/2023
<b>School Social Workers, Early-start</b>					
2, nr	Daniels, Amandla M	School Social Work	01/2A	\$75,925.00	7/31/2023
2, r	Hegwood, Cheri D	School Social Work	01/2A	\$63,689.00	7/31/2023
2, r	Jaspers, Morris M	School Social Work	01/2A	\$63,689.00	7/31/2023
2, r	Pierce, Quan'Tavia	School Social Work	01/2A	\$63,689.00	7/31/2023
2, r	Thomas, Caree S	School Social Work	01/2A	\$63,689.00	7/31/2023
2, r	Tucker, JohnQuell	School Social Work	01/2A	\$63,689.00	7/31/2023
5, r	Vujosevich, Nicole	School Social Work	01/2A	\$71,846.00	7/31/2023
<b>Teachers Early-start</b>					
5, nr	Aho, Chris A	Title I, School-wide	01/MA	\$86,865.00	8/8/2023
5, r	Baumann, Eli	Music	01/BA	\$61,925.00	8/8/2023
5, r	Bolton, Lisa C	Science	01/BA	\$61,925.00	8/8/2023
5, nr	Bowen, Kelly A	English	01/BA	\$52,601.00	8/8/2023
5, r	Brink, Lara A	AMP Music	01/MA	\$62,391.00	8/8/2023
5, r	Brown, Kramer W	Science	01/BA	\$50,737.00	8/8/2023
5, nr	Coronado, Emily R	Gen'l Elem & K8, all grades	01/MA	\$70,549.00	8/8/2023
5, r	Curtin, Riley T	Social Studies	01/BA	\$50,737.00	8/8/2023
5, nr	Edinger, Melissa	Foreign Language	01/BA	\$50,737.00	8/8/2023
5, r	Emond, Alissa R	Science	01/BA	\$67,518.00	8/8/2023
4, r	Garcia, Xiomara	Foreign Language	01/BA	\$56,331.00	8/8/2023
6, r	Hasan, Mahmoud	Mathematics	01/BA	\$50,737.00	8/8/2023
5, nr	Henkel, Daniel J	AMP Music	01/MA	\$92,983.00	8/8/2023
5, r	Hock, Lillian M	Foreign Language	01/BA	\$50,737.00	8/8/2023
5, nr	Ingersoll, Matthew J	Science	01/MA	\$95,023.00	8/8/2023
5, nr	Janeshek, Sara R	Social Studies	01/BA	\$50,737.00	8/8/2023
5, r	Johnke, Carter G	English	01/BA	\$50,737.00	8/8/2023
5, nr	Kiiskila, Kelly M	English	01/BA	\$50,737.00	8/8/2023
5, nr	Kroeze, David H	Categorical Math, High-school	01/BA	\$56,331.00	8/8/2023
4, nr	Landeros Cortes, David A	AMP Music	01/BA	\$50,737.00	8/8/2023
5, r	Lavris, Kathleen J	Categorical English, Middle-school	01/BA	\$50,737.00	8/8/2023
5, r	Lewis, Rachael M	Kindergarten (four-year-old)	01/BA	\$52,601.00	8/8/2023
5, nr	Linares, Tamara A	Foreign Language	01/MA	\$90,944.00	8/8/2023
5, nr	Lynn, Gerald R	Social Studies	01/BA	\$50,737.00	8/8/2023
5, nr	Makhlouf, Madeline	Social Studies	01/MA	\$58,312.00	8/8/2023
5, nr	Marifern, Keegan M	Social Studies	01/BA	\$52,601.00	8/8/2023
5, r	McCreedy, Kyle J	Social Studies	01/BA	\$61,925.00	8/8/2023
5, r	McMahon Jr, John J	Gen'l Elem & K8, all grades	01/BA	\$69,384.00	8/8/2023
2, r	Miller, Shakeda M	Kindergarten (four-year-old)	01/MA	\$62,391.00	8/8/2023
5, r	Moriarity, Andrea	Foreign Language	01/MA	\$86,865.00	8/8/2023
5, r	Neumann, Jennifer M	AMP Music	01/MA	\$66,471.00	8/8/2023
5, r	Noble, Brandon	English	01/BA	\$67,518.00	8/8/2023
5, r	Obluck, Patricia J	SAGE	01/BA	\$52,601.00	8/8/2023
5, r	Olson, Jeannine M	Reading	01/MA	\$95,023.00	8/8/2023
5, nr	Osinga, Lyda K	AMP Music	01/MA	\$95,023.00	8/8/2023
5, nr	Petersen, Benjamin A	General Operations	01/BA	\$52,601.00	8/8/2023
5, nr	Phelps, Ella M	Social Studies	01/BA	\$50,737.00	8/8/2023
5, nr	Pinchard, Samantha J	Reading	01/BA	\$54,467.00	8/8/2023
5, r	Rath, Jennifer A	Foreign Language	01/MA	\$95,023.00	8/8/2023
5, r	Rebelak, Damon A	Social Studies	01/BA	\$50,737.00	8/8/2023
2, nr	Reed, Arthur	Multi-categorical Comp. SE	01/BA	\$50,737.00	8/8/2023
5, r	Renier, Alexander	AMP ART	01/BA	\$50,737.00	8/8/2023
5, nr	Robinson, Zachary	Social Studies	01/BA	\$50,737.00	8/8/2023
5, nr	Sielaff Johnson, Kristine Patricia	Science	01/MA	\$86,865.00	8/8/2023
5, nr	Stambaugh, Myles	AMPHPE	01/MA	\$76,668.00	8/8/2023
5, nr	Tippe, Laurel A	Music	01/BA	\$65,654.00	8/8/2023

Codes	Name	Appointment	Level	Salary	Date
5, nr	Topp, Kathryn R	AMP Music	01/MA	\$72,588.00	8/8/2023
2, r	Turner, Jordyn L	Social Studies	01/BA	\$50,737.00	8/8/2023
5, r	Whitford, Donald	Foreign Language	01/BA	\$80,571.00	8/8/2023
5, nr	Winston, Kimberly R	English	01/BA	\$50,737.00	8/8/2023
2, r	Wood, Dorothy	Spec Ed Multi-categorical	01/MA	\$78,706.00	8/8/2023
<b>School Support Teacher, Early-start</b>					
5, nr	Wagner, Patrick W	School Support Teacher	01/MA	\$95,023.00	8/8/2023
<b>School Counselor, Early-start</b>					
5, nr	Dix, Maya J	Guidance	01/MA	\$54,233.00	8/8/2023
<b>Speech Pathologist, Early-start</b>					
5, nr	Hamby, Peggy P	Speech Pathology	01/SLP	\$97,892.00	8/8/2023
<b>Teacher, Trauma-informed Coach</b>					
4, r	Rivera, Marielle	General Operations	01/2FM	\$88,822.00	8/8/2023
<b>Innovation Coach</b>					
5, nr	Kleibor, Andrea L	General Operations	ID/MA	\$109,698.00	8/18/2023
<b>Math Leader, Early-start</b>					
5, nr	Beal, Krista M	Math	ID/MA	\$76,736.00	8/18/2023
<b>Academic Coach Literacy, Early-start</b>					
5, r	Slingerland, Cara Ann		ID/MA	\$93,217.00	8/8/2023
<b>District Mentor Teacher, Early-start</b>					
2, nr	Anyanwu, Chukwuka 0	General Operations	ID/MA	\$97,926.00	8/1/2023
<b>School Psychologists</b>					
4, r	Diez, Santiago A	School Psych Services	FLT/51C	\$65,408.00	8/18/2023
5, nr	Johnson, Taylor J	School Psych Services	FLT/51C	\$79,004.00	8/18/2023
5, nr	Warnacut, Rachel M	C.S. — Psychological Services	FLT/51C	\$81,723.00	8/18/2023
<b>School Psychologists, Early-start</b>					
5, r	Crowley, Margaret C	School Psych Services	FLT/51C	\$65,408.00	7/31/2023
5, r	McElroy, Corey	School Psych Services	FLT/51C	\$65,408.00	7/31/2023
5, r	O'Brien, Tierney	School Psych Services	FLT/51C	\$65,408.00	7/31/2023
<b>Permit Teachers</b>					
1, r	Capers, Khalil C	Day-to-day Teacher	XX/4W2	\$49,836.00	8/8/2023
5, nr	Gauthier, Peter	AMP Music	XX/4W2	\$49,836.00	8/28/2023
2, r	Martin, Brontrall D	Day-to-day Teacher	XX/4W2	\$49,836.00	8/8/2023
1, nr	Nejedlo, Edith N	Day-to-day Teacher	XX/4W2	\$49,836.00	7/26/2023
4, r	Olivas, Arianna Mariel	Bilingual Education	XX/4W2	\$49,836.00	8/28/2023
2, r	Sampson-Wood, Quinton L	AMPHPE	XX/4W2	\$49,836.00	8/28/2023
<b>Permit Teachers, Early-start</b>					
2, r	Austin, Damischa L	Kindergarten (four-year-old)	XX/4W2	\$49,836.00	8/8/2023
5, r	Breining, Nathanael D	Spec Ed Multi-categorical	XX/4W2	\$49,836.00	8/8/2023
2, r	Christian, Semaj Eamon	Social Studies	XX/4W2	\$49,836.00	8/14/2023
5, r	Gustafson, Kathryn G	Spec Ed Multi-categorical	XX/4W2	\$49,836.00	8/8/2023
5, r	Keith, Carson	AMP Art	XX/4W2	\$49,836.00	8/8/2023
5, r	Kohlhagen, Logan R	English	XX/4W2	\$49,836.00	8/8/2023
5, r	Lemonholm, Lucas E	Music	XX/4W2	\$49,836.00	8/8/2023
5, nr	Macklin, Amber L	Mathematics	XX/4W2	\$49,836.00	8/8/2023
2, r	McClellan, Amani K	AMPHPE	XX/4W2	\$49,836.00	8/8/2023
4, r	Menzies, Dillon A	AMP Art	XX/4W2	\$49,836.00	8/8/2023
5, r	Stelmacher, Margaret E	Social Studies	XX/4W2	\$49,836.00	8/8/2023
2, r	Traylor, Valyncia	Educational Operations	XX/4W2	\$49,836.00	8/8/2023
5, r	VandenHouten, Ty	Social Studies	XX/4W2	\$49,836.00	8/8/2023
5, nr	Winkler, Paul J	English	XX/4W2	\$49,836.00	8/8/2023

Code	Teachers	SSWs	Psychs	Other	Total
1 Native American	3	0	0	0	3

Code	Teachers	SSWs	Psychs	Other	Total
2 African American	11	6	0	0	17
3 Asian/Pacific Islander	0	0	0	0	0
4 Hispanic	7	0	1	0	8
5 White	62	2	5	1	70
6 Other	1	0	0	0	1
7 Two or more ethnic codes	0	0	0	0	0
Male	38	2	2	0	42
Female	46	6	4	1	57

### Certificated Leaves of Absence

	<u>Present Assignment</u>	<u>Effective From</u>
Illness Leave, April 2023 Holly Schwigel	Starms Center	April 24, 2023
Illness Leave, May 2023 Sarah McGair Marion Loss	Clarke Street School Out of Assignment	May 1, 2023 May 10, 2023
Personal Leave, August 2023 Laura Kilton	Student Information Services	August 7, 2023

### Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
<b>Certificated Resignations</b>						
Personal	0.9	2	Rahenya Anderson	Teacher	Green Tree	07/06/2023
Personal	1.0	5	Melissa Argenzio	Teacher	Maryland	08/02/2023
Retire	32.4	5	Laurie Bartow	Teacher	Vieau	09/16/2023
Personal	6.0	5	Elizabeth Bersch	SSW	Douglas	07/31/2023
Personal	21.6	2	Danielle Brown Ruddock	Teacher	MacDowell	08/07/2023
Personal	3.9	5	Haleigh Burt	Teacher	Franklin	07/12/2023
Personal	10.7	5	Michelle Clausing	Teacher	Grantosa	07/24/2023
Other Dist	26.2	2	Gregory Coleman	Principal	Zablocki	08/11/2023
Retire	26.9	5	Lori Collenburg	Coach	Central Svcs	08/15/2023
Personal	3.0	5	Melissa Cook	Teacher	Central Svcs	08/03/2023
Personal	3.0	5	Michael Danahey	Teacher	Obama SCTE	08/01/2023
Other Dist	2.0	2	Laurin Davis	Teacher	Riverwest	07/03/2023
Personal	6.8	5	Barbara Dean	Teacher	Central Svcs	08/02/2023
Other Dist	4.0	5	Davis Endries	Teacher	Bradley Tech	07/20/2023
Personal	15.7	4	Jose Garcia Joven	Curr Spec	Central Svcs	07/18/2023
Retire	20.2	5	Robert Gavronski	Rec Coord II	Central Svcs	07/21/2023
Retire	20.9	5	Cindy Gibbs	Teacher	Central Svcs	06/30/2023
Personal	1.0	5	Jessica Heinlein	OT	Central Svcs	07/03/2023
Personal	7.8	5	Nicole Hilgen	Teacher	Thoreau	07/28/2023
Other Dist	0.1	1	Silvia Hoem	Teacher	Jackson	08/01/2023
Personal	5.0	5	Maya Kaspar	Teacher	Riverwest	07/05/2023
Personal	18.5	6	Joshua Kraner	Teacher	MSOL	07/21/2023
Personal	4.0	1	Aspen Kuk	Teacher	Pulaski	07/20/2023
Personal	5.0	5	David Laack	Teacher	Clemens	06/16/2023
Personal	1.5	5	Jennifer Landherr	Teacher	Carson Acad	06/28/2023
Personal	2.7	5	Elizabeth Lindsay	Teacher	Washington	07/03/2023
Personal	26.1	5	Colleen Luedtke	Specialist	Central Svcs	08/07/2023
Personal	9.0	5	Angela Luna	Teacher	Manitoba	07/26/2023
Retire	35.4	5	Luann McKinney	Teacher	Burbank	06/16/2023
Other Dist	1.0	5	Caitlin Mitchell	Teacher	Whittier	07/25/2023
Retire	16.0	5	Heatherlee Muehlius	Teacher	Grant	07/18/2023
Personal	7.0	5	Ashley Newman	Teacher	Central Svcs	07/01/2023
Other Dist	10.0	5	Lindy Niemiec	Teacher	Cooper	08/08/2023
Retire	26.0	5	Stephanie Olson	Teacher	Wedgewood Park	08/06/2023
Other Dist	21.0	5	Mary Papp	Teacher	Parkview	07/10/2023

Reason	Yrs Svc	Code	Name	Position	Location	Date
Other Work	3.0	1	Alexis Prag	Teacher	Grantosa	06/27/2023
Personal	3.0	5	Matthew Retterath	Teacher	Pulaski	07/02/2023
Personal	6.9	2	Kissha Riley Hendricks	Teacccher	Elm	07/20/2023
Personal	7.9	2	Krista Russell	Teacher	Marshall	07/01/2023
Personal	5.2	5	Derek Schneider	Teacher	Meir	05/26/2023
Personal	0.9	5	Alexyss Schulz	Teacher	Pulaski	05/24/2023
Personal	0.6	2	Jill Wallace	Counselor	WCLL	08/04/2023
Other Dist	20.0	5	Joseph Zimmer	Teacher	Sherman	07/06/2023

