

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 14, 2021**

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

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

Absent - None - 0.

The Board Clerk read the following call of the meeting:

October 11, 2021
REVISED

SPECIAL BOARD MEETING
5:30 p.m., October 14, 2021

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Robert E. Peterson, a Special Meeting of the Board of School Directors will be held on Thursday October 14, 2021, at 5:30 p.m.. The following items of business will be considered:

1. Action on a Request to Approve a Timeline for Development of an Updated MPS Strategic Plan;
2. Action on the Award of a Professional Services Contract with US Bank for Rewards Card Program;
3. Action on Resolution 2122R-011 by Director Siemsen Regarding a Comprehensive Evaluation of the Budget-planning Process;
4. Action on Amendments to the Elementary and Secondary School Emergency Relief Fund (ESSER III) Proposed Budget;
5. Report and Action on the Elementary and Secondary School Emergency Relief Fund (ESSER III) Proposed Budget.

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

No public testimony will be taken.

Written comments may be submitted to the Office of Board Governance by mail, to 5225 W. Vliet Street, Milwaukee, 53208; by email, to governance@milwaukee.k12.wi.us; or by fax, to 414-475-8071. Public comments received before 3:00 P.M. on October 14, 2021, will be forwarded to the Board for its consideration.

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

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

JACQUELINE M. MANN, Ph.D.
Board Clerk

(Item 1) Action on a Request to Approve a Timeline for the Development of an Updated MPS Strategic Plan

Background

At its July 29, 2021 meeting, the Milwaukee Board of School Directors took action to immediately begin the development process of a district strategic plan by adopting Resolution 2122R-008 by Director Gokalgandhi. The Board's action directed that the Chair of the Board's Committee on Strategic Planning and Budget, in collaboration with the Administration, the Office of Board Governance, and the Office of

Accountability and Efficiency, immediately begin the development process of the next MPS Strategic Plan. It is suggested, therefore, that the MPS Internal Strategic Plan Team be created, consisting of the following:

- the Chair of the Committee on Strategic Planning and Budget;
- a member of the Milwaukee Board of School Directors;
- the Board Clerk/Chief Officer, Office of Board Governance;
- the Senior Director, Office of Accountability and Efficiency;
- the Superintendent; and
- the Department of Research, Assessment, and Data.

The Internal Strategic Plan Team will meet regularly and be responsible for guiding the development of the new MPS Strategic Plan, will form workgroups to create the new plan, will carry out stakeholder and community input opportunities, and implement the timeline.

Below is a proposed timeline consistent with the Board's action.

November 2021

MPS Internal Strategic Plan Team created, consisting of the Chair of the Committee on Strategic Planning and Budget; another member of the Milwaukee Board of School Directors; the Board Clerk/Chief Officer, Office of Board Governance; the Senior Director of the Office of Accountability and Efficiency; the Superintendent; and the Department of Research, Assessment, and Data.

Nov/Dec 2021

Begin and complete process to select a consultant to conduct a review of MPS's data to determine baselines and to inform the Plan's development.

November 2021

Launch effort with public feedback session at hearing of the Board's Committee on Strategic Planning and Budget.

December 2021

Community/stakeholder input sessions on current district mission, vision, goals, and core beliefs, as well as information from consultant's review.

January 2022

MPS Internal Strategic Plan Team sets direction for workgroups to review community/stakeholder feedback and input and to begin drafting the plan.

February 2022

Progress update on the development of the proposed MPS Strategic Plan at a meeting of the Committee on Strategic Planning and Budget.

March-May 2022

MPS Internal Strategic Plan Team finalizes the proposed plan in consultation with the workgroups.

June 2022

The final proposed MPS Strategic Plan is brought to the Board for consideration.

July 2023

Implement plan in alignment with the timeline consistent with the Board's action.

The Board may want to consider altering the timeline to allow for additional community/stakeholder opportunities and plan development. Both are integral to developing a strategic plan that accurately reflects an organization's vision for the future and identifies its goals and objectives.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

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

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will begin working with the Chair of the Committee on Strategic Planning and Budget, in collaboration with the Offices of Board Governance and of Accountability and Efficiency, to begin the process of developing the next MPS Strategic Plan.

Recommendation

The Administration recommends that the Board determine how it wishes to proceed relative to a timeline for the Strategic Plan’s development.

Director Taylor had the chair from 5:50 to 5:53 p.m.

Director Gokalgandhi moved to direct the Administration to bring back to the Board a revised proposed timeline for the MPS strategic plan development. The motion passed, the vote being as follows:

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

Noes - None - 0.

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(Item 2) Action on the Award of Professional Services Contract with US Bank for Rewards Card Program

Authorization to Issue a Contract with US Bank for Rewards Card Program

The Administration is requesting authorization to issue a contract with US Bank to provide the rewards card program for the \$100 reward-card incentive for MPS students aged 12 and older who receive the COVID vaccination. US Bank has extended the same pricing to MPS as it has to the State of Wisconsin.

Upon receipt of reward-card recipients, MPS will upload the names and addresses of the students or parents into the US Bank’s portal. US Bank will then manage the reward-card fulfillment process, which includes the mailing of the reward cards and the handling of lost or stolen cards.

The administrative fee for each card is \$2.75. The estimated number of participants 12 and older is 31,205, which will result in \$3,120,500 in reward cards issued. The program will run from November 1, 2021, through October 31, 2022.

The total cost of the contract will not exceed \$85,313.75

Budget Code: FSC-0-S-7S2-FN-ECTS\$85,313.75

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

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

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments provided under separate cover.

Recommendation

The Administration recommends that the Board authorize the professional services contracts as set forth in the attachments provided under separate cover.

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

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

Noes - None - 0.

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Items 3 and 4, below, were forwarded to the Board by the Committee on Strategic Planning and Budget from its meeting on October 5, 2021.

(Item 3) Action on Resolution 2122R-011 by Director Siemsen Regarding a Comprehensive Evaluation of the Budget-planning Process

Background

At its meeting on August 26, 2021, the Board referred Resolution 2122R-011 by Director Siemsen to the Committee on Strategic Planning and Budget.

WHEREAS, Board Governance Policy 4.05 states, "the Superintendent shall prepare an annual operating budget that...identifies annual Board priorities and measurement of program effectiveness on an annual and cumulative-year basis"; and

WHEREAS, Board Governance Policy 3.01 states, "[t]he Administration shall consider budget preparation a year-round process and shall establish a budget calendar which shall present a plan of action for estimating and completing preparation of the annual budget in a fixed period"; and

WHEREAS, This budget preparation process has, as a matter of practice, included the Board adopting budget parameters to be used in the planning and development of the budget; and

WHEREAS, While these budget parameters adequately define the minimum expectations of the Board in the planning and development of the budget, they do not serve as an effective means for the Board to communicate explicit budget priorities in explicit order of prioritization; now, therefore, be it

RESOLVED, That the Administration, in consultation with the Office of Accountability and Efficiency, perform a comprehensive evaluation of the budget planning process; and be it

FURTHER RESOLVED, That this evaluation include, but not be limited to, a review of best practices, District policies and procedures, and alignment to the District's strategic plan; and be it

FURTHER RESOLVED, That the evaluation include an analysis of the methods by which the Board may monitor how budget allocations compare to actual expenditures and measures of program effectiveness; and be it

FURTHER RESOLVED, That the evaluation, inclusive of recommendations, be completed and provided to the Board, through its Committee on Strategic Planning and Budget, no later than the November 2021 Board cycle.