**Classified Retirements**

Retire	33.7	2	Kim Anderson	Para	Central Svcs	08/03/2023
Retire	35.7	4	Martha Daleccio	Exec Asst	Central Svcs	07/31/2023
Retire	26.6	5	James Gorton	Manager II	Central Svcs	07/21/2023
Retire	36.4	2	Michele McWilliams	Secretary II	Project STAY	07/14/2023
Retire	32.3	2	Melissa Thomas	Sch Secty I	Central Svcs	07/15/2023
Retire	22.0	2	Dorothy Vanderkolk	Para	MacDowell	08/04/2023
Retire	7.9	2	Carlyn Wagner	Para	MacDowell	08/04/2023

Codes:

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

**Summary**

Other District..... 8  
 Other Work..... 1  
 Personal ..... 27  
 Retirement ..... 14 (7 Classified & 7 Certificated)

**Committee’s Recommendation**

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

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

\* \* \* \* \*

**(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding 60 Days**

**Recommended Appointments**

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

Codes	Name	Appointment	Location	Salary		
				Sched	Range	Amount
2, r	Nicole Coleman	Manager III, Student & Family Services	Office of the Chief of School Administration	03	13A	\$141,602
2, r	Deirdre Lafford	Principal I, Siefert	Office of the Chief of School Administration	03	13T	\$131,699
4, r	Hector Rivera	Special Education Program Supervisor, Itinerant	Office of the Chief of Academics	03	09C	\$87,061
2, r	Anthony Jacobs	School Safety, Supervisor I	Office of the Chief of School Administration	03	09A	\$83,558
2, r	Andre Robinson	Coordinator III, Children’s Court Liaison	Office of the Chief of School Administration	03	OBA	\$82,238
2, r	Sophia Smith	Coordinator I, Grants	Office of the Chief of Finance	03	06A	\$72,584

Codes	Name	Appointment	Location	Salary		
				Sched	Range	Amount
3, r	Anuhya Kalvakala	Analyst I, Programmer	Office of the Chief of School Operations	03	05A	\$64,676
2, r	Ronald Smith III	Planning Assistant II, Gender & Identity Inclusion	Office of the Chief of Staff	03	02A	\$55,000

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

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

Codes	Name	Position	Location	Hourly	
				Wage	Dates
5, r	James Gorton	Employee Rights Administration	Office of the Chief of Human Resources	\$67.00	07/31/23-01/31/24
2, r	Christopher Stancato	School Psychologist	Office of the Chief of Academics	\$50.00	06/15/23-12/15/23
5, r	Denise Sather	School Psychologist	Office of the Chief of Academics	\$50.00	08/18/23-12/21/23
2, r	Winifred Tidmore	Administrator Coaching & Mentoring	Office of the Chief of School Administration	\$40.00	07/08/23-12/08/23
2, r	Beverly Conner	Administrator Coaching & Mentoring	Office of the Chief of School Administration	\$40.00	07/01/23-12/08/23
2, r	Thressessa Childs	Administrator Coaching & Mentoring	Office of the Chief of School Administration	\$40.00	07/08/23-12/08/23
4, nr	Janine Cano-Grabber	Administrator Coaching & Mentoring	Office of the Chief of School Administration	\$40.00	07/08/23-12/08/23
2, r	Thyra Handford	Administrator Coaching & Mentoring	Office of the Chief of School Administration	\$40.00	07/08/23-12/08/23
5, r	Joseph Hartlaub	Administrator Coaching & Mentoring	Office of the Chief of School Administration	\$40.00	07/08/23-12/08/23
2, r	Yvette Martel	Administrator Coaching & Mentoring	Office of the Chief of School Administration	\$40.00	07/08/23-12/08/23
5, r	Virginia McFadden	Administrator Coaching & Mentoring	Office of the Chief of School Administration	\$40.00	07/08/23-12/08/23
2, r	John Sanchez	Administrator Coaching & Mentoring	Office of the Chief of School Administration	\$40.00	07/08/23-12/08/23
2, r	Peggie Swift	Administrator Coaching & Mentoring	Office of the Chief of School Administration	\$40.00	07/08/23-12/08/23
4, r	Dr. Evelyn Resto	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals	Office of the Chief of Academics	\$40.00	07/01/23-12/31/23
5, r	Jeffrey Krupar	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals	Office of the Chief of Academics	\$40.00	01/01/23-06/30/23
2, r	Lorraine Applewhite	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals	Office of the Chief of Academics	\$40.00	01/01/23-06/30/23
5, r	Barbara Hickling	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals	Office of the Chief of Academics	\$40.00	01/01/23-06/30/23
5, r	Linda Bolin	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals	Office of the Chief of Academics	\$40.00	07/01/23-12/31/23
2, r	Karen Green	College and Career Readiness	Office of the Chief of Academics	\$40.00	08/01/23-01/01/24
5, r	Patricia Jacobs	College and Career Readiness	Office of the Chief of Academics	\$35.00	06/01/23-11/30/23
2, r	Cassu Green	Youth Mentor	Office of the Chief of School Administration	\$30.00	08/01/23-12/30/23
2, r	Danny Hamilton	Youth Mentor	Office of the Chief of School Administration	\$30.00	08/01/23-12/30/23
5, r	Gabriella Sustache	Musical Choreographer	Office of the Chief of School Administration	\$30.00	10/16/23-01/30/24
5, r	Michelle Wielebski	Teals Support	Office of the Chief of School Administration	\$30.00	08/01/23-12/30/23

Codes	Name	Position	Location	Hourly Wage	Dates
5, r	Awilda Aceredo	Transportation Associate	Office of the Chief School Administration	\$30.00	08/14/23-09/29/23
2, r	Elizabeth Brown	Bookkeeper	Office of the Chief of Finance	\$30.00	08/01/23-12/31/23
2, r	Cortez Van Felder	Independent Hearing Officer	Office of the Chief of School Administration	\$30.00	08/01/23-02/28/24
6, r	Kathleen Krug	Independent Hearing Officer	Office of the Chief of School Administration	\$30.00	08/01/23-02/28/24
2, r	Dr. Minnie Pulliam-Novy	Independent Hearing Officer	Office of the Chief of School Administration	\$30.00	08/01/23-02/28/24
2, r	Archie Ivy	Independent Hearing Officer	Office of the Chief of School Administration	\$30.00	08/01/23-02/28/24
5, nr	Aleczaender Wandler	Accountant II, School Nutrition	Office of the Chief of Finance	\$28.95	08/14/23-02/14/24
5, r	Rachel Rendon	College and Career Readiness	Office of the Chief of Academics	\$28.00	06/01/23-11/30/23
5, r	Dawn Butler	School Kitchen Manager Mentor	Office of the Chief of Finance	\$25.00	08/14/23-01/14/24

Codes:

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

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

\* \* \* \* \*

**(Item 3) Action on Resolution 2324R-001 by Gokalgandhi regarding Time Off for Mental Health**

**Background**

At its regular meeting on July 27, 2023, the Board referred Resolution 2324R-001 by Director Gokalgandhi regarding time off for mental health to the Committee on Accountability Finance and Personnel.

WHEREAS, In March 2020, the Board adopted Resolution 1920R-011 to establish a Comprehensive Health Initiative to address the mental health complexities of students in a multi-faceted approach; and

WHEREAS, The COVID-19 pandemic brought the relationship between work and employee well-being into clearer focus; and

WHEREAS, A study by the World Health Organization (WHO) and the International Labor Organization (ILO) showed that long working hours led to 745,000 deaths for stroke and heart disease in 2016, a 29% increase since 2000, attributed to working at least 55 hours a week; and

WHEREAS, According to the U.S. Surgeon General, 76% of U.S. workers reported at least one symptom of a mental health condition; 84% of survey respondents said that their workplace conditions had contributed to at least one mental health challenge; and 81% of workers reported that they will be looking for workplaces that support mental health in the future; and

WHEREAS, The 2022 Alight International Workforce and Well-Being Mindset study, three quarters of

U.S. employees report moderate to high stress levels, which haven't subsided even as the pandemic has slowed; and

WHEREAS, Many companies are increasingly prioritizing mental health, but fewer than half of employees surveyed by Alight feel that their employer cares about their well-being and that the burden of getting well is on the individual employee; and

WHEREAS, While the district has offered an Employee Assistance Program (EAP) and Wellness on Site benefits to employees for some time, we must consider how else we can cultivate a culture where the well-being of employees is central to our employment policies; and



WHEREAS, Many employees in the district have not used their earned vacation time benefit to the extent that their vacation time accumulates to a point where an employee is no longer earning it; and

WHEREAS, This unused vacation time creates a significant financial liability for the district and the Administration has requested Board approval to offer compensation in lieu of using this time for vacation, most recently in November 2022; and

WHEREAS, Compensating employees for time off not taken defeats the whole purpose of a vacation benefit, which is to allow time for rest, relaxation, tending to personal matters, and simply taking a break from work routines; and

WHEREAS, With employees prioritizing workplaces that support mental health, implementing practices that show a desire to improve employee well-being by reducing stress and burnout may also help attract and retain employees and improve employee morale; now, therefore, be it

RESOLVED, That the district end the practice of periodic compensation for unused vacation time and, instead, implement a mandatory, paid week of vacation; and, be it

FURTHER RESOLVED, That Central Office be closed for one full week in July so that all Central Office employees can have the week off; and, be it

FURTHER RESOLVED, That the Administration bring a minimum of two recommendations for implementation to the Board by the October 2023 board cycle.

The resolution requests the Administration provide a minimum of two recommendations be brought back to the Board for implementation.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 6.08, Health and Safety

**Fiscal Impact Statement**

The fiscal impact will be estimated in the recommendations shared with the Board.

**Implementation and Assessment Plan**

Implementation will be determined upon completion of the recommendations presented to the Board.

**Committee’s Recommendation**

Your Committee recommends the Board adopt Resolution 2324R-001 by Director Gokal Gandhi regarding time off for mental health with the revisions as follows:

RESOLVED, That the district ~~end~~ continue the practice of periodic compensation for unused vacation time ~~and, instead, implement a mandatory, paid week of vacation;~~ and, be it

FURTHER RESOLVED, That ~~Central Office be closed for one full week in July so that all Central Office employees can have the week off; and, be it~~ the district implement paid time off not to exceed five consecutive days for 12-month employees; and, be it

FURTHER RESOLVED, That the Administration bring a minimum of two recommendations for implementation to the Board by the ~~October~~ December 2023 Board cycle.

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

\* \* \* \* \*

**(Item 4) Report with Possible Action on the District Compensation Study**

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

### **Background**

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At its regular monthly meeting on July 28, 2022, the Board approved a contract with Gallagher Benefit Services to conduct a compensation study. Provided under separate cover is an update on the status of the compensation study.

### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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

### **Fiscal Impact Statement**

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This item does not authorize expenditures.

### **Implementation and Assessment Plan**

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N/A

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## **(Item 5) Action on a Request for Approval of Job Descriptions for Family Advocacy Coordinator and Program Analyst I (MPS Foundation)**

### **Background**

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Pursuant to Administrative Policy 6.19, the Superintendent is bringing forth a request for approval of the job descriptions for the Family Advocacy Coordinator and Program Analyst I (MPS Foundation) positions.

### **Coordinator III, Family Advocacy**

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Last Revised/Approved: August 2023  
 Reports To: Director, Business & Community Partnerships  
 Office: Chief of Communications and School Performance  
 Department: Business & Community Partnerships  
 Pay Grade: 8A  
 Civil Service: Y  
 Probation period: Y  
 Length: 1 year  
 FLSA Status: Exempt.  
 Term of Employment: Full-time

### **Position Summary/Purpose**

Executes the District's family-and-community-engagement framework, programs, and initiatives to ensure that families have the ability to serve as equal partners with schools and the District in their children's educational process. Works closely with families to help them navigate through the District's disciplinary process to ensure that they have a clear understanding of state statutes, the MPS Code of Conduct, and other relevant district policies and procedures. Connects families with resources to support student achievement and behavioral interventions.

### **Core Competencies**

- Decision quality and problem solving
- Communication and customer service
- Professionalism
- Equity, access, and inclusion

## Essential Functions

An essential function is a duty or responsibility that is fundamental to the job — a critical, or basic component of that job. An essential function cannot or should not be assigned elsewhere.

1. Serves as parent representative at discipline hearings to help families clearly understand the disciplinary and hearing process.
2. Meets with parents and students and directs them accordingly to appropriate school personnel for resolution of issues and concerns, changing school placements, obtaining work permits, etc.
3. Establishes and maintains effective and cooperative working relationships with Student Services, Office of Board Governance, schools (social workers/ parent coordinators), and governmental agencies as an advocate for MPS students and families.
4. Connects families with district and community resources to support student achievement and behavioral interventions.
5. Effectively communicates state statutes and district policies to families.
6. Serves as the Parent Dispute Resolution System's administrator.
7. Develops programming to educate families on the District's code of conduct and restorative-practice resources.
8. Works closely with independent hearing officers on expulsions and reinstatements and to ensure that appropriate educational services are provided.
9. Actively supports the MPS Strategic Plan.
10. Completes other duties as assigned.

## Job Requirements

### Educational Requirements

- A master's degree in social work and certification as a school social worker in the state of Wisconsin (license 7050) or five or more years of experience in community relations, non-profit management, social work, counseling, education, or social services.

### Experience Requirements

- Three or more years of experience working with families or in community outreach to families.

### Knowledge, Skills and Abilities

- Effective oral and written communication and presentation skills are required.
- Must be able to work collaboratively with a diverse group of people at all levels of the organization.
- Skilled at organizing resources and establishing priorities.
- Excellent teamwork skills are essential.
- Must have excellent planning and organizational skills.
- A strong working knowledge of computer applications, to include MS Office software, Office 365, MPS databases, and the MPS website is required.
- Must be able to effectively manage numerous responsibilities with varying deadlines.
- The ability to gather data, compile information, and prepare reports is required.
- Effective conflict/dispute-resolution skills required.

## Working Environment

- General office environment with basic standing, walking and typing required.
- Should be able to lift up to 30 pounds.
- Employee required to work periodically on weekends.
- Evening meetings, home visits, and events are required as a part of the job or other duties as assigned.
- Reliable, insured vehicle and valid driver's license required, as frequent travel around the greater Milwaukee area is required.

## Physical Demands

- General office environment.

## Equal Opportunity

### Nondiscrimination

No person may be denied admission to or participation in the benefits of any public school in the Milwaukee Public Schools, or be discriminated against in any curricular, extracurricular, student service, recreational, or other program or activity, because of the person's sex, gender, gender identity, gender expression, gender nonconformity, race, color, national origin, ancestry, creed, religion, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional, or learning disability or handicap, or any other characteristic protected by applicable law, including without limitation by enumeration: section 118.13, Wis. Stats.; Title IX of the Education Amendments of 1972 (sex); Title VI of the Civil Rights Act of 1964 (race, color, and national origin); and section 504 of the Rehabilitation Act of 1973 (disability). The district may operate single-gender schools and/or provide single-gender classes, in accordance with sections 118.13(1) and 120.13(37m), Wis. Stats.

Milwaukee Public Schools is committed to equal employment opportunity and non-discrimination, as required by the law for all individuals in the MPS workplace regardless of race, color, ancestry, religion, gender, gender identity, gender expression, gender nonconformity, sex, national origin, disability, age, creed, sexual orientation, marital status, veteran status, or any other legally protected characteristic or legally protected activity, such as participation in the complaint process. MPS will not tolerate illegal treatment based on a protected characteristic or activity.

Discrimination complaints in educational or employment policies and practices shall be dealt with in an expeditious and forthright manner. The Superintendent shall establish procedures to process alleged discrimination complaints to implement administrative policy.

### **Job Title: Program Analyst I, MPSF**

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Last Revised/Approved: August 2023

Reports To: Director, Milwaukee Public Schools Foundation (MPSF)

Office: Superintendent

Department: Milwaukee Public Schools Foundation (MPSF)

Pay Grade: 05A

Pay Range: \$64,676-\$93,057

FLSA Status: Exempt

Term of Employment: Full-time

### **Position Summary/Purpose**

Coordinates the MPSF's scholarship program. Facilitates all current MPSF programs and serves as the primary liaison to all MPS departments and external partners and stakeholders for program delivery. Serves as an additional face of the MPSF within the local nonprofit community.

### **Core Competencies**

- Decision quality and problem solving
- Communication and customer service
- Professionalism
- Equity, access, and inclusion

### **Essential Functions**

An essential function is a duty or responsibility that is fundamental to the job — a critical or basic component of that job. An essential function cannot or should not be assigned elsewhere.

Note: An Essential Function must meet the following criteria:

- Does the job exist to do this function?
- Would taking this function from the job fundamentally change the job?
- Would there be significant consequences if this function were not performed?
- Can other employees do this function if necessary?
- How much time per week is spent doing this function?
- Do people in similar positions elsewhere do this function?

1. Works with the MPSF team in the development, implementation, and evaluation of programs and standards in alignment with the MPSF's overall mission, vision and goals.
2. Monitors programmatic impact with program dashboards and establishes consistent, objective program performance standards of accountability.
3. Coordinates and monitors outreach and retention, provides fund-management support, reviews grant documentation and reporting needs, and establishes timelines/calendars with program partners.
4. Reports to grantors, donors, and external stakeholders in a timely manner.
5. Participates with and represents MPSF in local partner meetings and events as necessary.
6. Composes and drafts documents and correspondence for presentations, conferences, seminars, and reports.
7. Provides administrative and operational support.
8. Provides consistent marketing and communication support at the direction of the Director, public relations consultant, and team.
9. Tracks expenditures for donor-directed funds and programs.
10. Recruits and oversees training and orientation of all MPSF's volunteers.
11. Maintains the MPSF's scholarship program, including preparation of new scholarship agreements, maintenance and monitoring of existing scholarship agreements, and maintenance of regular contact with donors, students, the school district, and external partners.
12. Develops a scholarship-application process for students and coordinates scholarship applications' reading, scoring, and awarding. Assists with marketing materials used in student recruitment.
13. Plans and executes annual scholarship reception, Celebration of Scholars.
14. Creates outreach materials and other collateral for the promotion of all MPSF's scholarships.
15. Maintains the Foundation's scholarship software. Manages applicant data and reporting, as well as post-award follow-up and tracking.
16. Maintains financial and student records.
17. Actively supports the MPS Strategic Plan.
18. Performs other duties as assigned.

## **Job Requirements**

### **Education/Experience Requirements**

- A bachelor's degree in public policy, non-profit administration, or a related field is required — a master's degree is preferred.
- Three to five years of demonstrated success in program development and management.

### **Knowledge, Skills and Abilities**

- Effective oral and written communication and presentation skills are essential, with the ability to communicate with employees at all levels of the organization.
- The ability to develop effective working relationships with diverse individuals at all levels is required.
- Ability to foster and maintain strong relationships with internal and external stakeholders.
- Proficient in using technology as a management-reporting tool and experience working with information technology staff to develop and to implement program-evaluation systems.
- Strong project-management skills are necessary.
- Experience with a high-performance, collaborative, constructive peer group.
- Experience in managing complex projects with competing priorities.

### **Working Environment**

The work environment's characteristics described here are representative of those which an employee encounters while performing the essential functions of this job.

### **Physical Demands**

- General office environment, must be able to handle light lifting and occasional standing, bending.

*The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job with or without reasonable accommodation.*

## **Equal Opportunity**

It is the policy of the District that persons seeking employment with the District shall not be discriminated against in employment by reason of their age, race, creed, color, religion, handicap or disability, pregnancy, marital or parental status, sex, citizenship, national origin, ancestry, sexual orientation, arrest record, conviction record, military service, membership in the National Guard, state defense or reserves, political affiliation, use or nonuse of lawful products off the employer's premises during nonworking hours, declining to attend a meeting or to participate in any communication about religious matters or political matters, the authorized use of family or medical leave or worker's compensation benefits, genetic information, physical, mental, emotional or learning disability, or any other factor protected by local, state or federal law in all employment practices including terms, conditions and privileges of employment.

Reasonable accommodations requested by qualified individuals with disabilities will be made in accordance with the Americans with Disabilities Act (ADA) of 1990, as amended by the Americans with Disabilities Act Amendments Act (ADAAA) of 2008.

Reasonable accommodations shall be made for qualified individuals with a disability, unless such accommodations would impose an undue hardship on the District. Requests for accommodations under the Americans with Disabilities Act or under the Wisconsin Fair Employment Act must be submitted to the Employee Rights Administration Department in the Office of Human Resources.

## **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 6.19, Positions: Staff

## **Fiscal Impact Statement**

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This item does not authorize expenditures.

## **Implementation and Assessment Plan**

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Upon approval of the Board, the Administration will implement the above job descriptions.

## **Committee's Recommendation**

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Your Committee recommends that the Board approve the above job descriptions for the Family Advocacy Coordinator and Program Analyst I (MPS Foundation) positions.

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

\* \* \* \* \*

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

### **Authorization to Make Purchases**

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RFP 1102 Authorization to Issue a Purchase Order with Learning without Tears and Savvas Learning Company, LLC, for Writing, Handwriting, and Spelling Textbook Adoption

The Administration is requesting authorization to issue a purchase order contract with Learning without Tears and Savvas Learning Company, LLC, for handwriting and spelling materials to be used during the 2023-24 school year.

In accordance with the textbooks/instructional materials adoption rules of Administrative Policy 7.26, Textbooks/Instructional Materials Adoption, textbooks/instructional materials evaluation committees were formed as a result of the Board's action on December 22, 2022, which opened subject areas for selection studies. The committees have completed the necessary studies with respect to grades K5-2 and grades 3-5.

Contractors were chosen pursuant to RFP 1102, which closed on February 17, 2023. The total of the two purchase orders will not exceed \$223,643.40.

Learning without Tears.....\$54,643.40  
 Savvas Learning Company, LLC .....\$169,000.00

Budget Code: ENG-0-I-9B4-CI-ETXB (Textbooks).....\$223,643.40

Learning without Tears

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	Yes	5%	5%	TBD	NA	600	10

Savvas Learning Company, LLC

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
1,372	340	843	No	5%	5%	TBD	NA	600	10

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

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting change orders to existing contracts whose collective net value exceed \$25,000. This is an informational item, and no action is required.

**C031462 Boys & Girls Clubs of Greater Milwaukee, Inc.**

Original Contract Amount:.....\$48,500.00  
 RCC 5/2/2023.....\$48,500.00  
 Ending Amount .....\$97,000.00

On March 28, 2023, the Milwaukee Board of School Directors and Boys & Girls Clubs of Greater Milwaukee, Inc., entered into Professional Services Contract number C031462, with a term of April 10, 2023, through September 30, 2023, to provide overnight camp experiences for MPS students. A Request to Change Contract (RCC) was submitted on May 2, 2023, to increase funds for additional summer camping services due to increased demand from parents/guardians.

**C030788 Kreative Fruitz by Imani Raiyne**

Contract Amount: .....\$36,000.00  
 RCC 5/3/2023.....\$40,000.00  
 Ending Amount .....\$76,000.00

On August 22, 2022, the Milwaukee Board of School Directors and Kreative Fruitz by Imani Raiyne entered into Professional Services Contract number C030788, with a term of August 22, 2022, through May 22, 2023, for art classes with Fruit at Ten MPS CARES Twilight Centers (Pulaski, Bay View, North Division, South Division, Washington, Obama, Madison, Andrew Douglas, Hayes, and Carmen South). On May 3, 2023, a Request to Change Contract (RCC) was approved to extend the contract through May 22, 2024, and to add funds of \$40,000.

**C030449 Mad Science of Milwaukee, Inc.**

Original Contract Amount:.....\$25,000.00  
 RCC 2/20/2023.....\$35,000.00  
 Ending Amount .....\$60,000.00

On April 1, 2022, the Milwaukee Board of School Directors and Mad Science of Milwaukee, Inc., entered into Professional Services Contract number C030449, with a term of April 1, 2022, through March 31, 2023,

for programming for students within the grade range of K5-12 as per RFP 1066, Extended Learning Opportunities for Community Partnerships, with two additional one-year options to extend upon mutual consent. On February 20, 2023, a Request to Change Contract (RCC) was submitted to extend the contract through March 31, 2024, and to increase compensation by \$35,000.

**C030048 Truescreen, Inc.**

Original Contract Amount:.....	\$200,000.00
RCC 5/10/2023.....	<u>\$249,999.00</u>
Ending Amount .....	<u>\$449,999.00</u>

On June 18, 2021, the Milwaukee Board of School Directors (MBSD) and Truescreen, Inc., entered into Professional Services Contract number C030048, with a term of August 1, 2021, through July 31, 2022, for criminal background-screening services, including fingerprinting. On August 29, 2022, the contract was extended through July 31, 2023. On May 10, 2023, a Request to Change Contract (RCC) was submitted to add funds to the contract due to the high volume of screenings.

**Contract: C030225 Grizz Sports**

Original Contract Amount:.....	\$25,650.00
RCC 5/12/2022.....	\$32,550.00
RCC 5/3/2023.....	<u>\$34,200.00</u>
Ending amount: .....	<u>\$92,400.00</u>

On October 9, 2021, the Milwaukee Board of School Directors and Grizz Sports entered into Professional Services Contract number C030225, with a term of October 9, 2021, through August 31, 2022, to provide services to Milwaukee Recreation for the Midnight League basketball program. On May 12, 2022, a Request to Change Contract (RCC) was submitted to extend the contract through August 31, 2023, and to add funds of \$32,550. On May 3, 2023, an RCC was submitted to extend the contract through November 30, 2024, and to add additional funds of \$34,200.

**B0001469 Houghton Mifflin Harcourt Publishing Company**

Original Contract Amount:.....	\$10,575,382.40
RCC 5/18/2023.....	<u>\$43,000.00</u>
Ending amount: .....	<u>\$10,618,382.40</u>

On July 16, 2021, the Milwaukee Board of School Directors and Houghton Mifflin Harcourt Publishing Company entered into Blanket Professional Services Contract number B0001469, with a term of July 1, 2021, through June 30, 2029, to provide textbooks and professional development as per RFP 1042. On May 18, 2023, a Request to Change Contract (RCC) was submitted to add additional funds of \$43,000.00 for additional books.

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

Original Contract .....	\$500,000.00
Amount: RCC 2/21/2023.....	\$350,000.00
RCC 4/4/2023.....	\$500,000.00
RCC 5/12/2023.....	<u>\$500,000.00</u>
Ending amount: .....	<u>\$1,850,000.00</u>

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



C029938 Parallel Employment Group, Inc.

Original Contract Amount:.....	\$49,999.00
RCC 10/29/2021.....	\$60,000.00
RCC 12/10/2021.....	\$100,000.00
RCC 5/27/2022.....	\$100,000.00
RCC 8/2/2022.....	\$200,000.00
RCC 10/24/2022.....	\$600,000.00
RCC 11/14/2022.....	\$800,000.00
RCC 6/28/2023.....	<u>\$390,000.00</u>
Ending Amount .....	<u>\$2,299,999.00</u>

On April 21, 2021, the Milwaukee Board of School Directors and Parallel Employment Group, Inc., entered into Professional Services Contract number C029938, with a term of May 1, 2021, through April 30, 2022, to provide staffing services for teachers across the district. On October 29, 2021, a Request to Change Contract (RCC) was submitted for additional funds of \$60,000 to be added to the contract to cover additional substitute teachers. On December 20, 2021, an RCC was submitted for additional funds of \$100,000 to be added to cover additional needs for teachers and to add paraprofessionals to the contract, and the contract was extended through December 31, 2022. On May 27, 2022, additional funds of \$100,000 were added to the contract, as paraprofessionals were added to support para vacancies as well as substitute teacher shortages across the District. On August 2, 2022, additional funds of \$200,000 were added as additional external support was needed to cover classrooms in our schools. On October 24, 2022, an RCC was submitted to extend the contract through December 31, 2023, with funds of \$600,000. On November 14, 2022, an RCC was submitted to add compensation to ensure that we have the support staff to cover student supervision and classroom coverage. On June 28, 2023, an RCC was submitted to add additional funds for paraprofessional substitute teacher coverage.

C030797 Adroit Advanced Technologies, Inc.

Original Contract Amount:.....	\$750,000.00
RCC 6/30/2023.....	<u>\$300,000.00</u>
Ending amount: .....	<u>\$1,050,000.00</u>

On September 1, 2022, the Milwaukee Board of School Directors and Adroit Advanced Technologies, Inc., entered into Professional Services Contract number C030797, with a term of September 1, 2022, through July 31, 2025, to provide taxi services for students to and from school throughout metro Milwaukee area. On June 30, 2023, a Request to Change Contract (RCC) was submitted to add funds of \$300,000 to cover the need for additional services.

C030798 Collaborative Student Transportation of Minnesota

Original Contract Amount:.....	\$450,000.00
RCC 6/30/2023.....	<u>\$420,000.00</u>
Ending amount: .....	<u>\$870,000.00</u>

On September 1, 2022, the Milwaukee Board of School Directors and Collaborative Student Transportation of Minnesota entered into Professional Services Contract number C030798, with a term of September 1, 2022, through July 31, 2025, to provide taxi services for students to and from school throughout metro Milwaukee area. On June 30, 2023, a Request to Change Contract (RCC) was submitted to add funds of \$420,000 to cover the need for additional services.