The resolution calls for a comprehensive evaluation of the budget-planning process to be conducted in consultation with the Office of Accountability and Efficiency.

The Administration is recommending adoption of the resolution, with an amendment to the timeline to present the evaluation, inclusive of recommendations, to the Committee on Strategic Planning and Budget no later than the December 2021 board cycle, instead of the November 2021 board cycle. This will allow the Administration, in consultation with the Office of Accountability and Efficiency, the necessary time to complete the comprehensive evaluation.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Pending the Board's action, the Administration will work in consultation with the Office of Accountability and Efficiency toward the completion of the comprehensive evaluation of the budget-planning process.

Committee's Recommendation

Your Committee recommends adoption of the resolution, with an amendment to the timeline to present the evaluation, inclusive of recommendations, to the Committee on Strategic Planning and Budget no later than the December 2021 board cycle, instead of the November 2021 board cycle, with the Office of Board Governance to be included in the work.

Director Siemsen moved approval of the resolution as amended. The motion passed, the vote being as follows:

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

Noes - None - 0.

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(Item 4) Action on Amendments to the Elementary and Secondary School Emergency Relief Fund (ESSER III) Proposed Budget

Background

The American Rescue Plan Act (ARPA) of 2021 was put into law on March 11, 2021, to provide stimulus funds to help with recovery from the economic and health effects of the COVID-19 pandemic. Included in the plan is third round of the Elementary and Secondary School Emergency Relief Fund (ESSER III) for school districts.

ESSER III's funding provides districts considerable flexibility in determining how best to use the funds, with 20 percent of the allocation to be used to mitigate learning loss. The term of available funding for the ESSER III's grant program is March 13, 2020, through September 30, 2024. The plan is to use the funding for the term of July 1, 2021, through September 30, 2024.

Milwaukee Public Schools anticipates approximately \$504 million to allocate over the next three school years. Twenty percent to mitigate learning loss is about \$101 million.

Community input was gathered through a special board meeting in June, district surveys, stakeholder meetings, student and community listening sessions, town hall meetings, and proposals from community organizations. ESSER III planning teams made up of central administration, school leaders, educators, and parents/guardians incorporated community feedback, as appropriate, while they were developing the ESSER

III Proposed Budget Detail. Community feedback, which focused around major categories, is summarized in the ESSER III Feedback and Proposals, which has been provided under separate cover.

The District has focused on five key areas in allocating ESSER III funds:

- accelerating learning
- health and wellness
- facilities
- technology
- extracurricular engagement.

Please see the attachments provided under separate cover for a proposed ESSER III budget timeline, more details on community feedback, proposals and the online survey results, along with the 2021-22 Elementary and Secondary School Emergency Relief (ESSER III) Proposed Budget Detail.

Proposed Amendments to the ESSER III's Proposed Budget

Provided under separate cover are the following proposed amendments to the proposed budget for ESSER III. Page numbers refer to the pages of the ESSER III Budget Detail, provided under separate cover.

- Amendment 1, by Director Leonard, relative to the allocation for construction at various schools (p. 27), to make a specific allocation for expansion of Fairview K-8 school. *Amendment withdrawn by sponsor.*
- Amendment 2, by Director Herndon, to reduce after-school transportation (p. 46) in order to increase electric/fire alarm replacement for schools with high populations of students with hearing loss (p. 26) by \$390,000.
- Amendment 3, by Director Leonard, relative to the allocation for construction at various schools (p. 27), to make a specific allocation for expansion of Academy of Accelerated Learning. *Amendment withdrawn by sponsor.*
- Amendment 4, relative to installation of air conditioning in buildings that house early-start schools.
- Amendment 5, by Director Leonard, relative to the allocation for construction at various schools (p. 27) to make a specific allocation for expansion of Greenfield Bilingual. *Amendment withdrawn by sponsor.*
- Amendment 6, by Directors Peterson, Gokalgandhi and Taylor, to allocate \$1,673,241 to a new budget category, "Improving Staff Talent," by reducing social studies (p. 9) by \$400,000, Writing (p. 10) by \$775,205, and BLMA (p. 22) by 498,036.
- Amendment 7, by Director O'Halloran, to increase funding for MPSU.
- Amendment 8, by Director Garcia, to increase funding for MPSU by reducing Construction (p. 27).
- Amendment 9, by Director Taylor, to increase fresh fruit and vegetable option offerings in district-provided meals (p. 17) by \$3,000,000.
- Amendment 10, by Director Carr, to fill hard-to-fill positions in the 53206 zip code by creating incentives using \$225,000 from Accelerated Learning-Student Support funds (p. 8).
- Amendment 11, by Director O'Halloran, to implement recommendations of the Hard-to-Fill Schools Task Force's report, using \$750,000 from Assessment Alignment (p. 13).
- Amendment 12, by Directors Leonard and Carr, to increase capacity for parental-involvement programs.
- Amendment 13, by Directors O'Halloran and Taylor, to provide a transportation stipend to parents by reducing Assessment Alignment (p. 13) by \$500,000.
- Amendment 14, by Director Carr, to allocate \$800,000 for student peer-to-peer tutoring and \$200,000 for students' professional development by reducing tutoring (p. 7) by \$1,000,000.
- Amendment 15, by Director Carr, to allocate \$100,000 to establish education commissions at Washington High School and North Division High School.
- Amendment 16, by Directors O'Halloran and Garcia, to increase capacity for the MPS Foundation. *Amendment withdrawn by the sponsors.*

- Amendment 17, by Director Taylor, to decrease social emotional learning programing (p. 17) to increase mental health supports.
- Amendment 18, by Director Carr, to allocate expenses for remedial courses.
- Amendment 19, by Directors Garcia and Carr, to allocate \$100,000 to each school for the school to select from a menu of approved activities.
- Amendment 20, by Director Carr, to allocate \$998,400 of restorative practices funds (p. 23) specifically to train and to implement expansion of restorative practices in School Safety.

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

Administrative Policy 9.04, Community Involvement in Decision Making

Fiscal Impact Statement

The available ESSER III allocation as published by the Wisconsin Department of Public Instruction is \$504,532,808.