**Routine Monthly Reports**

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 have been provided under separate cover. These are informational items, and no action is required.

**Donations**

Location	Donor	Amount	Gift or Purpose
<b>Monetary Donations</b>			
Allen-Field School	Amy Kolo	\$500.00	General School Supplies
Andrew S. Douglas	Office Of Human Resources	\$190.00	General School Supplies
Burdick School	Box Tops for Education	\$61.25	General School Supplies
Carver Academy	Box Tops for Education	\$9.10	General School Supplies
Cass Street School	Jacks American Pub	\$1,000.00	PBIS Donation
Cass Street School	TriCity National Bank	\$3,000.00	Neep Project Donation
Clemens School	Box Tops for Education	\$3.80	General School Supplies
Clement Avenue School	Clement PTO	\$100.00	Phy Ed
Congress School	Box Tops for Education	\$14.40	General School Supplies
French Immersion School	Anonymous	\$1.00	General School Supplies
French Immersion School	Mekong Cafe	\$261.00	General School Supplies
Hawthorne School	Milwaukee Urban League	\$300.00	General School Supplies
Hawthorne School	Anonymous Staff	\$250.00	Vending-Soda Fund
King Elementary School	Betty Palmer	\$100.00	Field Trip
Kluge School	Anonymous	\$4.00	Vending-Soda Fund
LaFollette School	Evan Burgess	\$200.00	Field Trip
LaFollette School	Hill on Wheels Transport LLC	\$200.00	Field Trip
LaFollette School	Box Tops for Education	\$5.60	General School Supplies
Lincoln Avenue School	Box Tops for Education	\$9.30	General School Supplies
Milwaukee School of Languages	Box Tops for Education	\$54.80	General School Supplies
North Division High School	Christopher Gerou	\$75.00	Student Graduation Fee
North Division High School	Saleem El Alem	\$1,125.00	15 Students Graduation Fees
Office of Academics — College and Career Readiness	Milwaukee Public Museum	\$1,050.00	Summary Academy
Office of Communications and School Performance — Strategic Partnerships and Customer Service	Colleen McManus	\$50.00	MPS School Supply Drive
Office of Finance — Milwaukee Recreation	Milwaukee Public Market	\$200.00	Youth Program Fund
Office of Finance — Milwaukee Recreation	Block Zwieg Bakery Inc	\$300.00	Youth Program Fund
River Trail School	Box Tops for Education	\$169.60	General School Supplies
Riverside High School	Fork Farms	\$2,140.00	Fork Farms Supplies
Siefert School	Kellie Carson	\$75.00	General School Supplies
Thoreau School	Box Tops for Education	\$64.00	General School Supplies
Wisconsin Conservatory	Box Tops for Education	\$29.10	General School Supplies
<i>Total Monetary Donations</i>		<i>\$11,541.95</i>	
<b>Non-monetary Donations</b>			
Academy of Accelerated Learning	DonorsChoose	\$315.19	Educational Kits & Games

Location	Donor	Amount	Gift or Purpose
Bay View High School	DonorsChoose	\$830.43	New Year, New Supplies
Browning School	DonorsChoose	\$297.76	Learning Letters
Clement Avenue School	DonorsChoose	\$238.00	Classroom Basics
Doerfler School	DonorsChoose	\$211.80	Self-love Library
Doerfler School	DonorsChoose	\$255.48	Do You "Measure Up?"
Doerfler School	DonorsChoose	\$287.48	"I Can Grow My Own Food"
Dr. B Carson Academy of Science	DonorsChoose	\$141.14	Books
Dr. B Carson Academy of Science	DonorsChoose	\$161.95	Listening to the Earth
Dr. B Carson Academy of Science	DonorsChoose	\$171.08	Budding Artists
Dr. B Carson Academy of Science	DonorsChoose	\$179.65	Earth Day
Fernwood School	DonorsChoose	\$386.32	Art Supplies
Fifty-third Street School	DonorsChoose	\$521.34	Food, Clothing & Hygiene
Forest Home Avenue School	DonorsChoose	\$378.59	Color Materials
Forest Home Avenue School	DonorsChoose	\$404.04	Educational Kits & Games
Gaenslen School	DonorsChoose	\$500.48	Classroom Basics
Gaenslen School	DonorsChoose	\$548.91	Reading Nooks, Desks & Storage
Gilbert Stuart School	Nicole Elmore*	\$839.72	Graduation Caps and Gowns
Goodrich School	DonorsChoose	\$163.63	Sharp Pencils for Sharp Minds
Goodrich School	DonorsChoose	\$189.68	Art Supplies
Goodrich School	DonorsChoose	\$260.49	Fun in the Sun
Goodrich School	DonorsChoose	\$337.61	B is for Bubbles, J is Jump
Goodrich School	DonorsChoose	\$391.74	Animal Incentives
Hi-Mount School	DonorsChoose	\$380.08	End of the School Year Fun
King High School	DonorsChoose	\$390.80	Cool and Cost Saving
King High School	DonorsChoose	\$496.12	Showcase Showdown
King High School	DonorsChoose	\$505.83	Annotating Readers
Kluge School	DonorsChoose	\$392.90	Magna-Imagination Play
MacDowell Montessori	DonorsChoose	\$151.79	Ukulele Magic
MacDowell Montessori	DonorsChoose	\$257.01	The Orchard at MMS
Marshall High School	DonorsChoose	\$241.63	Science World Reading II
Milwaukee High School of the Arts	DonorsChoose	\$200.17	Food, Clothing & Hygiene
Milwaukee High School of the Arts	DonorsChoose	\$324.31	Focus Headphones
Milwaukee High School of the Arts	DonorsChoose	\$517.19	Communication is Key
Milwaukee School of Languages	DonorsChoose	\$190.99	Classroom Comforts
Milwaukee Sign Language School	DonorsChoose	\$243.12	Flexible Seating
Milwaukee Sign Language School	DonorsChoose	\$314.14	Flexible Seating
Milwaukee Sign Language School	DonorsChoose	\$317.60	Our Quest- Graphic Novels
Milwaukee Sign Language School	DonorsChoose	\$381.16	Independent and Organized
Milwaukee Sign Language School	DonorsChoose	\$550.48	ASL in our Classrooms
Mitchell School	DonorsChoose	\$151.78	Scan It
Mitchell School	DonorsChoose	\$434.24	Keeping It Clean
Mitchell School	DonorsChoose	\$862.31	Games to Play Together
Neeskara School	DonorsChoose	\$229.24	High Quality Cultural Literacy
Ninety-fifth Street School	DonorsChoose	\$145.49	We Have a Ball on Starfall
Ninety-fifth Street School	DonorsChoose	\$239.24	Food, Clothing & Hygiene

Location	Donor	Amount	Gift or Purpose
Ninety-fifth Street School	DonorsChoose	\$371.76	Reading Nooks, Desks & Storage
Ninety-fifth Street School	DonorsChoose	\$392.65	Because of Winn Dixie
Ninety-fifth Street School	DonorsChoose	\$421.36	Fractured Fairy Tale Fun
Ninety-fifth Street School	DonorsChoose	\$439.91	Literacy Night
Ninety-fifth Street School	DonorsChoose	\$449.97	Loose Parts to Explore
Office of Communications and School Performance — Research, Assessment and Data	Books Del Sur	\$7,799.00	Classroom Libraries
Pulaski High School	DonorsChoose	\$480.38	Books
Pulaski High School	DonorsChoose	\$997.04	#CPHS Reads
River Trail School	Clockwork Farms	\$6,343.00	Barn Style Portable Building, Display Unit
Rogers Street Academy	DonorsChoose	\$152.21	Art Supplies
Spanish Immersion School	DonorsChoose	\$379.62	Instructional Technology
Thoreau School	DonorsChoose	\$188.16	Clay Supplies Needed
Trowbridge School	DonorsChoose	\$431.19	Sonic, Warriors and Survivors
Trowbridge School	DonorsChoose	\$501.42	Super Readers
Trowbridge School	DonorsChoose	\$773.66	Swinging Into Happy Feelings
Vieau School	DonorsChoose	\$175.21	Our World Is Beautiful
Vieau School	DonorsChoose	\$204.35	Bee Kind Project
Vieau School	DonorsChoose	\$231.17	In Life You Need Colors
Vincent High School	DonorsChoose	\$371.94	Getting Them Settled in Class
<i>Total Non-monetary Donations</i>		<i>\$37,034.13</i>	
Total Value of Donations		\$48,576.08	
*Donations from MPS Alumni		\$839.72	

**Committee’s Recommendation**

Your Committee recommends that the Board

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

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

\* \* \* \* \*

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

RFP 1047 Authorization to Extend a Contract with Proximity Learning, Inc., for Online Interactive Learning Course System for World Languages, Grades K-12

The Administration is requesting authorization to extend a blanket contract with Proximity Learning, Inc., (“Proximity”) for a vendor-hosted virtual Online Interactive Learning Course System for World Languages for grades K-12. Proximity will be used to deliver services for American Sign Language (ASL), Chinese/Mandarin, French, German, and Spanish, at a minimum, to an estimated 10,264 students throughout the district during the 2023-24 school year.

For the purposes of direct-to-student online courses with provision of layered levels of support for each course — such as teacher-to-student, student-to-teacher, student-to-student, teacher-to-teacher, and teacher-to-paraprofessional interaction — MPS requires a qualified and developed self-learning vendor-hosted Online Interactive Learning Course System for World Languages for grade bands K-12. All courses will be administered by a licensed content certified instructor. MPS seeks online interactive world language courses due to changes in graduation requirements, which now include two years of a world language.

Proximity was chosen pursuant to RFP 1047, which closed on July 5, 2022. The original contract had a term of October 1, 2021, through September 30, 2022. The first contract extension had a term of October 1, 2022,

through September 30, 2023. This second, and final, contract extension will run from October 1, 2023, through September 30, 2024, and will not exceed \$1,000,000.

Budget Code: 000-0-0-000-BL-ECTS .....\$1,000,000.00

Proximity Learning, Inc.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
500	100	425	No	0	0	NA	NA	400	10

**RFP 1053 Authorization to Extend Contracts with Korinthian Violins, LLC; Family Music Center; and Music and Arts for Musical Instrument Repair and Maintenance**

The Administration is requesting authorization to extend contracts with Korinthian Violins, LLC; Family Music Center; and Music and Arts for musical instrument repair and maintenance services throughout the district.

Contractors were chosen pursuant to RFP 1053, which closed on June 22, 2021. The original contracts had a term of September 1, 2021, through August 31, 2022. The first extensions had a term of September 1, 2022, through August 31, 2023 (Year Two). The second, and final, extension contracts will run from September 1, 2023, through August 31, 2024 (Year 3).

The total of the three contracts will not exceed \$105,000, as follows;

- Music and Arts .....\$50,000
- Family Music Center.....\$40,000
- Korinthian Violins, LLC .....\$15,000

Budget Code: IMS-0-0-IMC-DW-EMTC (Curriculum and Instruction — Contract Services) .....\$105,000.00

Music and Arts

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

Family Music Center

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

Korinthian Violins, LLC

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

**RFP 1057 Authorization to Extend a Contract with Kane Communications Group for an Integrated Marketing and Communication Strategy**

The Administration is requesting authorization to extend a contract with Kane Communications Group for a comprehensive, multi-level, multi-year integrated marketing and communication strategy which will appeal to our English-, Spanish-, Hmong-, Arabic-, Keren-, Burmese-, and Rohingya-speaking stakeholders.

The marketing and communications strategy lays out a marketing/public relations plan that enhances the District’s image, attracts and retains student enrollment and attendance, and positions MPS as an employer of choice for talented teachers and staff. The plan will include, but is not limited to:

- consistent messaging available in various communication formats to internal and external stakeholders;
- the ability to adapt to unforeseen internal and external changes that impact upon the district and its ability to reach the defined goals;
- measurable objectives and tactics that will include Key Performance Indicators (KPIs); and
- four point-in-time integrated implementation component plans — six months, year one, year two, and year three — with specific details of recommended actions at each implementation point and advice and guidance on implementation.

MPS is looking to build on successes and lessons learned during the COVID-19 pandemic. This includes the need to provide consistent messaging available in various communication formats to ensure that our families, students, staff, and community members are well informed. MPS’s ability to attract and to retain students and staff in a highly competitive marketplace is critical to securing the resources needed to deliver world-class education and to achieve successful academic outcomes for students. To accomplish this, MPS will need to continue working on its image in the community to eliminate the perception that schools are underperforming academically and need to improve school climate and culture. Despite many examples demonstrating concrete progress in these areas, less desirable stories about the district tend to shape the public narrative.

Contractor was chosen pursuant to RFP 1057, which closed on July 15, 2021. The original contract, with a term of October 1, 2021, through September 30, 2022, provided for two additional one-year extensions upon the mutual written consent of parties. The contract was extended for the second additional one-year term, from October 1, 2022, through September 30, 2023. This second, and final, contract extension (Year 3) will have a term of October 1, 2023, through September 30, 2024, and will not exceed \$120,000.00.

Budget Code: INF-0-S-9G4-IC-ECTS.....\$120,000.00

Kane Communications Group

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
17	1	12	Yes	15%	100%	TBD	NA	100	10

**RFP 1078 Authorization to Extend a Contract with Milwaukee Kickers Soccer Club, Inc., DBA America Scores Milwaukee, to Provide Physical Education Services at Elementary/K-8 Schools That Have No Physical Education Teachers during the 2023-24 School Year**

The Administration is requesting authorization to extend a contract with America Scores Milwaukee for \$200,000 to provide physical education services to multiple MPS elementary/K-8 buildings during the 2023-24 school year. The vendor was selected from RFP 1078, which closed on June 1, 2022.

Currently MPS is facing a teacher shortage. The district currently has 20 vacancies in physical education that we have not been able to fill. Most of these are in K-8/elementary settings. This vendor will provide physical-activity lessons for students to support classroom teachers as they teach physical education. Respondent will work with schools to create schedules, and it will follow district-adopted standards and align with district-adopted resources. The request for K-8th-grade physical education services will be overseen by the curriculum specialist for health and physical education.

The vendor will work with individual schools to create schedules based on the schools’ physical education schedules and the vendor’s capacity/availability. Classroom teachers will be responsible for grading and being in the classes while the vendor is teaching. The teachers and vendor will work collaboratively to ensure that all students are receiving these physical education services.

The original contract had a term of September 1, 2022, through August 31, 2023, and provided for two additional one-year extensions upon the mutual written consent of parties. The contract will be extended for

the first additional one-year term, from September 1, 2023, through August 31, 2024, under the same terms and conditions as set forth in the original contract, except for those specifically modified in this second extension.

The total cost will not to exceed \$200,000.

Budget Code: 000-0-0-000-BL-ECTS (Blanket).....\$200,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	300	10

**RFP 1046 Authorization to Extend a Contract with Milwaukee Christian Center, Inc., and with Running Rebels Community Organization for Violence-reduction Program Services**

The Administration is requesting authorization to extend a contract with Milwaukee Christian Center, Inc., and with Running Rebels Community Organization for violence-reduction program services. These contractors will be used to provide services to decrease incidents of disruption and violence, to increase students’ attendance, and to decrease suspensions due to disruptive behavior.

Contractors were chosen pursuant to RFP 1046, which closed on May 18, 2021. The contracts had an initial term of October 1, 2021, through September 30, 2022, with two additional one-year options to extend if certain performance metrics incorporated into the contracts were met. The first extension had a term of October 1, 2022, through September 30, 2023. The second, and final, contract extensions will run from October 1, 2023, through September 30, 2024 (“Year 3”).

The contracts with Milwaukee Christian Center, Inc., (\$1,030,000) and Running Rebels Community Organization (\$1,442,000) will not exceed a total of \$2,472,000.00 in Year 3.

Budget Code: OGA-0-0-SST-DW-ECTS.....\$2,472,000.00

Milwaukee Christian Center. Inc.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
96	66	61	No	4%	4%	TBD	NA	400	20

**Running Rebels Community Organization**

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
1033	96	39	No	4%	4%	TBD	NA	400	20

**RFB 5814 Authorization to Issue a Contract with Collaborative Student Transportation of Minnesota and with Lamers Bus Lines, Inc., for Human-service Vehicles or Van-type Transportation for Schools**

The Administration is requesting authorization to enter into blanket contracts with Collaborative Student Transportation of Minnesota and with Lamers Bus Lines, Inc., for human-service vehicles or van-type transportation for students throughout the metro-Milwaukee area, to and from school. This will provide service for students who may require transportation to MPS schools and/ schools in the surrounding suburban districts. The contractors will provide both ambulatory and orthopedically-impaired (OI) services requiring wheelchair transport.

The vendors were chosen pursuant to RFB 5814, which closed on June 30, 2023. The blanket contracts with Collaborative Student Transportation of Minnesota and with Lamers Bus Lines, Inc., will run from September 1, 2023, through July 31, 2026.

The total cost of these contracts will not exceed \$1,450,000.00. The three-year total cost of each of the blanket contracts will not exceed:

Collaborative Student Transportation of Minnesota  
 Ambulatory.....\$850,000  
 Orthopedically Impaired (OI).....\$350,000  
 Total .....\$1,200,000

Lamers Bus Lines, Inc.  
 Ambulatory.....\$150,000  
 Orthopedically Impaired (OI).....\$100,000  
 Total .....\$250,000

Budget Code: 000-0-0-000-BL-ECTS (Contracted Services — Blanket Contract).....\$1,450,000.00

Collaborative Student Transportation of Minnesota

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
25	8	7	No	25%	25%	TBD	NA	(Sliding Scale)	10

Lamers Bus Lines, Inc.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
1,523	102	569	No	25%	25%	TBD	NA	(Sliding Scale)	10

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

- Proximity Learning, Inc. for Online Interactive Learning Course System for World Languages, grades K-12, 000-0-0-000-BL-ECTS .....\$1,000,000.00
- Korinthian Violins LLC for musical instrument repair and maintenance, IMS-0-0-IMC-DW-EMTC.....\$15,000.00
- Family Music Center for musical instrument repair and maintenance, IMS-0-0-IMC-DW-EMTC.....\$40,000.00
- Music and Arts for musical instrument repair and maintenance, IMS-0-0-IMC-DW-EMTC.....\$50,000.00
- Kane Communications Group for an integrated marketing and communication strategy, INF-0-S-9G4-IC-ECTS.....\$120,000.00
- Milwaukee Kickers Soccer Club, Inc., DBA America Scores Milwaukee, to provide physical education services at elementary/K-8 schools with no physical education teachers



	during the 2023-24 school year, 000-0-0-000-BL-ECTS .....	\$200,000.00
•	Milwaukee Christian Center, Inc for violence-reduction program services, OGA-0-0-SST-DW-ECTS .....	\$1,030,000.00
•	Running Rebels Community Organization for violence- reduction program services, OGA-0-0-SST-DW-ECTS .....	\$1,442,000.00
•	Collaborative Student Transportation of Minnesota for human-service vehicles or van-type transportation for schools, 000-0-0-000-BL-ECTS .....	\$1,200,000.00
•	Lamers Bus Lines, Inc., for human-service vehicles or van- type transportation for schools, 000-0-0-000-BL-ECTS .....	\$250,000.00
	Total.....	<u>\$4,347,000.00</u>

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

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

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

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

\* \* \* \* \*

**(Item 8) Action on the Award of Exception-to-bid Contracts**

\_\_\_\_\_ Authorization to Extend a Contract with the Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Madison’s Wisconsin Center for Education Research (WCER) for Milwaukee Partnership-school Evaluation

The Administration is requesting authorization to extend a contract with the Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Madison’s Wisconsin Center for Education Research (WCER) to evaluate the Milwaukee Partnership School Project. WCER will conduct focus groups and survey teachers to garner perceptions around key components of the Initiative, particularly the support and professional development provided to teachers. Survey content and focus groups’ agendas will be appropriately vetted with stakeholders, including the project’s steering committee. WCER will analyze the results and produce a report for inclusion in an annual progress report by August 1, 2024, as well as a project final report.

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

The initial contract was in effect from October 1, 2021, through September 30, 2022. The first extension had a term of October 1, 2022, through September 30, 2023. The second, and final, contract extension will run from October 1, 2023, through September 30, 2024.

The total cost of the contract in Year 3 will not exceed \$159,181.

Budget Code: SDV-H-S-M44-CI-ECTS (Contracted Services).....\$159,181.00

\_\_\_\_\_ Authorization to Extend a Contract with the Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Milwaukee to Evaluate the Milwaukee Partnership School Project

The Administration is requesting authorization to extend a contract with the Board of Regents of the University of Wisconsin System, on behalf of the University of Wisconsin-Milwaukee, to evaluate the Milwaukee Partnership School Project. The Center for Urban Population Health will provide formative data regarding the implementation of the Milwaukee Partnership Schools Project to the project’s team members (including the building intervention teams, steering committee, and executive committee). The evaluation will address the metrics described in the Milwaukee Partnership Schools Project’s grant, including interventions provided to students (math, reading social- emotional learning), student-achievement data, students’ attendance, family-event attendance, student suspensions, and project collaboration.

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

The initial contract was in effect from October 1, 2021, through September 30, 2022. The first extension had a term of October 1, 2022, through September 30, 2023. The second, and final, extension (Year 3) will run from October 1, 2023, through September 30, 2024.

The total cost of the contract shall not exceed \$153,891 in Year 3.

Budget Code: SDV-H-S-M44-CI-ECTS (Contract Services).....\$153,891.00

\_\_\_\_\_ Authorization to Issue a Purchase Order to Committee for Children for Supplemental Materials for the Second Step Curriculum

The Administration is requesting authorization to issue a purchase order to Committee for Children for supplemental materials for the Second Step curriculum. Materials will support the recent transition to the updated digital Second Step curriculum. Materials purchased will assist teachers in generalizing the skills learned and in coaching students to use social and emotional skills across educational environments. Second Step teaches students skills of self-regulation, empathy, emotion management, friendship, and problem solving.

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

The total cost of the goods purchased will not exceed \$59,287.50.

Budget Code: GEN-0-I-D8X-DW-ESUP (Ex Ed/Supportive Services).....\$59,287.50

\_\_\_\_\_ Authorization to Issue a Contract with Language Learning Network for Bilingual Montessori Licensed Teachers

The Administration is requesting authorization to enter into a contract with Language Learning Network to provide the school district with bilingual Montessori licensed teachers to fill vacant positions for the 2023-24 school year. In addition, Language Learning Network will provide licensed world language teachers for current vacancies in the district.

This partnership will provide licensed teachers in world language and bilingual Montessori-credentialed educators.

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

The contract will run from September 1, 2023, through August 31, 2024. The total cost of the contract will not exceed \$1,125,000.00.

Budget Code: GEN-0-I-BDL-DW-ECTS .....\$1,125,000.00

————— Authorization to Issue Two Contracts with Wisconsin Center District (WCD) for Graduation Ceremonies

The Administration is requesting authorization to enter into two contracts with Wisconsin Center District (WCD) for in-person graduation ceremonies for MPS high schools. WCD will be used to deliver in-person graduation ceremonies for high schools from May 22, 2024 through May 29, 2024. Two contracts are submitted for two days each of graduation ceremonies. The graduation activities are being issued as two separate contracts at the vendor’s request to differentiate the activities. While the dates of graduation (May 22/23 and May 28/29) are grouped by two-day periods, the start date of the contracts reflect payment milestones for deposits payable to the vendor. Services include setting up, cleaning, staffing, lighting, video, and sound for all ceremonies.

With the ability to accommodate a large number of guests at the in-person and live-stream ceremonies, WCD will host our MPS graduations for our 16 largest high schools with live streaming available through the MPS YouTube channel.

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

The contracts will run from October 1, 2023, through May 23, 2024, and October 1, 2023, through May 29, 2024. Each contract is \$88,028.68, for a total cost not to exceed \$176,057.36.

Budget Code: OGA-0-0-ADS-LS-ECTS (Office of School Administration — Contract Services).....\$176,057.36

————— Authorization to Issue a Contract with Wisconsin Center District for the 50<sup>th</sup> MPS Biennial Music Festival Rehearsals and Performances

The Administration is requesting authorization to enter into a contract with Wisconsin Center District for the 50<sup>th</sup> MPS Biennial Music Festival rehearsals and performances. Contractor will be used to deliver services including setting up, cleaning, staffing, video, sound, and lights for rehearsals and performances.

The UWM Panther Arena has been the site of the MPS Biennial Music Festival for many years. The Wisconsin Center District is uniquely qualified to provide exceptional service for an event of this size. The professional quality of the sound and lights available at this venue will enable MPS’s students and families to appropriately celebrate 100 years of making music in Milwaukee Public Schools.

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

The contract will run from October 1, 2023, through May 17, 2024. The total cost of the contract will not exceed \$190,002.34.

Budget Code: CCM-0-0-MFE-DW-ECTS (Curriculum & Instruction) .....\$190,002.34

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

The Administration is requesting authorization to extend a contract with United Way of Greater Milwaukee & Waukesha County (United Way) to provide services in the continued development and implementation of the Community Schools model. The schools to be serviced under the contract in the 2023-24 school year are Auer Avenue Community School; Bradley Tech High School; Browning Elementary; Hopkins Lloyd Community School; James Madison Academic Campus; Lincoln Avenue School; Longfellow School; North Division High School; South Division High School; Washington High School; Westside Academy; Zablocki Elementary; Alexander Mitchell School; Martin Luther King, Jr; Grantosa Drive School; O.W. Holmes School; and additional schools that follow the approved Community Schools application process to be determined at a later date.

United Way will serve as a backbone partner for the Milwaukee Community Schools Partnership. The role which United Way plays is instrumental to the MCSP as a collective strategy to assist in transforming schools into a place where students, families, staff, and the surrounding community can work together to ensure that every student is successful. While each Community School may use different strategies and activities to

improve its school and community, each shares the guiding practices of shared leadership, equity and cultural relevance. The Community Schools’ strategy is focused on collaboration and collective action: engaging multiple stakeholders, collectively building aspirations and removing barriers through data while developing priorities and aligning partnerships, initiatives, and policies to ensure every student is successful.

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

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

The total cost of the contract in this first extension year will not exceed \$580,000.00. These board funds do not cover the full cost of the project — MPS and United Way will partner to apply for relevant government, foundation, and corporate support.

Budget Code: OSC-0-S-1T4-LS-ECTS .....\$580,000.00  
——— Authorization to Extend a Contract with Courageous Conversation, LLC, for  
Courageous Conversations about Race

The Administration is requesting authorization to extend a contract with Courageous Conversation, LLC, formerly known as Pacific Educational Group, Inc., for Courageous Conversations about Race for professional development services. The contractor will be used to provide coaching to district leadership guiding implementation, as well as to train an identified cohort of staff members to be licensed facilitators of the work to maintain district sustainability over time.

For the 2023-24 school year all staff members will continue to attend the virtual Courageous Conversations Experience, which will be facilitated internally by the team of certified facilitators.

A cohort of identified staff members from across the district will participate in their practitioner’s cohort, learning more about integration of this work throughout the district. This group can also be considered to become facilitators going forward.

This work is connected to the professional development Beyond Diversity provided through the Wisconsin Department of Public Instruction, which more than 400 MPS staff members and community members have attended, and will be aligned with the text *Courageous Conversations about Race*, which multiple schools, teams, departments, and staff members have been using.

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

The original contract provided for two additional one-year extensions upon the mutual written consent of parties; with a term of October 1, 2021, through June 30, 2022. The contract was extended for the first additional one-year term, from January 1, 2023, through December 31, 2023. The contract will now be extended for the final term, through September 30, 2024, under the same terms and conditions as set forth in the original Contract except for those specifically modified in this final extension.

The contract will run from January 1, 2023, through September 30, 2024. The total cost of the contract shall not exceed \$273,050.00.

Budget Code: NST-0-S-9H4-SN-ECTS .....\$273,050.00

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

Recommended for the Board’s approval at this meeting are the following exception-to-bid contracts and purchase orders:

- Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Madison Wisconsin Center for Education Research (WCER) for Milwaukee Partnership School Evaluation, SDV-H-S-M44-CI-ECTS.....\$159,181.00
- Board of Regents of the UW System on behalf of the University of Wisconsin-Milwaukee to evaluate the Milwaukee Partnership School Project, SDV-H-S-M44-CI-ECTS.....153,891.00
- Committee for Children for supplemental materials for the Second Step curriculum GEN-0-I-D8X-DW-ESUP .....\$59,287.50
- Language Learning Network for bilingual Montessori licensed teachers, GEN-0-I-BDL-DW-ECTS .....\$1,125,000.00
- Wisconsin Center District (WCD) for graduation ceremonies, OGA-0-0-ADS-LS-ECTS.....\$176,057.36
- Wisconsin Center District for the 50<sup>th</sup> MPS Biennial Music Festival rehearsals and performances, CCM-0-0-MFE-DW-ECTS.....\$190,002.34
- United Way of Greater Milwaukee & Waukesha County for services associated with the Community Schools Partnership, OSC-0-S-1T4-LS-ECTS .....\$580,000.00
- Courageous Conversation, LLC, F/K/A Pacific Educational Group, Inc., for Courageous Conversations about Race, NST-0-S-9H4-SN-ECTS .....\$273,050.00
- Total .....\$2,716,469.20

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

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

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

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

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**(Item 9) Action on Monthly Facilities Matters: FMS Award of Professional Services Contract and Material Purchase Recommendation**

**Professional Services Contracts**

**RFQ #7915 Fitness Room Equipment and Athletic Flooring Purchase and Installation**

A request for Quote (RFQ) was issued by Facilities and Maintenance Services to obtain a firm to provide fitness room equipment and athletic flooring and installation at Reagan High School. The selected firm is Direct Fitness Solutions.