Committee's Recommendation

Your Committee recommends that the Board adopt the following amendments (refer to attachments provided under separate cover). Page numbers refer to the pages of the ESSER III Budget Detail, provided under separate cover:

- Amendment 2, by Director Herndon to reduce after school transportation (p. 46) in order to increase electric/fire alarm replacement for schools with high population of students with hearing loss (p. 26) by \$390,000;
- Amendment 6, by Director Peterson, to allocate \$1,673,241 to a new budget category, "Improving Staff Talent," by reducing social studies (p. 9) by \$400,000, writing (p. 10) by \$775,205, and BLMA (p. 22) by 498,036;
- Amendment 7, by Director O'Halloran, to increase funding for MPSU, with the funding source as recommended by the Administration — to reduce Career and Technical Education, (p. 6) by \$250,000 and Assessment Alignment (p. 13) by \$200,000;
- Amendment 8, by Director Garcia, to increase funding for MPSU by reducing Construction (p. 27), with the intent that \$100,000 would be allocated for contract management of transfers into the district and \$100,000 to support bilingual educators in MPSU;
- Amendment 9, by Director Taylor, to increase fresh fruit and vegetable option offerings (p. 17) by \$3,000,000, with the Administration's recommendation to use \$440,340 from LGBTQIA (lesbian, gay, bisexual, transgender, queer/questioning [one's sexual or gender identity], intersex, and asexual/aromantic/agender) (p. 22) and \$2,559,660 from instructional subscriptions (p. 32);
- Amendment 10, by Director Carr, on filling hard-to-fill positions in the 53206 zip code by creating incentives using \$225,000 from Accelerated Learning-Student Support funds (p. 8), with the Administration's recommended plan to incentivize recruitment and retention efforts — specifically, staff (both new and current teaching staff) to serve an additional three years in the same schools;
- Amendment 11, by Director O'Halloran to implement recommendations of the Hard-to-Fill Schools Task Force Report using \$750,000 from Assessment Alignment (p. 13), with the Administration's recommendation to use the proposed funds to implement the Taskforce's recommendations, supporting CSI schools by developing and implementing a school-based onboarding protocol, by developing an equitable professional learning plan with supports that strengthen the capacity of staff, and by improving recruitment and retention efforts in hard-to-fill assignments;
- Amendment 12, by Director Leonard, to increase capacity for parental involvement programs, with the Administration's recommendation to allocate \$2,000,000 for this purpose;

- Amendment 13, by Directors O’Halloran and Taylor, to provide a transportation stipend to parents by reducing Assessment Alignment (p. 13) by \$500,000;
- Amendment 14, by Director Carr, to allocate \$800,000 for student peer-to-peer tutoring and \$200,000 for students’ professional development by reducing tutoring (p. 7) by \$1,000,000, with the removal of reference to “service-hour credits for graduation requirements”;
- Amendment 17, by Director Taylor, to decrease Social Emotional Learning programing (p. 17) to increase mental health supports, with the Administration’s recommendation to decrease social emotional learning funds from \$515,000 (p. 17) to \$485,000 and to add an item for mental health resource creation and distribution for \$30,000; and
- Amendment 19, by Directors Garcia and Carr, to allocate \$100,000 to each school for the school to select from a menu of approved activities, with the funding recommendations as laid out in the Administration’s analysis of the amendment.

Director O’Halloran moved approve the balance of the items forwarded by the Committee on Strategic Planning and Budget (Item 4 of this agenda). The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O’Halloran, Siemsen, Taylor, and President Peterson — 9.
Noes - None - 0.

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(Item 5) Action on the Elementary and Secondary School Emergency Relief Fund (ESSER III) Proposed Budget

Background

The American Rescue Plan Act (ARPA) of 2021 was put into law on March 11, 2021, to provide stimulus funds to help with recovery from the economic and health effects of the COVID-19 pandemic. The Elementary and Secondary Schools Relief Fund (ESSER III) is funding to school districts included in the ARPA stimulus package. ESSER III’s funding provides districts considerable flexibility in determining how best to use the funds, although 20 percent of the allocation must be used to mitigate learning loss. The term of available funding for the ESSER III grant program is March 13, 2020, through September 30, 2024. Milwaukee Public Schools anticipates approximately \$504 million to allocate over the next three school years, 20 percent of which to mitigate learning loss is about \$101 million.

Community input was gathered through a special board meeting in June, district surveys, stakeholder meetings, student and community listening sessions, and town hall meetings. In addition there were two meetings on the Committee on Strategic Planning and Budget Meetings, on September 23, 2021, and October 5, 2021, to further allow community input and to discuss the Proposed ESSER III budget detail and amendments (see previous item on this agenda).

The District has focused on five key areas in allocating ESSER III funds:

- accelerating learning;
- health and wellness;
- facilities;
- technology; and
- extracurricular engagement.

The proposed ESSER III Budget Detail — which has been updated to reflect the amendments that were recommended for approval by the Committee on Strategic Planning & Budget Committee at its meeting on October 5, 2021, and forwarded to the Board for its action at this meeting (see previous item) — has been provided under separate cover for the Board’s action. Highlighted in light blue in the attachment are the areas that were reduced in order to cover the hazard pay for secretaries (also highlighted in blue) that was approved at the full board meeting in September 2021.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 9.04, Community Involvement in Decision Making

Fiscal Impact Statement

Pending approval by the Milwaukee Board of School Directors, \$504,532,808 of funding will be dispersed over three years through the Elementary and Secondary School Emergency Relief (ESSER III) grant, as indicated in the 2021-22 ESSER III’s Updated Proposed Budget Detail.

Recommendation

The Administration recommends that the Board adopt the 2021-22 Elementary and Secondary School Emergency Relief (ESSER III) Updated Proposed Budget Detail as provided under separate cover, which reflects the amendments recommended by the Committee on Strategic Planning & Budget and with adjustments for eligible secretaries’ hazard pay incorporated.

Director Taylor had the chair from 6:36 to 6:40.

Director O’Halloran mov3ed to adopt the 2021-22 Elementary and Secondary School Emergency Relief (ESSER III) Updated Proposed Budget Detail

1. with the approved amendments; and
2. with the adjustments for eligible secretary hazard pay incorporated

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O’Halloran, Siemsen, Taylor, and President Peterson — 9.
 Noes - None - 0.

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The Board adjourned at 6:47 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

DRAFT

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 28, 2021**

Special meeting of the Board of School Directors called to order by President Peterson at 5:37 p.m.

Present — Directors Carr (5:49 p.m.), Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Taylor,
and President Peterson — 8.
Absent and Excused — Director Siemsen - 1.

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

Eliahn Ja'Mal Cash-Wright, a 7th grade student at Morse Middle School;
Joshua Daniel Banda, a teacher at Marshall High School;
Arlene Berrones, a retired social work aide;
Bonnie Hanoski, a retired educational assistant at Clement Avenue School;
Brenda Jiles, a paraprofessional at Auer Avenue Elementary School;
Jacqueline Kimbrough, a food services assistant at Milwaukee School of Languages;
Minnie Lyles, a retired teacher at Brown Street Academy;
Ta'Niyah Parker, a 6th grade student at Townsend School;
Nasir Scott, a 6th grade student at Obama SCTE;
Jeanette Swan, a retired teacher at Kosciuszko Middle School.

APPROVAL OF MINUTES

The minutes of the special and regular monthly meetings of the Milwaukee Board of School Directors of September 9, 21, and 30, 2021, were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

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

Background

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

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

Activities from late September through mid-October are also included in the following report.

Superintendent's Report

Hispanic Heritage Month

From Cesar Chavez to Rita Moreno to Sonia Sotomayor, our history and culture are woven with contributions of Hispanic Americans. During Hispanic Heritage Month, September 15 to October 15, Milwaukee Public Schools promoted educational activities and shared personal stories of Hispanics in the district.

Many projects and events took place in MPS schools to help students embrace Hispanic culture and immerse themselves in Hispanic experiences. Cooper School led off its activities by exploring books by Hispanic authors and reading about the people, music, art, foods, and traditions of Hispanic culture. Milwaukee Spanish Immersion School celebrated cultural unity by holding a release of monarch butterflies. The event was more than a year in the making, as students learned about the monarch's lifecycle, annual migration of the butterflies to Mexico, their impact on the environment, and the symbolism of monarchs in multiple cultures.