Contract Amount: \$257,189.00  
Contract Period: September 1, 2023-July 30, 2024  
Budget Code: OMN HSF D3 TL EMTC

**Material Purchase**

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**Keys & Cylinders**

Bay View High School

Prime Contractor

Anixter, Inc.  
2301 Patriot Boulevard  
Glenview, IL 60026

Base Bid of.....\$55,759.04

Funds are available for the keys and cylinders projects account code GN6 00 BDH BV EOSV FEDM (Project No. 8556). Pricing provided by the Omnia Partners Contract R192008.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

**Professional Services Contract**

- Direct Fitness Solutions for Fitness Room Equipment and Athletic Flooring Purchase and Installation at Ronald Reagan High School; Code: OMN HSF D3 TL EMTC.....\$257,189.00

**Material Purchase**

- Anixter, Inc., for Keys & Cylinders at Bay View High School; Code: GN6 00 BDH BV EOSV FEDM.....\$55,759.04

**Implementation and Assessment Plan**

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Upon the Board’s approval, the professional services contract and material purchase as attached to the minutes of your Committee’s meeting will be executed.

**Committee’s Recommendation**

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

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

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**(Item 10) Action on a Request to Approve a Conservation Easement among the Milwaukee Public Schools, the City of Milwaukee, and the Milwaukee Metropolitan Sewerage District**

**Background**

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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 \$519,675 in a

partnership funding grant for a green infrastructure project at Washington High School, 2525 N Sherman Blvd. The funding agreement requires that, upon completion of this project, an 11-year limited-term conservation easement will be executed in order to ensure that the new green infrastructure is adequately maintained and protected.

This project has resulted in improved storm-water management through the installation of an underground cistern. This effort provides a direct benefit to the environment and creates additional opportunities for MPS's students to learn about advancing sustainability efforts through the implementation of green infrastructure.

### **Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 5.01, Facilities

### **Fiscal Impact Statement**

There are no expenditures associated with this item.

### **Implementation and Assessment Plan**

Upon the Board's approval, the limited-term conservation 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, as attached to the minutes of your Committee's meeting.

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

\* \* \* \* \*

## **(Item 11) Action on a Request to Approve an Easement Between Milwaukee Public Schools and Wisconsin Historical Society at North Division High School Located at 1011 West Center Street**

### **Background**

The Wisconsin Historical Society would like to install a historical marker on the North Division High School property to commemorate and to celebrate the history of the St. Boniface Church site as part of a larger project to commemorate the open housing marches and civil rights history of Milwaukee.

St. Boniface and its campus at 1122 W. Clarke St. were the epicenter of Milwaukee's civil rights movement. A Catholic church with a predominantly Black congregation, St. Boniface served as a hub during the 200 consecutive days of open housing marches from fall 1967 to spring 1968. Strategies and routes for marches were organized in the church's basement by the NAACP Youth Council Commandos. Marches were planned, started, and ended at the church. St. Boniface supplied food, lodging, medical attention, and transportation to the movement.

Father James Groppi served at St. Boniface from 1963 to 1970 and advised the NAACP Youth Council during this period. Father Groppi was the successor to John Givens, who advised the group during its early forays into non-violent direct action. In 1965, St. Boniface was slated to be the site of a Freedom School, offering lessons on Black history and activism. This plan was prohibited by Catholic officials, leading to protests by the NAACP Youth Council and its allies. Luminaries from the nationwide civil rights movement, including Fannie Lou Hamer, Hosea Williams, Jesse Jackson, Dick Gregory, and Roy Wilkins, visited St. Boniface to attend rallies, marches, and strategy sessions.

The sanctuary, school, and other structures comprising St. Boniface were demolished in 1975 to make room for expansions to North Division High School. The parish moved to North Teutonia Avenue and West

Center Street. The history of St. Boniface illustrates the importance of local churches and their congregations in the organization and enactment of civil rights activities.

The Administration is seeking the Board’s approval to enter into an easement with the Wisconsin Historic Society to allow public access to the historic marker and to acknowledge the history of the site while providing an educational opportunity for the students of the school.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 5.01, Facilities

**Fiscal Impact Statement**

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There are no expenditures associated with this item.

**Implementation and Assessment Plan**

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Upon the Board’s approval, the attached easement between Milwaukee Public Schools and Wisconsin Historical Society at North Division High School for public access to the historic marker, as attached to the minutes of your Committee’s meeting. will be executed.

**Committee’s Recommendation**

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Your Committee recommends that the Board approve the easement between Milwaukee Public Schools and Wisconsin Historical Society at North Division High School for public access to the historic marker, as attached to the minutes of your Committee’s meeting.

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

\* \* \* \* \*

**(Item 12) Action on a Request to Approve Payments for the Use of School Facilities by Milwaukee Recreation**

**Background**

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The Community Program and Services (CPS) Fund 80 is used to account for activities such as adult education, community recreational programs (such as evening swimming pool operation and softball leagues), elderly food-service programs, non-special education preschool, daycare services, and other programs which are not elementary and secondary educational programs, but have the primary function of serving the community (Wisconsin Department of Public Instruction). Milwaukee Public Schools provides these Milwaukee Recreation programs primarily within school facilities via the Extension Fund.

The general fund cannot be used to pay costs related to the Extension Fund, including the cost for the use of school facilities by Milwaukee Recreation. Therefore, each year payments for the use of school facilities by Milwaukee Recreation are proposed. The payments are based on the actual cost to permit the use of our buildings, as this is an established charge.

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

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Administrative Policy 3.04, Fund Transfer

**Fiscal Impact Statement**

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Milwaukee Recreation will pay the Department of Facilities and Maintenance Services (DFMS) the advertised permit rate to use school facilities (\$45 per hour for weekday use; \$55 per hour for Saturday use; \$65 per hour for Sunday use). Thirty-five percent of the payment from Milwaukee Recreation to DFMS will be set aside to cover MPS’s building modifications (ADA improvements, equipment replacement, facility enhancements) identified by Milwaukee Recreation and agreed upon by DFMS. The balance of the payments



is to be used at the discretion of DFMS for engineers’ overtime, snow removal, buildings’ wear and tear, cleaning supplies, etc. DFMS will bear the cost of electricity, gas, water, and sewer.

Additionally, 50% of the total annual expenses for pool chemicals for shared pools will also be paid by Milwaukee Recreation to DFMS upon receipt of actual costs at the end of the annual term.

Total cost to be transferred from the Extension Fund to the School Operations Fund and/or Construction Fund is estimated at \$2,000,000 per year.

**Implementation and Assessment Plan**

Pending the Board’s approval, the Administration will work with Milwaukee Recreation to ensure that proper payments are made and that 35 percent is designated for MPS’s building modifications (Americans with Disabilities Act improvements, equipment replacement, facility enhancements) to benefit the schools and Milwaukee Recreation.

**Committee’s Recommendation**

Your Committee recommends that the Board approve up to \$2,000,000 for payments for the use of school facilities by Milwaukee Recreation annually.

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

\* \* \* \* \*

**(Item 13) Report with Possible Action on Limited-term Employees, January-June 2023**

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

**Background**

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

Attached to the minutes of your Committee’s meeting is the current list of LTEs active from January through June 2023.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 6.19, Positions: Staff

**Fiscal Impact Statement**

N/A

\* \* \* \* \*

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

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

**(Item 1) Action on a Request to Approve Revisions to Administrative Policy 7.45, Art Education**

**Background**

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The Administration recommends revisions to Administrative Policy 7.45, Art Education, to change the months in which the policy is reported to the Board, as follows:

**(5) Monitoring and Evaluation**

(a) Biannually, in ~~March and August~~, October and May, a report shall be presented to the Board on the District’s art education programs.

(b) The Fine Arts Manager will report that Administrative Policy 7.45 is being met based on information from school leaders and the Office of School Administration. Board Directors will receive that report each year in October and May.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 7.45, Art Education

**Fiscal Impact Statement**

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No fiscal impact.

**Implementation and Assessment Plan**

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Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

**Committee’s Recommendation**

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Your Committee recommends that the Board approve the proposed revisions to Administrative Policy 7.45, Art Education.

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

\* \* \* \* \*

**(Item 2) Action on a Request to Approve Revisions to Administrative Policy 7.44, Music Education**

**Background**

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The Administration recommends revisions to Administrative Policy 7.44, Music Education, to allow choices to students in each school in the seventh and eighth grades and also to change the months in which the policy is reported to the Board. The following policy modifications are recommended:

**(1) Statement of Purpose**

The Milwaukee Board of School Directors (Board) believes that each person deserves the opportunity to develop the skills and knowledge necessary for participation in and appreciation for the arts. To that end, the Board shall require that the instruction of music be provided within all Milwaukee Public Schools (MPS).

All students shall be provided with the opportunity to have music instruction and to develop 21<sup>st</sup>-century skills and understandings through music education.

**(2) Standards for the Instruction of Music**

(a) Music instruction shall be provided in accordance with a written comprehensive music curriculum, including developmental experiences involving singing, playing instruments, listening, movement, creative expression, and music reading.

(b) Music instruction shall be provided for all pupils in grades kindergarten through 6 and shall be performed by, or under the direction of, a licensed music teacher.

(c) Music instruction, including ~~general, vocal, and instrumental music classes performing ensemble classes and classes for non-performers~~, shall be available to all pupils from grades 7 through 12 and shall be taught by a licensed music teacher.

(d) No student in MPS will be denied access to participation in any school's music education program. Students with disabilities shall have access to music instruction in a manner consistent with their individualized education plan.

(e) All classroom music teachers are to be employees of Milwaukee Public Schools and be licensed by the State of Wisconsin. Traveling music teachers must work in collaboration with the licensed music teacher in the building.

(f) School leaders, in collaboration with the classroom music teacher, are responsible for the scheduling of elementary, middle, and high school music classes to ensure that all students receive the appropriate amount of instruction.

(g) Class sizes for music instruction shall be determined pursuant to Administrative Policy 7.25, Class Size. Larger performing ensemble class sizes may be determined at the discretion of the music teacher in collaboration with the school leader.

(h) Music instruction shall be conducted in class space that is conducive to the study of music.

### (3) Hours of Instruction

(a) The school leader shall be responsible for ensuring that the following hours of instruction are met. The district music curriculum specialist shall be responsible for monitoring elementary, middle, and high school music classes to ensure that all students receive the appropriate amount of instruction:

- (1) Each student in grades K3-K4 shall have regular music instruction for no fewer than 30 minutes per week.
- (2) Each student in grades K5-grade 2 shall have regular music instruction for no fewer than 60 minutes per week.
- (3) Each student in grades 3-5 shall have regular music instruction for no fewer than 75 minutes.
- (4) Each student in grades ~~6-8~~ 6 shall have regular music instruction for no fewer than 100 minutes per week.
- (5) Each student in grades 7 and 8 shall be offered music instruction in each school for no fewer than 100 minutes per week
- ~~(5)~~ Instrumental and vocal classes in grades ~~K-8~~ 6-8 shall meet at least three times weekly for a minimum of 120 minutes per week.
- ~~(6)~~ All performance-based classes and general music classes at the high school level shall meet for a minimum of 200 minutes per week.
- ~~(7)~~ All schools shall budget for one ~~45-minute period~~ hour of lessons for each 100 students in grades 4 and above (minimum of two hours per school) either by an MPS traveling music teacher or another qualified music instructor.

### (4) Musical Instruments

(a) ~~All MPS schools shall maintain an inventory of instruments to be made available for student rental and use. Administrative Procedure 7.44 shall determine instrument distribution and inventory.~~

- (1) All district-purchased instruments are the property of MPS and can be allocated to schools at the discretion of the district music curriculum specialist.
- (2) Inventory, records, repair, and maintenance of these instruments shall be the responsibility of the building music teacher in collaboration with the district instrument specialist.
- ~~(3) Musical instruments that remain in the school building shall be stored in a secure location.~~
- (4) The district music curriculum specialist shall be responsible for maintaining a district- level inventory of instruments and developing appropriate rental policies.

(b) Instruments shall be made available for student use in an equitable manner that considers the needs of individual students.

(c) All district-purchased instruments are the property of MPS and must be allocated to schools in an equitable manner by the district music curriculum specialist.

#### **5) Monitoring and Evaluation**

(a) Biannually, in ~~March and August~~ October and May, a report shall be presented by the district music curriculum specialist to the Board on the district's music education programs.

(b) The music curriculum specialist shall report that Administrative Policy 7.44 is being met based on information from school leaders and the Office of School Administration. Board Directors will receive that report each year in October and May.

The following procedure 7.44, relative to instrument inventory and distribution, has been drafted:

### **Administrative Procedure 7.44 Instrument Inventory and Distribution for Schools**

#### **(1) Instruction Determines Inventory**

(a) Schools must have a music teacher in place for an instrument inventory to be made available.

(i) In schools with existing teachers, new program requests that require an inventory must be submitted to the music curriculum specialist before the end of the school year. Inventory will be gathered over the summer with the goal that it is in place when the school year begins.

(ii) In schools with new hires, new program requests music be submitted to the music curriculum specialist when the teacher signs their contract so that inventory can be gathered over the summer with the goal that it is in place when the school year begins.

(b) If instruction is to be delivered by a certified music teacher, schools must also have an instrumental music class programmed in Infinite Campus before the end of the school year. Instrument inventory will not be delivered for a General Music class.

(c) Schools can offer instrumental music through one or more of the following means:

(i) A certified building music instructor. A minimum of 0.2 FTE (one day a week) is required to create an instrument inventory.

(ii) An MPS traveling music teacher (TMT). It is preferable for the traveling music teacher to support a building teacher rather than work on their own. If the TMT is the only available option, schools must purchase/provide a minimum of 4 hours of optional services each week for each instrumental program they wish to offer (i.e., 4 hours for band, 4 hours for strings, 4 hours for piano).

(iii) An MPS-selected vendor, such as the Wisconsin Conservatory of Music. A minimum of 0.2 FTE (one day a week) is required to create an instrument inventory. The process for instrument inventory distribution and redistribution for the Conservatory is the same as that for MPS school staff.

(d) If a school does not have an instrumental music teacher for three or more months, in accordance with MPS Administrative Policy 7.44,

All district-purchased instruments are the property of MPS and can be allocated to schools at the discretion of the district music curriculum specialist.

#### **(2) Redistribution of Instruments Is Prioritized by Need**

(a) Instruments in good condition or in greater demand will be redistributed first.

(b) Instruments that need cleaning or repair will be redistributed once they have been cleaned and repaired.

(c) Instruments that are damaged or destroyed will be assessed by the instrument specialist and curriculum specialist and removed when time permits.

(d) If damage is deemed to be from neglect, the school may be liable for the replacement cost of the instruments. Please see the Instrument Loan Agreement for further details. When damage is noted, the teacher must communicate with the instrument specialist and building leadership.

(e) Instruments donated to a specific school or purchased with funds other than MPS board funds (e.g., PTO or other outside organization) stay at that school. Instrument donations that

are handled through the MPS Music Department can be placed wherever they are needed and may be redistributed at a later time if necessary.

### **(3) Inventory Is Supplied by Specific Need**

(a) If a school meets one or more of the conditions listed above regarding instruction, it must use the Instrument Inventory Request form (available from the instrument specialists) to create a specific instrument request.

(b) A roster of students and ID numbers is required with the instrument request.

(c) A “blanket” inventory will not be provided.

(d) Instruments will be delivered in playing condition and entered into the district inventory system before they arrive at a school.

(e) Music teachers, including traveling teachers, will receive professional development in instrument policies and procedures every year. Presentations will be made available to building leaders on request.

(f) Once the specific request for inventory is shared with the instrument specialist, the inventory will be delivered within 10 school days when possible. Instruments may need to be cleaned, repaired, or purchased, or they may not be immediately available because of the supply chain. This may add to the timeline, but any issues will be communicated in a timely manner.

### **(4) Instrument Storage Requirements**

(a) Secure storage must be available for an instrument inventory to be provided. If the instrumental music teacher is part time, instruments must be secured when the teacher is not in the building. Any part time teacher must have keys to the secure storage so that instruction can begin immediately upon arrival.

(b) Storage should be temperature- and humidity-controlled in a manner appropriate for the types of instruments being stored. The instrument specialist will assess the storage placement and provide guidance on dehumidifiers or humidifiers as necessary.

(c) Instruments that are stolen or damaged due to inappropriate storage at the school building will be replaced or repaired at the school’s expense.

(d) Instruments damaged by school staff will be repaired or replaced at the school’s expense.

(e) Unless they are in locked cabinets (provided by the school), instruments may not be housed in spaces shared with after-school or non-MPS programs.

### **(5) Instrument Loan Agreement (ILA)**

(a) Parents must complete Instrument Loan Agreements before instruments can be released from the classroom.

(b) Instructions for completion and forms in English and Spanish will be given to each school. Additional forms can be obtained from the Instrument Specialist. Other languages can be provided upon request.

(c) Paper copies of the signed Instrument Loan Agreements must be stored in the binder provided by the music office and be available on request.

(d) Students can use the instrument in the classroom for up to two weeks while waiting for the Instrument Loan Agreement to be submitted. After two weeks, the teacher will make contact with the parent. If the form is not submitted after three weeks of instruction, the teacher will enlist the help of the school’s main office. If the school’s main office is unable to secure the form, building leadership will reach out to the family. Even if the student does not wish to take the instrument home, parent permission must be secured for use of valuable musical instruments in the classroom. If the Instrument Loan Agreement is not signed by the fourth week of instruction, music teachers should use their discretion as to whether the student should continue to use the instrument in the classroom.

### **(6) Procedures for Lost and Stolen MPS Musical Instruments**

(a) Instruments are the property of Milwaukee Public Schools per administrative Policy 7.44(4)(c).

(b) While in a school building instruments must be stored in a secure and temperature/humidity controlled environment.

(c) Instruments are not to be removed from the school building by a student without a signed Instrument Loan Agreement in place.

(d) Instruments that are lost or stolen while out of the school building must be replaced with an instrument of equal quality by the student/family per the instrument loan agreement. Families must work with the MPS Instrument Specialist to ensure an appropriate replacement.

- (e) Instruments that are lost or stolen while on school property must be replaced with an instrument of equal quality by the school.
- (f) If an instrument is valued at over \$1000, a report to the Milwaukee Police must be filed.
- (g) An instrument is considered lost if the student has not been present with their instrument for 30 days or more. The music teacher or TMT must report the missing instrument to the family, the building principal, and the instrument specialist.
- (h) If the teacher and building administrator are unable to secure the return of the instrument within 60 days, the music instrument specialist will send an invoice to the family for the replacement of the instrument with the signed instrument loan agreement included.
- (i) Schools are responsible for securing the return of instruments checked out to students in their building. Schools must use the district check-out procedure with fidelity to ensure that students who transfer to a different MPS School or leave the district return their instrument.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 7.44, Music Education

**Fiscal Impact Statement**

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No fiscal impact

**Implementation and Assessment Plan**

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Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

**Committee’s Recommendation**

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Your Committee recommends that the Board approve the revisions to the Administrative Policy 7.44, Music Education.

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

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**(Item 3) Action on the District’s Policy-review Process**

**Background**

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The Milwaukee Public Schools operate in accordance with the Wisconsin Statutes, Chapter 119, and other applicable statutes governing Cities of the First Class. In accordance with these provisions, the Milwaukee Board of School Directors is empowered to establish rules for its own governance. In furtherance of this power, Board Governance Policy 2.11(1) states, in part:

- (a) While reserving onto itself the responsibility and authority to determine policies for the Milwaukee Public Schools, the Board is earnest in its desire to seek out the judgment and counsel of students, employees, and community members in the development of policies before final adoption...

Furthermore, any proposal for new district policies or changes in existing district policies — which may be submitted by board members, students, student organizations, individual community members, community-based organizations, employees, or employee organizations, among others — is to be in writing and presented at a regular board meeting, at which time the Board’s president will refer it to the appropriate committee for study and recommendation. At the committee, the Superintendent; the Board Clerk/Director, Office of Board Governance; and/or the management of the Office of Accountability and Efficiency shall submit their recommendations on the proposed policy. After considering the proposed policy, the committee then submits its recommendations to the Board for approval.

In regard to the evaluation and monitoring of policies, rules, and procedures governing the Board and the Milwaukee Public Schools, Board Governance Policy 2.11(4) provides that, every fifth year, the Board and its designee revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the District. Board Rules and Board Governance Policies are to be evaluated and monitored by the Office of Board Governance. administrative policies and procedures are to be evaluated and monitored by the Administration. When appropriate, the Office of Accountability and Efficiency may monitor or evaluate the effectiveness of administrative policies, independent of, or in cooperation with, the Administration, and may report any concerns or recommendations thereto to the Board.

Also, the Office of Board Governance periodically may send policies that are due (or overdue) for a review to the Administration to review and to respond with a determination that will ultimately go before the Board for approval.

Criteria for review include, but are not limited to:

- research on policies’ alignment to current federal, state, and local laws;
- adherence to the Wisconsin Department of Public Instruction’s administrative rules or to the requirements of state administrative offices or other oversight agencies;
- alignment to best practices within the corresponding subject matter areas;
- alignment to other district rules, policies, and procedures and to district guidelines/handbooks;
- the extent to which the policies, rules, and procedures meet the current needs or mission/focus of the District;
- national, state and local trend data on necessity and implementation.

As a result of the review, the recommendation may be that the Board:

- adopt necessary modifications to specific policies, rules, or procedures, with any recommended changes presented in drafts indicating deletions of or additions to the text;
- rescind specific policies, rules, or procedures (i.e., eliminate them from the policy manual); or
- reaffirm specific policies, rules, or procedures (i.e., officially considered them “reviewed,” but make no changes).

**Strategic Plan Compatibility Statement**

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

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

Board Governance Policy 2.11, District Policies: Development, Adoption, and Evaluation

**Fiscal Impact Statement**

This item has no fiscal impact.

**Committee’s Recommendation**

Your Committee recommends that the Office of Board Governance, with the Administration and the Office of Accountability and Efficiency, bring to the Board a comprehensive plan for policy review by October 2023.

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

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**(Item 4) Update with Possible Action on Legislative Activities**

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

## **Background**

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According to calculations from the Wisconsin Legislative Fiscal Bureau, in 2023-24 the State has a positive budget balance of \$4.2 billion, with an additional \$1.8 billion in the budget stabilization, or “rainy day,” fund. Year-end fiscal updates, which will be completed in the upcoming weeks, will continue to confirm that the State is holding a significant amount of revenue as per-pupil funding lags inflation and necessary support levels.

A report from the Wisconsin Policy Forum, dated August 15, 2023, and provided under separate cover, highlights the high level of teacher turnover in the state. Policy solutions such as those being implement in Michigan will be discussed. Updates on other policy will be provided as needed.

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

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Board Governance Policy 1.02, Goals

## **Fiscal Impact Statement**

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This item does not authorize expenditures.

## **Implementation and Assessment Plan**

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

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

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

### **(Item 1) Report with Possible Action on the Milwaukee Public Schools’ Department of Recreation and Community Services**

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

## **Background**

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The Milwaukee Public Schools’ Department of Recreation and Community Services (Milwaukee Recreation) was established in 1911 to enrich the lives of Milwaukee’s youth, teens, adults, and seniors through recreational and educational opportunities. Throughout the years, the Department has worked to position itself as a leading provider of community recreation services. A team of 97 full-time employees — as well as nearly 1,600 part-time employees hired annually as instructors, leaders, field attendants, umpires and referees — works to program more than 100 schools and community locations on an annual basis. During the summer of 2023, Milwaukee Recreation provided multi-faceted programming for individuals of all ages throughout the city of Milwaukee.

In the interest of expanding recreation and community services, on October 25, 2022, the Milwaukee Board of School Directors approved an increase of \$5,000,000 to the Extension Fund towards a Northside Community Center.

## **Milwaukee Recreation Update**

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### **Mission**

To enrich and to strengthen the community through memorable recreational and educational experiences for people of all ages and abilities.



## Vision

To be the leading provider of high-quality and affordable recreational and community services in Milwaukee.

## Values

The following are the core values that drive the work and interactions with the team and customers:

- Equity — Ensuring access to recreation services for all.
- Accountability — Taking individual and collective responsibility.
- Memorable Experiences — Creating special, distinctive recreational experiences.
- Professional Staff — Employing staff who possess the core competencies of the Department.
- Quality Service Delivery — Exceeding customers' expectations through responsive and respectful service delivery.
- Sense of Community — Providing services that encourage personal connections and relationships.
- Collaboration and Partnerships — Fostering and maintaining partnerships with individuals and organizations that benefit the community.

## Programs & services for City of Milwaukee residents

- After-school programs
- Citywide programs
- Elementary-, middle-, and high-school programs
- Playgrounds and Community Centers
- Recreation operations

## Looking Ahead

### Fall Special Events

- Run Back to School, Saturday, August. 26
- Ultimate Sports Day, Saturday, September 16
- 30<sup>th</sup> Annual Halloween Glen, Friday & Saturday, October 6 & 7
- Mother/Son Superhero Night, Saturday, November 11
- Two more updated playfields!
- Carmen Playfield, 7320 W. Carmen Ave.
- Stark Playfield, 4951 N. 40th St.
- Launch design development for Northside Community Center, 5575 N. 76th Street
- High-school Sports
  - City Conference's logo update
  - School mascot branding
  - Fall sports begin
  - Dedication of Jimmy Banks Memorial Stadium

## Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

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

Administrative Policy 9.04, Community Involvement in Decision Making

## Fiscal Impact Statement

NA

## Implementation and Assessment Plan

NA

\* \* \* \* \*

**(Item 2) Report with Possible Action on the 2023-2028 Strategic Plan Webpage Related to Parent and Community Use**

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

**Background**

The 2023-28 Milwaukee Public Schools Strategic Plan took effect on July 1, 2023. The plan supports the District's Five Priorities for Success and was developed based on input from students, families, staff, and members of the community. As MPS continues to implement the steps laid out within the Strategic Plan, it is imperative that the District provide the tools necessary to keep our families and stakeholders informed of our progress.

The District launched a new webpage on the MPS website to ensure that updates and important information regarding the Strategic Plan are readily available to support the overall success of our students here at MPS.

**Strategic Plan Compatibility Statement**

Goal 2, Student, Family and Community Engagement

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

Administrative Policy 9.04, Community Involvement in Decision Making

**Fiscal Impact Statement**

N/A

**Implementation and Assessment Plan**

The District will continue to work to provide up-to-date information to our families and stakeholders on the progress of the 2023-28 Strategic Plan.

\* \* \* \* \*

**REPORT OF THE COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION**

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

**(Item 1) Report on the Ambitious Instruction Reading Plan**

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

**Report on the Ambitious Instruction Reading Plan****Ambitious Instruction: Accelerating Learning**

- Formative Practices
- Explicit Instruction
- Engagement

## Research that Supports Our Reading Instructional Design

Studies tell us that, when students who are behind are given grade-appropriate assignments, the gap between these students and their higher-achieving peers narrows. (TNTP, 2018)

Differentiated instruction is an inclusive instructional practice that enables teachers to meet the needs of all learners in academically-diverse classrooms. (Graham et al., 2020; Pozas and Letzel, 2020)

### Reading Instructional Design

#### Time Expectations

- Pre-K-integrated
  - K5-5<sup>th</sup> grade — 90-minute block
  - 6<sup>th</sup>-8<sup>th</sup> grade — 60-minute block
  - 6<sup>th</sup>-8<sup>th</sup>-grade traditional middle schools/HS\* — class period
- \*reading intervention classes

#### Explicit Instruction

##### *Whole Group*

- Explicit instruction based on grade-level standards
- Mini-Lesson Scaffold

##### *Engagement*

##### Teacher-led small group

Other students are working in collaborative groups or engaged in independent practice.

- Differentiate and/or Scaffold

##### *Formative Practice*

##### *Whole Group*

- Share, assess, and determine next steps
- Revisit Focus

## Reading Curriculum

### K3-K4th grade

Frog street Pre-K Comprehensive Pre-kindergarten Curriculum

#### *Strengths of Frog Street Aligned with MPS's Strategic Plan*

Teaches phonological awareness, letters and sounds, and print concepts in an explicit, systematic approach

Supports safe classrooms through daily embedded social-emotional learning

### K5-8<sup>th</sup> grade

Our reading curriculum provides systematic phonics instruction. K5-2<sup>nd</sup>-grade curriculum includes decodable readers and is aligned to Wisconsin standards. The three-cueing system is not included in instructional materials or running record assessments

#### K5-5<sup>th</sup> grade

Houghton Mifflin Harcourt's *Into Reading 2022*

6<sup>th</sup>-8<sup>th</sup> grades

Houghton Mifflin Harcourt's *Into Literature 2022*

#### 7<sup>th</sup>- and 8<sup>th</sup>-grade bilingual

Houghton Mifflin Harcourt's *Arriba la Lectura!*

*Galeria de lengua y cultura*

## Instructional Guides

PreK-8<sup>th</sup> grade

### High-school Curriculum

- myPerspectives curriculum
- Professional development
  - myPerspectives (9<sup>th</sup> and 10<sup>th</sup> grades)
  - Before-, during-, and after-reading strategies (content-area teachers)
  - Monthly training (reading intervention teachers)

### Ambitious Instruction Reflects the Science of Reading

We provide ongoing training on science-based literacy instruction.