On the MPS Alumni Hub, staff and alumni were featured throughout the month by telling their personal stories, including the joys and challenges of growing up Hispanic. They offered inspiring glimpses into their cultures and how customs and traditions shaped their lives and careers.

During October, Thank a Principal!

If you haven't already done so this month, thank a principal or school leader! Each October, the National Association of Secondary School Principals, the National Association of Elementary School Principals, and the American Federation of School Administrators honor the hard work and dedication of America's principals. National Principals Month is a great opportunity to show appreciation to principals everywhere.

Principals are often taken for granted, and few people understand the long hours and hard work that are needed to run a school. Principals are accountable to the school district, school staff, and families — a balancing act that requires patience, compassion, and dedication. In addition, principals continually drive student achievement while maintaining a positive environment and managing school safety, promoting family engagement, addressing a wide range of student needs, overseeing transportation, developing extracurriculars, and resolving minor emergencies. Very often, the principal is the first person in the door in the morning and the last person to leave at night.

The pandemic has brought new challenges to all of our principals, who are working to support students, families, and staff as they navigate concerns about health and safety, along with new issues which students are facing in their lives. Yet principals persevere and rise to the challenges of keeping education on pace while students and teachers continually adapt to the evolving pandemic.

MPS is grateful for the dedication and commitment of our school leaders, especially during this ever-changing school year. Thank you!

MPS Students Explore Historically Black Colleges and Universities During October

College and career planning is part of every student's educational journey in Milwaukee Public Schools. From October 11 through 15, 2021, schools highlighted Historically Black Colleges and Universities (HBCUs). Students in K5 through grade 12 participated in a variety of activities throughout MPS's HBCU week, including hearing HBCU alumni talk about their college experiences, available scholarship, and African-American Greek-letter organizations.

A highlight and culminating event of the week was the United Negro College Fund's (UNCF's) Empower Me Tour. Students in attendance were able to learn about colleges, financial aid, scholarships and more!

Fire Safety is Highlighted at Townsend Street School

Students at Townsend Street School had an exciting morning on October 4 thanks to a visit from the Milwaukee Fire Department. Firefighters stopped by so children could learn about fire safety and tour the mobile Survive Alive House. Students heard about this year's theme, Learn the Sounds of Fire Safety, which helps children remember that a chirping sound from a smoke alarm means to change its battery, while a loud beeping means to get out of the house.

Having a safety plan and knowing how to escape a burning house are critical steps in surviving a fire. MPS's students were part of the City's Fire Prevention Week, a national event that runs from October 3 to 9 this year. Activities are offered to make homes safer and to help families prepare for emergencies. At Townsend Street School, students had the chance to hear smoke alarms and carbon monoxide detectors, to engage with fire fighters, and to ask questions. The Milwaukee Fire Department also held a poster contest, with student artwork to be displayed on billboards this month. Congratulations to Dyani, a 5th-grader at Milwaukee Spanish Immersion School, who was the poster contest's grand prize winner!

More information about fire safety for children and families is available on the Survive Alive Milwaukee website.

Next Steps for MPS Staff Vaccine Mandate are Outlined

In September, the Milwaukee Board of School Directors approved a COVID-19 vaccination requirement for all staff. MPS has now outlined procedures to submit proof of vaccination and accommodation requests.

Employees should access Employee Self-service by navigating to the MPS homepage at mpsmke.com, clicking "Staff" on the blue bar at the top of the page, then selecting "Self Service." Step-by-step instructions to submit proof of vaccination or to request an accommodation, along with Frequently Asked Questions, can be found on the vaccination information webpage.

When requesting a medical/disability or religious accommodation, an employee must complete and submit the medical/disability accommodation request form or the religious accommodation request form through Employee Self-service. Exempt individuals will be required to take part in COVID-19 testing twice per week. New employees will be required to submit proof of full vaccination upon hire or to be approved for a religious or medical accommodation.

Proof of COVID-19 vaccination must be provided and accommodation requests must be approved by November 1, 2021. Any questions regarding the proof of vaccination process may be sent to COVIDVax@milwaukee.k12.wi.us. Questions regarding the accommodation process may be sent to COVIDAccomm@milwaukee.k12.wi.us.

Employees are encouraged to submit proof of vaccination or accommodation requests as soon as possible to ensure processing by November 1, 2021. For more information, visit the Staff COVID-19 Vaccine Mandate FAQ on the Employee Relations web page on mConnect at <https://mpsmke.com/staffvax>.

We appreciate all our employees doing their part to ensure that our buildings are safe environments for students and staff!

MPS Offers \$100 Incentive for Students Who Vaccinate against COVID-19

To reduce the spread of COVID-19 and to promote the health and safety of MPS students, staff, and families, Milwaukee Public schools is offering a \$100 incentive for each student who becomes fully vaccinated against COVID-19 by November 1, 2021. The District is providing information about eligibility, receiving the vaccine, and applying for the incentive on the Student COVID-19 Vaccine Incentive webpage.

The incentive will be a \$100 rewards card mailed to each student at the address listed in Infinite Campus/Parent Portal. Proof of vaccination will be determined by information listed in the Wisconsin Immunization Registry (WIR).

To be eligible, students must:

- be 12 years of age or older;
- be fully vaccinated against COVID-19 by November 1, 2021;
- complete the online application by November 15, 2021; and
- attend any MPS school, including any MPS charter school or partnership school.

Note that children ages 12 to 17 are eligible only for the Pfizer vaccine, which requires two doses at least 21 days apart.

To apply for the student incentive, a family member can access the online application at mpsmke.com/studentvax. You will need your student's MPS login information, which is the student's ID (seven-digit number) and password. More information can be found in the application. The application is due by 11:59 P.M. on November 15, 2021. The application can be filled out by smartphone.

- Verify that the student's contact information is correct. If contact information is not correct, please complete the application, then contact your child's school to update your information before November 15.
- Give consent to MPS to verify your child's COVID-19 vaccination status through the Wisconsin Immunization Registry (WIR).
- Give consent to MPS to share your contact information with a third-party partner organization to issue the incentive.

Middle- and High-school Enrollment is Open through October 31, 2021

With more than 30 high-school options and a number of middle-school choices in the district, MPS has an ideal learning situation for every student's needs and future career goals. Options abound, including technology, engineering, arts, music, college prep, skilled trades, manufacturing, culinary arts, and more. Students in grades 5 and 8 should explore schools now and make their choices for this important transition. To find a high school or middle school that best fits your needs, visit *How to Select a School* on the district website and select by location or program. To find open houses for middle and high schools, visit the *Virtual Early Admissions* page. Early enrollment is your best opportunity for a chance at your first-choice school — some schools fill up quickly!

For enrollment, visit the *How to Apply for Early Admissions* page. Current MPS students will apply through the online Infinite Campus Parent Portal. Families new to MPS will follow an admission process that includes a student essay, 7th-grade report card, 7th-grade attendance record, and standardized test scores.

For more information, please call the Department of Student Services at 414-475-8159.

We Energies is Seeking MPS Juniors for Youth Apprentices and Internships

High-school juniors can start training for a career now! We Energies is looking for students to train as line mechanics, gas technician intern, or design engineer youth apprentices. Get paid while still in high school! Applications are open now.