- Small-group instruction, which includes instruction in the areas of phonemic awareness, phonics, vocabulary, and comprehension, as well as writing in response to reading
- 2023 Summer Reading Institute (K5-8<sup>th</sup> grade)
- Curriculum training
- LETRS training, pre-K-3<sup>rd</sup> grade
- Pre-K-K Summer Institute
- Play clinics to coach teachers on strategies that support oral language
- Science of Reading book study

### Ambitious Instruction's Innovative Ideas

#### Strengthening the Core

- Oracy
- Early-childhood environment rating scale
- Shared-reading year-long cohorts
- Lexia Core5
- Amira pilot
- In-depth small-group instruction training
- District literacy coaches

#### Promoting a Culture of Reading

- Five Project Lit chapters (National Book Club) — Milwaukee School of Languages, Bay View, Pulaski, Vincent, Green Tree
- Partnership with Milwaukee Public Library
- Monthly booklist (MPS Reads)
- Culturally-responsive libraries and PD
- Professional development in building a culture of reading in the classroom/district

### Ambitious Instruction in Action

Monifa Lacking, 3<sup>rd</sup>-grade teacher at Kluge

- In-depth training/Summer Institute
- Instructional guides
- Impact

Maria Colon, School support teacher/5<sup>th</sup>-grade bilingual teacher at Greenfield

- Oracy paragraph presentation
- Multiple pathways
- Video, think-pair-square

Janet Budney, Program support teacher, specialized services

- LETRS training
- Supports and adaptations for early literacy experiences

- Meeting IEPs' goals through specially designed instruction

### **Ambitious Instruction Beyond the Classroom**

#### Promote Summer Reading

- Passport to Summer Reading
- Summer reading tips in newsletter
- MPS Reads special edition
- Summer reading options
  - Summer Academy (K5-12<sup>th</sup> grade)
  - Virtual tutoring (pre-K-12<sup>th</sup> grade)
  - Seesaw (K5-2<sup>nd</sup> grade)
  - My Books Summer (reading take-home packs) (K4-5<sup>th</sup> grade)
  - Free audio books (8<sup>th</sup>-12<sup>th</sup> grades)
  - Milwaukee Public Library Summer Reading Challenge (pre-K-12<sup>th</sup> grade)

#### **Upcoming**

- Parental workshops
- Parental classroom volunteers
- Read-in
- Reading-motivation idea videos
- Road-trip reading activities

### **Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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

### **Fiscal Impact Statement**

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NA

### **Implementation and Assessment Plan**

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The district will continue to support reading growth and development as part of the Ambitious Instruction and Strategic Action Plan.

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### **(Item 2) Transmittal of and Possible Action on the Achievement Gap Reduction Program's End-of-semester Report**

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

#### **Background**

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The Achievement Gap Reduction (AGR) program was authorized in 2015 after the Wisconsin Legislature passed Wisconsin Acts 53 and 71. This program comprises schools transitioning from the Student Achievement Guarantee in Education (SAGE) program.

Currently, MPS has 63 traditional schools and one non-instrumentality charter school that participate in the AGR program. Milwaukee Public Schools leverages instructional coaching for teachers provided by licensed teachers in grades K5 through three; maintenance of 18:1 or 30:2 classroom ratios in K5, and provision of professional development in small-group instruction.

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

**Achievement Gap Reduction (AGR) End-of-year Report**

**AGR Schools, Grades K5 to3**

- 10,596 students
  - 64 schools
  - 20.5% English-language learners
  - 21.9% students with disabilities
  - 90.7% economically disadvantaged
- |   |       |
|---|-------|
| American Indian or Alaska Native          | 2.3%  |
| Black or African American                 | 59.8% |
| Multiple                                  | 3.7%  |
| White                                     | 0.3%  |
| Asian                                     | 5.7%  |
| Hispanic                                  | 28.1% |
| Native Hawaiian or Other Pacific Islander | 0.1%  |

**AGR Schools by Region**

Central (20) Brown Burbank Clarke Clemens Fifty-third St Franklin Hi-Mount Hopkins/Lloyd Jackson Keefe LaFollette Marvin Pratt Metcalfe MACL Neeskara Sherman Starms (2) Story Westside East (7) Cass Elm Fratney	Gaenslen Siefert Victory WCLL Northwest (21) Barton Browning Bruce Bryant Carson Congress Eighty-first St Emerson Engleburg Grantosa Hampton Hawthorne Kluge Lancaster Maple Tree MSLS Obama Parkview Stuart Thoreau	Thurston Woods Southwest (12) Allen Field Doerfler Forest Home Grant Greenfield Hayes Lincoln Ave Longfellow Lowell Mitchell Rogers Zablocki Citywide (3) MLK, Jr. River Trail Townsend Contracted (1) LaCausa
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**Achievement Gap Reduction**

MPS has 64 elementary schools that participate in the AGR program. The following strategies are implemented within the participating schools:

- instructional coaching for teachers provided by licensed teachers in grades K5 through 3; and
- maintenance of 18:1 or 30:2 classroom ratio in K5 and provision of professional development in small-group instruction.

**AGR Trimester Data, Comparative FY22 and FY23**

AGR Percentage of Advanced and Proficient Scores

	ELA		Reading		Math	
	Tri 3, FY22	Tri 3, FY23	Tri 3, FY22	Tri 3, FY23	Tri 3, FY22	Tri 3, FY23
Grade K5	53.1%	52.9%	48.3%	49.3%	58.9%	57.6%
Grade 01	35.5%	36.3%	35.0%	38.3%	43.3%	45.5%

	ELA		Reading		Math	
	Tri 3, FY22	Tri 3, FY23	Tri 3, FY22	Tri 3, FY23	Tri 3, FY22	Tri 3, FY23
Grade 02	37.5%	34.9%	36.6%	36.0%	45.7%	46.8%
Grade 03	30.6%	29.4%	35.8%	32.3%	33.6%	32.3%
Grand Total	38.6%	38.2%	38.5%	38.7%	45.8%	46.5%

The percentages of Advanced and Proficient Scores were consistent with the scores from last year.

**AGR Tier 1 Support**

Lexia Cores implemented at ten (nine AGR) schools with positive results. Core5 supports the six areas of reading: phonological awareness, phonics, structural analysis, fluency, vocabulary, and comprehension.

**Grade Level of Skills**

	Total Students	Start			End		
		PreK	K	1st	PreK	K	1st
PreK	102	84%	16%		1%	97%	2%
Kindergarten	41	32%	63%	5%	1	71%	29%
All Grades	143	69%	29%	1%	1%	90%	10%

**Levels of Skills**

	Start	End
Above Student’s Grade	13%	79%
In Student’s Grade	78%	21%
1 Below	9%	0
2+ Below	0	0

**Summary of Accomplishments, March 2023-July 2023**

- Implemented the Lexia Cores reading program within nine AGR schools
- Served on Bridges to School MKE’s Planning Committee by supporting the coordinator, whose work connects the Milwaukee community with the school
- Provided specific early-childhood professional development opportunities and support for all current school support teachers and educators
- Collaborated with the Ambitious Instruction professional development team
- Supported the SSTs and school community with instructional resources

**Next Steps**

- Continue to increase coaching and support within AGR schools for FY24 with the onboarding of coaches in literacy and mathematics
- Focus on foundational skill improvements in Pre-K and Kindergarten with implementation of the Lexia Cores program in nine AGR schools
- Support the implementation of the Bridges to School MKE’s activities
- Continue embedding early-childhood information within the Ambitious Instruction Learning Plan

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

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

**Fiscal Impact Statement**

N/A

## REGULAR ITEMS OF BUSINESS

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

As the organizations to which the Board sends delegates were on summer recess, no reports were presented.

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

The month of August 2023 has been extremely busy as we began the 2023-24 school year. It was such an honor to welcome early-start and traditional-start administrators, educators, international educators, and students to Milwaukee Public Schools.

In addition, I participated in all of the listed meetings and activities. I suggest everyone take the opportunity to visit one of our wonderful schools. Observe the beautiful environments created with our prudent use of our ESSER funds, as well as the exceptional hard work performed by our building engineers and Facilities/Maintenance staff.

#### **Academic Achievement**

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- Attended the Early-start Educators Institute held at North Division High School
- Attended the New Educators Institute held at North Division High School

#### **Effective and Efficient Operations**

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- Attended the Principal Leadership Institute held at Hamilton HS
- Attended meetings with Mayor Johnson and Police Chief Norman
- Attended meeting regarding the Green New Deal grant
- Attended the meeting of the Committee on Legislation, Rules and Policies regarding modifications to MPS's art and music policies
- Attended the meeting of the Committee on Accountability, Finance, and Personnel
- Attended Maple Tree's teacher orientation
- Attended special board meetings

#### **Student, Parent, and Community Engagement**

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- Attended the Run Back to School event
- Attended the 7<sup>th</sup> Annual Green & Healthy Schools Conference held at the Milwaukee County Zoo
- Attended early-start first day of School at Bay View High School
- Attended the Wisconsin Public Education Network's Summer Summit
- Attended Stuart Elementary's open house
- Attended Goodrich Elementary's open house

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## COMMUNICATIONS

### Communication 2324C-01

The K12 Civic Action Team

Subject: Recommendations for Updated Guidelines for Responsive and Consistent School Community Communication

Dear Members of the Milwaukee School Board of Directors,

We hope this letter finds you in good health and high spirits. As concerned members of the community and passionate advocates for the well-being of our students, per Board Governance 2.11(b), the K12 Civic Action Team is writing to propose new policies and guidelines be created and provided to school leaders and



staff to appropriately address and communicate information with all stakeholder groups in times of crisis. After gathering input from students, teachers, school leaders and central office staff, we have outlined our recommendations below.

## **Recommendation**

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### Updated Guidelines for Responsive and Consistent School Community Communication

#### **Objective**

To ensure that all students receive responsive, trauma-informed, and developmentally appropriate communication in response to traumatic events, the district should provide updated guidelines that inform both district and school-based staff on when and how to communicate directly with students. Building upon the policies already in place, these guidelines should address internal and external events/incidents and define the potential impacts of such events at the individual, classroom, and school community levels.

#### **Rationale**

Effective communication is essential in supporting students who have experienced traumatic events. Clear and consistent communication helps establish a sense of safety, promotes understanding, and facilitates the healing process. By providing updated guidelines, the district can ensure that all schools are equipped with appropriate strategies for communicating with students in times of crisis, thereby creating a consistent and supportive environment across the district. The district does provide resources to students and staff, but given the growing rise of gun violence in our community, these events are happening more frequently, placing a burden on school administrators to determine how to address each situation. Our recommendation is that the district proactively reviews its current policies, practices and guidelines and update them to ensure consistency and minimize opportunities for additional harm.

## **Recommendations**

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### Development of Updated Guidelines

The district should establish a task force or committee consisting of experts in trauma-informed practices, child development, mental health, and school administration to develop updated guidelines for student communication. This task force should collaborate with school-based staff, parents, and community organizations to gather diverse perspectives and ensure the guidelines reflect the needs of the district's students and families. We recommend ensuring representatives from schools most directly impacted in the past few years be involved in the taskforce as they can best identify where the strengths are in current policies and guidelines, as well as where the greatest gaps are.

### Inclusive Guidance for District and School-Based Staff

The guidelines should provide comprehensive information on when and how to communicate directly with staff, students, families, and in-school community partners in response to traumatic events. These guidelines should not only address the content and tone of communications but also emphasize the importance of appropriate timing for sharing information. Timing is crucial in ensuring that communications are delivered with sensitivity and effectiveness. It should be designed to address both district-wide incidents and events specific to individual schools. The guidance should emphasize the importance of utilizing trauma-informed approaches, taking into account the developmental stage of the students, cultural considerations, and any potential sensitivities or triggers related to the traumatic event. By including specific guidance for each level, the policy ensures that all staff members understand their roles and responsibilities in communicating during crises.

### Definition of Impacts

The guidelines should define the potential impacts of traumatic events at different levels, including individual, classroom, and school-wide. This will enable educators and staff to recognize and respond appropriately to the diverse ways in which students may be affected. By understanding the specific impacts, such as emotional distress, behavioral changes, or academic challenges, educators can tailor their communication strategies and provide targeted support to students in need.

### Consistency and Continuity

The district should emphasize the importance of consistent and ongoing communication to families and caregivers in the aftermath of traumatic events. Guidelines should outline recommended communication channels, such as emails, robo-calls, text messages, websites, social media, and in-person meetings, and encourage schools to provide regular updates to ensure families are well-informed and have access to necessary resources. This consistency will foster trust, reinforce a sense of community, and support families in navigating the recovery process.

### Professional Development and Support

To effectively implement the updated guidelines, the district should allocate resources for professional development and support for staff. Training sessions and workshops should be provided to educate teachers, counselors, and administrators on trauma-informed communication strategies, active listening skills, and methods for maintaining their own well-being while supporting students. Additionally, the district should establish a system for ongoing feedback, collaboration, and learning from best practices across schools.

### Conclusion

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By providing updated guidelines for responsive and consistent student communication in response to traumatic events, the district will ensure that school communities have the resources and support necessary to appropriately respond to and address traumatic events. Open and transparent communication, delivered with sensitivity, will help promote healing, resilience, and a sense of unity within the school community. It will also ensure that all stakeholders receive consistent and well-timed information, enhancing the district's crisis response efforts and supporting the mental well-being of all those involved.

We urge the Milwaukee School Board of Directors to prioritize the development and implementation of these updated guidelines. Through this proactive approach, we can better support our students, families, and educators, and build stronger schools that are safe, welcoming, well-maintained, and accessible community centers that meet the needs of all.

Thank you for your attention to this crucial matter.

Sincerely,

The K12 Civic Action Team

*\*The K12 Civic Action team seeks system transformation in Milwaukee to eliminate the disparities and inequities caused by racism and white supremacy in our schools, policies, and local government. Originally convened by The Greater Milwaukee Foundation as the K12 Covid-19 Civic Response Team, we are a diverse partnership of stakeholders seeking to improve educational outcomes and experiences for Milwaukee's Black children, youth and families. We are targeted in our approach of driving towards equity through the centering of lived experiences and focusing on systemic solutions.*

*Referred to the Superintendent.*

\* \* \* \* \*

Having disposed of the balance of its agenda, the Board returned to the following item, which had been postponed from earlier in the meeting.

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

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

### **Background**

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Consideration will be given to employment, compensation, and performance-evaluation data relative to the Board Clerk/Chief Officer, Office of Board Governance and the Superintendent of Schools.

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

If the Board determines that it will take action on matters discussed in the closed session, it will do so in open session. Otherwise, the Board may reconvene in open session to proceed with its agenda or may adjourn from the closed session.

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

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

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

Board Governance Policy 1.04, Executive Sessions

#### **Recommendation**

The recommendation is that the Board retire to a closed session, pursuant to Wisconsin Statutes, §19.85(1)(c).

Director Siemsen moved to retire to closed session pursuant to Wisconsin Statutes, §19.85(1)(c).

The motion passed, the vote being as follows:

- Ayes — Directors Carr, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
- Noes — None.

The Board retired to closed session at 6:07 p.m.

The Board adjourned from the closed session at 7:30 p.m., having taken no action in open session.

JACQUELINE M. MANN, Ph.D.  
Board Clerk