- **Line Mechanic Intern:** Maintain power lines and climb electrical poles. Learn about electric distribution, basic electric theory, safety, and materials and operations.
- **Gas Technician Intern:** Maintain equipment, repair leaks, and troubleshoot problems with natural gas lines. Understand how natural gas is used in homes and businesses.

How to Apply

Line Mechanic and Gas Technician Interns

High-school juniors: Complete the We Energies internship application at <https://smr.to/p60720>. Complete your application soon to be invited to We Energies' Demo Day on October 20 (apply by Oct. 15) or November 3, 2021 (apply by Oct. 29). See line mechanics and gas technicians in action and learn more. Invitations will be sent to students who apply by these deadlines.

Design Engineer Youth Apprenticeship: Work 900 paid hours and learn electrical planning, natural gas design, and engineering concepts. Design construction prints and see them implemented on job sites. Earn up to 12 college credits transferable to MATC.

Design Engineer Youth Apprentice

High-school juniors can apply by completing the following steps. The first two steps must be completed to be considered.

- complete the YA application at mipsmke.com/yaapp
- upload your resume <https://tinyurl.com/5jty3tfz>
- attend an open house at We Energies on November 8. Complete your application by November 3 to receive an invitation.

The final deadline to apply for both programs is November 12, 2021.

For more information, download a flyer or contact Tamera Coleman at colemat@milwaukee.k12.wi.us or Emily Brown at brownek@milwaukee.k12.wi.us.

Update on Transportation Services

As part of this month’s report to the Board, the Administration will provide an update on transportation services for the 2021-22 school year.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

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

Fiscal Impact Statement

N/A

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(Item 2) Action on a Request to Approve the 2021-22 (FY22) Proposed Fall Budget Adjustments to the Adopted FY22 Budget

Background

The Wisconsin Department of Public Instruction (DPI) certified school districts' aid amounts and updated the District's revenue-limit worksheet on October 15, 2021. Since the institution of revenue limits, it has been routine to amend the District's annual budget at this point in the fiscal year in order to adjust projections to actual revenue and enrollment. These changes require adjustments to revenues and expenditures, as well as technical adjustments to the proposed 2021-22 budget as adopted by the Milwaukee Board of School Directors (Board) on May 27, 2021.

Attachment 1, provided under separate cover, summarizes the recommended fall changes to the budget adopted in May 2021, based on current data and the priorities established in the Board's three goals of academic achievement; student, family and community engagement; and effective and efficient operations.

Below are the proposed budget resolutions, including the total budget amount and the portion of tax levy for the School Operations Fund, the Construction Fund, and the Extension Fund.

School Operations Fund

RESOLVED, That, pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of ~~\$1,108,400,695~~ \$1,108,020,898 will be required for the operation of the Milwaukee Public Schools, for the repair and keeping in order of school buildings and equipment, and for the making of material improvements to school property during the 2022 Fiscal Year. In addition, pursuant to action taken by the Board of School Directors at its regular meeting on September 22, 2011, the Board of School Directors is required to advise the Common Council that ~~[TO BE DETERMINED]~~ \$18,891,246 will be required for the operation of the Milwaukee Parental Choice Program; and that ~~\$254,549,228~~ \$254,169,431 will be required for the operations of the Milwaukee Public Schools; and that a total of ~~\$273,440,474~~ \$273,060,677 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2022, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

Construction Fund

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of \$4,049,797 will be required for the 2022 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, \$2,923,868 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2022, said amount to be in addition to the money received from other miscellaneous sources.

Extension Fund

RESOLVED, That, pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that the amount of ~~\$34,839,247~~ \$37,339,247 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2022 Fiscal Year, and that ~~\$27,225,000~~ \$29,725,000 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2022, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

The final board-adopted budget resolution will be transmitted to the Common Council of the City of Milwaukee for adoption as prescribed by State Statutes, sections 119.46 and 119.48, prior to the adoption of the City's budget in November 2021.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.01, Annual Operating Budget.

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

Fiscal Impact Statement

Approval of the proposed fall budget changes as outlined in Attachment 1, provided under separate cover, will result in a total budget, including estimated categorical grants, of \$2,076,282,042, based upon current law and revenue-limit calculations.

Implementation and Assessment Plan

Upon the Board's approval, the adjustments will be made to the 2021-22 budget.

Committee's Recommendation

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

Item deferred to the end of the meeting.

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

(Item 1) Preliminary Report Related to the Development of an Election-district Apportionment Plan for the Election of Members of the Milwaukee Board of School Directors, Pursuant to Wisconsin Statutes, §119.08(1)

Background

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

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

(b) Within 60 days after the common council of the city enacts an ordinance determining the boundaries of the aldermanic districts in the city following the federal decennial census under s.

62.08(1), the board shall, by vote of a majority of the membership of the board, adopt an election district apportionment plan for the election of board members which shall be effective until the city enacts a new ordinance under s. 62.08(1) redetermining the aldermanic district boundaries.

The Common Council is set to act on aldermanic redistricting within the next month, which will start the Board's 60-day timeline to act on a plan for redistricting.

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

Analysis

State Statutes, §62.08(1), dealing with aldermanic districts, requires that aldermanic districts be "as compact in area as possible and contain, as nearly as practicable by combining contiguous whole wards, an equal number of inhabitants according to the most recent decennial federal census of population." Similar requirements apply to the Board.

Informational data, including a table listing the population by school board district, will be developed and provided to the Board to assist in the planning process.

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

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

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

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

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

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

Statute, Administrative Policy, or Board Rule Implication Statement

The proposed redistricting plan is being developed pursuant to Wisconsin Statutes, §119.08(1)(a) — which states, in part, "The election districts shall be substantially equal in population and the boundaries of the election districts shall be drawn so as to reflect a balanced representation of citizens in all areas of the city..." — and Wisconsin Statutes, §119.08(1)(b), which directs, "Within 60 days after the common council of the city enacts an ordinance determining the boundaries of the aldermanic districts in the city following the federal decennial census under s. 62.08(1), the board shall, by vote of a majority of the membership of the board, adopt an election district apportionment plan for the election of board members which shall be effective until the city enacts a new ordinance under s. 62.08(1)."

Fiscal Impact Statement

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

Implementation Plan

The Office of Board Governance will:

- present the Board with a timeline for implementation that adheres to state statute;
- secure the services of the Milwaukee City Clerk’s Office to assist district staff in developing a plan for the Board’s election districts; and
- provide the Board with at least one plan no later than its regular January 2022 meeting (after the Common Council adopts its aldermanic districts).

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

A public hearing will be held as a part of the plan-development process and after the plan has been prepared.

The Office of Board Governance will work with the Chair of the Committee on Legislation, Rules, and Policies to ensure that all board members return their input in a timely manner.

Proposed Reapportionment/Redistricting Schedule — Subject to Revision

November 2021	Committee on Legislation, Rules and Policies <i>Public Hearing and Consideration of Reapportionment/Redistricting Item</i>
December 2021.....	Milwaukee Board of School Directors <i>Adoption of the Reapportionment/Redistricting Schedule and Process</i>
January 2022.....	Board Clerk <i>Publication of Proposed Reapportionment/Redistricting Plan</i>
January 2022.....	Committee on Legislation, Rules and Policies <i>Public Hearing and Consideration of Proposed Reapportionment/Redistricting Plan</i>
January/February 2022	Milwaukee Board of School Directors <i>Adoption of the MPS Reapportionment/Redistricting Plan</i>

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

Background

On October 18, 2021, the Wisconsin Department of Administration reported that the State closed its 2021 fiscal year with a positive balance of \$2.58 billion, more than double the previous year’s balance of \$1.17 billion. In addition, the State’s Legislative Fiscal Bureau has updated its projections and estimates that the State will have a balance of \$1.26 billion at the end of fiscal year 2022, and a balance of \$930 million at the end of fiscal year 2023 (see attachment to this item, provided under separate cover). Though it continues to appear unlikely that it will happen, these funds are available to fill the holes and underfunding of K12 education that occurred during the creation of the last state budget. At minimum, funds are clearly available to support Wisconsin’s tradition of a per-pupil funding increase and to provide support for students with disabilities.

At the federal level, debate over President Biden’s Build Back Better initiative continues. The federal infrastructure bill also awaits passage.

The challenge that school districts in Wisconsin will continue to face is how best to inform the public about the needed, but one-time, federal funding that is dominating media headlines and the under-funding of schools at the state level that has received relatively less attention.

Strategic Plan Compatibility Statement

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

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

Board Governance Policy BG 2.13, Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

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

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

Background

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

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

The following report includes activities from late September through mid-October.

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

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

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

Accountability and Efficiency Services

Between September 20, 2021, and October 18, 2021, Accountability and Efficiency Services fulfilled seven requests for information/research, four constituent inquiries, and four requests for data analysis/visualization.

Accountability and Efficiency Services also began work with the Harvard University Center for Educational Policy Research's strategic data project. This work is aimed at building the team's data capacity; carrying out a high-impact, transformative data project; and accessing leaders and experts in the field to exchange best practices and ideas.

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

Contract Compliance Services

During the reporting period, Contract Compliance Services (CCS) staff members participated in various events that align with the District's Communities In Need (COIN) and Student Engagement Program initiatives. Participation provided the opportunity both to leverage and to build upon district programs to serve more students and community members. Events included:

2nd Annual Latino Economic Unsummit: Launch, Connect & Grow

The primary goal of the session was to ignite structural and relevant systemic changes to the economic ecosystem, with a focus on business growth and workforce development.

Hundred Acre Pre-launch Tour

Hundred Acre will serve as the education site for Milwaukee-area students to get involved with the agricultural systems of tomorrow. High-school students and young adults interested in science, technology, engineering, and math (STEM) will have the opportunity to learn about hydroponic farming, sustainable food systems, supply chains, and distribution channels.

Cheers to Careers

Hosted by one of our COIN-certification agencies, the event focused on continued workforce development opportunities for more people to enter family-sustaining careers in the construction and manufacturing sectors.

CCS also continued to work with Mission Aligned Partners (MAPs), including receiving ten student referrals (to date) from one of our inter-governmental partners. Referred students are placed in CCS employment opportunities.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

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

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

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

The 23 reports of the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times were submitted to the Board for its consideration:

- October 1, 2021, at 9:00 a.m., 10:00 a.m., and 1:00 p.m.
- October 6, 2021, at 12:00 p.m.
- October 12, 2021, at 10:00 a.m., 1:00 p.m., and 2:00 p.m.
- October 13, 2021, at 10:00 a.m., 11:00 a.m., 1:00 p.m., and 3:00 p.m.
- October 15, 2021, at 9:00 a.m., 11:00 a.m., 1:30 pm., and 2:30 p.m.
- October 18, 2021, at 10:00 a.m.
- October 20, 2021, at 9:00 a.m., 11:00 a.m., 1:00 p.m., 2:00 p.m., and 3:00 p.m.
- October 21, 2021, at 10:00 am. and 11:00 a.m.

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

On a motion from Director Carr, the reports of the Independent Hearing Officers were approved, the vote being as follows:

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

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REPORTS OF THE STANDING COMMITTEES

Separate consideration was requested of the following items:

From the Report of the Committee on Accountability, Finance and Personnel -

Item 2, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, Limited-Term Employment (LTE) Contracts Exceeding Sixty Days, set aside at the request of President Peterson.

Item 11, Report with Possible Action on the MPS School Nutrition Program, set aside at the request of Director Herndon

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

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

Noes — None.

REPORT OF THE COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
2	Darnel Elliott	Building Service Helper I	\$15.18/hr.	09/20/2021
4	Rosa Esparza	Building Service Helper I	\$15.18/hr.	09/13/2021
2	David Gant	Building Service Helper I	\$15.18/hr.	09/13/2021
2	Dartina Harris	Building Service Helper I	\$15.18/hr.	09/13/2021
2	Rachel Lawson	Building Service Helper I	\$15.18/hr.	08/30/2021
2	Donald McEuens	Building Service Helper I	\$15.18/hr.	08/30/2021
2	Markayla Peavy	Building Service Helper I	\$15.18/hr.	09/27/2021
2	Colonia Roberts	Building Service Helper I	\$15.18/hr.	08/30/2021
2	Latasha Scott	Building Service Helper I	\$15.18/hr.	09/13/2021
2	Andrew Anderson	Boiler Attendant Trainee	\$37,102.00	09/20/2021
2	Shanah Bohanon	Children's Health Assistant	\$19,307.00	09/07/2021
4	Shannon Lara	Children's Health Assistant	\$21,645.00	09/07/2021
3	Kazou Yang Silvas	Children's Health Assistant	\$20,476.00	09/20/2021
4	Antonio Cruz	Duplicating Equipment Operator I	\$37,300.00	09/23/2021
7	Mikayla Wilson Carr	Duplicating Equipment Operator I	\$33,570.00	09/27/2021
3	Asmaa Ali	Food Service Assistant	\$15.18/hr.	09/27/2021
4	Karina Dominguez	Food Service Assistant	\$15.18/hr.	09/27/2021
5	Kristin Hill	Food Service Assistant	\$15.18/hr.	09/27/2021
4	Christina Horounziak	Food Service Assistant	\$15.18/hr.	09/21/2021
3	Benedicto Azcueta	IT Service Technician	\$51,312.00	09/01/2021
5	Adin Chiappa	IT Service Technician	\$51,312.00	08/30/2021
2	Jonathan Dwyer	IT Service Technician	\$51,312.00	08/30/2021
1	Anne Egan Waukau	Para Ed Assistant — Parent Involvement	\$22,803.00	09/27/2021

Code	Name	Position	Salary	Date
2	Ampire Ntabala	Para Ed Assistant — Parent Involvement	\$25,162.00	09/07/2021
2	Veronique Banks	Para Ed Assistant	\$18,872.00	09/27/2021
4	Marilda Benitez	Para Ed Assistant	\$18,872.00	09/07/2021
5	Daniel Benoit	Para Ed Assistant	\$18,872.00	08/26/2021
2	Iris Blunt	Para Ed Assistant	\$19,334.00	09/07/2021
2	Kishionda Branch	Para Ed Assistant	\$18,872.00	09/07/2021
2	Malik Brown	Para Ed Assistant	\$18,872.00	08/30/2021
2	Angela Callender	Para Ed Assistant	\$19,334.00	09/02/2021
5	Naziha Cherchali	Para Ed Assistant	\$19,334.00	09/03/2021
5	Dillon Cornette	Para Ed Assistant	\$18,872.00	09/07/2021
5	Jennifer Dominguez	Para Ed Assistant	\$22,803.00	08/26/2021
5	Gabriel Eagon	Para Ed Assistant	\$18,872.00	09/13/2021
2	Lateasha Ellison Nolden	Para Ed Assistant	\$18,872.00	09/20/2021
5	Karla Engel	Para Ed Assistant	\$18,872.00	09/13/2021
7	Jessica Frohwirth	Para Ed Assistant	\$20,028.00	09/13/2021
4	Laura Girona	Para Ed Assistant	\$18,872.00	09/27/2021
2	Robin Gordon	Para Ed Assistant	\$20,028.00	09/24/2021
2	Anesha Goss Rucks	Para Ed Assistant	\$18,872.00	09/07/2021
2	Edie Holt	Para Ed Assistant	\$22,110.00	09/20/2021
2	Darlene Hood	Para Ed Assistant	\$19,334.00	09/07/2021
5	Emma Jarvey	Para Ed Assistant	\$18,872.00	09/15/2021
4	Graciela Jimenez	Para Ed Assistant	\$18,872.00	09/17/2021
2	Elise Joplin	Para Ed Assistant	\$18,872.00	09/08/2021
2	Muzi Khumalo	Para Ed Assistant	\$18,872.00	09/17/2021
5	Leonardo Konewko	Para Ed Assistant	\$18,872.00	09/08/2021
5	Aubrey Krzynski	Para Ed Assistant	\$18,872.00	09/17/2021
5	Tracy Lopez	Para Ed Assistant	\$18,872.00	09/13/2021
5	Sara Manz	Para Ed Assistant	\$20,722.00	09/07/2021
5	Venus Martin	Para Ed Assistant	\$22,803.00	08/30/2021
2	Adanna McAlister	Para Ed Assistant	\$20,722.00	09/13/2021
2	Damikius Merriwether	Para Ed Assistant	\$20,028.00	08/31/2021
2	Ashanti Mobley	Para Ed Assistant	\$18,872.00	09/13/2021
4	Karla Morales Negron	Para Ed Assistant	\$18,872.00	08/31/2021
2	Roosevelt Morgan	Para Ed Assistant	\$18,872.00	09/27/2021
5	Andrew Palmer	Para Ed Assistant	\$18,872.00	09/07/2021
4	Yadira Pequeno Romero	Para Ed Assistant	\$18,872.00	08/26/2021
4	Johnnerys Polanco	Para Ed Assistant	\$19,334.00	09/08/2021
4	Maria Rivera	Para Ed Assistant	\$22,803.00	08/26/2021
2	Crystal Scott	Para Ed Assistant	\$21,416.00	09/27/2021
5	Kristina Sexton	Para Ed Assistant	\$20,028.00	08/27/2021
5	Jenna Sterr	Para Ed Assistant	\$26,604.00	09/13/2021
5	Amber Storm	Para Ed Assistant	\$20,028.00	09/13/2021
5	Jane Szecsy	Para Ed Assistant	\$20,028.00	08/27/2021
6	Robbyn Tafoya	Para Ed Assistant	\$19,334.00	09/07/2021
5	Elizabeth Wickersheim	Para Ed Assistant	\$22,803.00	09/13/2021
2	Lesia Williams	Para Ed Assistant	\$19,334.00	09/27/2021
2	Kayla Wilson	Para Ed Assistant	\$18,872.00	09/07/2021
2	KiAnaa Marshall	School Nursing Associate	\$33,615.00	09/16/2021
2	Trina Brister	School Safety Assistant	\$23,513.00	09/14/2021
2	Michael Cox	School Safety Assistant	\$23,513.00	09/14/2021
2	Edward Lewis	School Safety Assistant	\$24,993.00	09/14/2021
2	Santaja McIntosh	School Safety Assistant	\$23,513.00	09/14/2021
2	Adriana Mooney	School Safety Assistant	\$23,513.00	09/14/2021
2	Laresha Nabors	School Safety Assistant	\$23,513.00	09/15/2021
2	Melody Harris	School Secretary I — 10-month	\$27,060.00	08/30/2021
3	Saw Khu Nay Htee	School Secretary I — 10-month	\$27,060.00	09/14/2021
2	Gustice Turpin	School Secretary I — 10-month	\$27,060.00	08/26/2021
2	Brianna Wright	School Secretary I — 10-month	\$25,147.00	09/13/2021
5	Haley Zodrow	School Secretary I — 10-month	\$27,060.00	09/02/2021
4	Jellynes Ramos Perez	School Secretary I — 11-month	\$27,662.00	09/07/2021
2	Diane Green	School Secretary I — 12-month	\$38,544.00	08/30/2021

Code	Name	Position	Salary	Date
2	Ervin Coleman	School Engineer I	\$54,275.00	08/23/2021
2	Althea Matlock	School Kitchen Manager I	\$29,204.00	09/09/2021
4	Jose Castillo Covarrubias	School Kitchen Manager Trainee	\$18.27/hr.	09/02/2021
5	Tracey Duchrow	School Kitchen Manager Trainee	\$18.27/hr.	08/30/2021
4	Mario Rieder	Sheet Metal Worker	\$47.44/hr.	09/20/2021

Promotions

5	Annette Oliver	Accounting Assistant I	\$43,251.00	09/13/2021
2	Audra Thompson Rivers	Food Service Assistant in Charge	\$16.35/hr.	08/23/2021
2	Deniessa Boyd	Para Ed Assistant	\$18,872.00	09/27/2021
4	Andrea Rivera Garcia	School Secretary I — 10-month	\$29,929.00	09/20/2021
2	Valerie Colbert	School Engineer I	\$49,698.00	08/23/2021
5	William Schafer	School Engineer I	\$47,409.00	08/23/2021
2	Joy Rouse	School Kitchen Manager III	\$36,350.00	08/09/2021

Rehires

3	Arjean Manalili	Children’s Health Assistant	\$20,476.00	08/16/2021
2	Adella Davis	Food Service Assistant	\$16.55/hr.	09/09/2021
2	Prince Grayson	IT Service Technician	\$51,312.00	09/01/2021
2	Carolyn Jackson Malone	Para Ed Assistant — Parent Involvement	\$27,629.00	09/13/2021
2	Tammy Mimis	Para Ed Assistant — Parent Involvement	\$27,629.00	09/07/2021
7	Wendy Appleton	Para Ed Assistant	\$20,028.00	09/07/2021
2	Candice Carrington	Para Ed Assistant	\$19,334.00	09/20/2021
2	Naomi Jones	Para Ed Assistant	\$22,110.00	09/13/2021
2	Kathy Thompson-Brown	Para Ed Assistant	\$22,803.00	08/31/2021
2	Donald Vaughn	Para Ed Assistant	\$22,803.00	09/13/2021
2	Annissa Words	Para Ed Assistant	\$22,803.00	09/27/2021
2	Latanya Gill	School Safety Assistant	\$26,781.00	09/01/2021
2	Brittany Kincaid	School Secretary I — 10-month	\$31,842.00	09/07/2021

Codes:

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

Certificated Appointments

Codes	Name	Appointment	Level	Salary	Date
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School Support Teachers

5, r	Ohlendorf, Chad	School Support Teacher	01/MA	\$67,802.00	9/20/21
4, nr	Soto, Angelie Marie D	School Support Teacher	01/BA	\$48,168.00	8/26/21
5, nr	Thomas, Nicole	School Support Teacher	01/MA	\$64,194.00	8/26/21

Teachers

2, nr	Anton, Michelle	Spec Ed Multicateg.	01/MA	\$58,784.00	8/26/21
5, r	Arndorfer, Megan	AMP HPE	01/MA	\$67,802.00	8/26/21
5, nr	Barry, Isabelle H	Gen’l Elem & K8 — All Grades	01/BA	\$63,009.00	8/31/21
5, nr	Bates, Kristin	Art	01/BA	\$44,870.00	8/26/21
5, nr	Bressan, Katie Marie	Fed. Head Start — General	01/BA	\$44,870.00	8/30/21
5, nr	Brown, Jenna	Spec Ed Multicateg.	01/BA	\$44,870.00	8/26/21
5, nr	Cahill, Katlynn	English As Second Language	01/BA	\$56,413.00	8/26/21
4, nr	Carneiro, Alexis N	Gen’l Elem & K8 — All Grades	01/BA	\$44,870.00	8/26/21
4, r	Cruces Maya, Vanesa Maria	Early Childhood- Spec Ed	01/MA	\$65,998.00	9/20/21
5, r	Fetting, Sabina GC	Gen’l Elem & K8 — All Grades	01/BA	\$53,115.00	8/26/21
4, r	Frias, Abigail	Bilingual Education	01/MA	\$53,373.00	9/7/21
5, r	Grudnowski, Christine M	Gen’l Elem & K8 — All Grades	01/MA	\$67,802.00	8/26/21
3, r	Her, Yeu Sonia	ESL Alternative	01/MA	\$67,802.00	8/26/21
5, r	Hirsch, Amelia	Kindergarten (Four-year-old)	01/BA	\$53,115.00	9/13/21
5, r	Hoppe, Alison S	Gen’l Elem & K8 — All Grades	01/BA	\$44,870.00	8/26/21
5, nr	Juzenas, Katie M	Gen’l Elem & K8 — All Grades	01/MA	\$67,802.00	9/7/21
5, nr	Kaminski, Christina	Kindergarten (Four-year-old)	01/BA	\$61,360.00	9/13/21

Codes	Name	Appointment	Level	Salary	Date
5, r	Kane, Georgia	Day-to-Day Teacher	01/BA	\$53,115.00	8/18/21
5, nr	Kleinmann, Sarah L	Gen'l Elem & K8 — All Grades	01/MA	\$67,802.00	9/20/21
4, r	Kuri Azamar, Jorge Farit	Health & Phy Ed	01/BA	\$44,870.00	8/26/21
5, nr	Lauer, Jonathan	Title I Coordination	01/MA	\$67,802.00	8/26/21
5, r	Linares Cambra, Maria	Bilingual Education	01/MA	\$67,802.00	9/20/21
5, nr	Linares, Bradley	AMP HPE	01/MA	\$47,962.00	8/26/21
5, nr	Mattie Moreno, Andres R	AMP HPE	01/BA	\$48,168.00	9/20/21
4, nr	McGraw, Kathy Osiris	Bilingual Education	01/BA	\$44,870.00	8/26/21
5, r	Meier, Marissa A	Gen'l Elem & K8 — All Grades	01/BA	\$49,817.00	8/30/21
5, r	Mendoza, Jennifer Michelle	SAGE	01/MA	\$67,802.00	8/26/21
5, nr	Meronk, Michelle A	Gen'l Elem & K8 — All Grades	01/MA	\$67,802.00	8/26/21
4, r	Montanez Cruz, Victor	AMP Music	01/BA	\$44,870.00	8/26/21
3, r	Nayak, Sangita R	Gen'l Elem & K8 — All Grades	01/MA	\$60,587.00	8/26/21
5, r	Olson, Bethany	AMP Music	01/BA	\$44,870.00	8/31/21
2, r	Page, Mathena	AMP Music	01/BA	\$46,519.00	8/25/21
5, nr	Peters, Jenna	Early Childhood- Spec Ed	01/BA	\$44,870.00	8/31/21
5, r	Pfister, Kathleen	Spec Ed Multicateg.	01/BA	\$46,519.00	8/26/21
4, r	Polo Fernandez, Elba	Bilingual Education	01/MA	\$67,802.00	9/20/21
4, r	Preciado Ortega, Marta	Foreign Language	01/BA	\$48,168.00	9/20/21
5, r	Ramey, Morgan	Kindergarten (Four-year-old)	01/BA	\$48,168.00	9/7/21
5, nr	Sanchez, Danielle A	Gen'l Elem & K8 — All Grades	01/BA	\$58,062.00	8/26/21
6, r	Williams, Lynda Diaz	General Operations	01/BA	\$46,519.00	8/26/21
5, nr	Wittig Stuckert, Denise C	Spec Ed Multicateg.	01/BA	\$44,870.00	8/31/21
3, nr	Yang Vang, Suab Nikki	AMP Art	01/BA	\$59,711.00	8/26/21

School Counselors

5, r	Janes, Jennifer	Guidance	01/MA	\$62,391.00	8/26/21
5, r	Neumann, Carolyn S	Guidance	01/MA	\$67,802.00	8/26/21
4, r	Rodriguez, Yaneth	Guidance	01/MA	\$47,962.00	8/26/21

Occupational Therapists

5, nr	Helmeid, Katie M	99-457 Early Childhood	01/OTM	\$67,940.00	8/26/21
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Teachers, Early Start

4, r	Arroyo, Marie	Foreign Language	01/MA	\$64,194.00	8/9/21
2, r	Brito, Jessica P	English	01/MA	\$56,980.00	8/16/21
5, r	Forster, Stephanie	Spec Ed Multicateg.	01/BA	\$44,870.00	8/30/21
5, nr	Howie, Elizabeth	English	01/BA	\$44,870.00	8/31/21
5, nr	Koga, Sean	AMP Music	01/MA	\$47,962.00	9/13/21
5, nr	Lehman, Megan K	English	01/BA	\$49,817.00	8/23/21
3, r	Lor, Yer	Kindergarten (Three-year-old)	01/BA	\$44,870.00	9/13/21
5, nr	Martin, David A	AMP Music	01/BA	\$63,009.00	9/27/21
5, nr	Nowak, Whitney L	English As Second Language	01/MA	\$67,802.00	8/18/21
5, r	Olson, Steven Craig	Social Studies	01/MA	\$47,962.00	8/30/21
5, nr	Prewitt, Claire J	Spec Ed Multicateg.	01/BA	\$44,870.00	8/16/21
4, r	Reyes, Isamary	Foreign Language	01/BA	\$56,413.00	8/17/21
4, r	Robles, Francisco E	Foreign Language	01/MA	\$67,802.00	9/20/21
5, nr	Schwartz Redfox, Jonathan M	Science	01/BA	\$46,519.00	8/20/21
3, r	Singh, Satnam	Mathematics	01/BA	\$44,870.00	9/13/21
5, r	Wantoch, Erin	Spec Ed Multicateg.	01/MA	\$49,766.00	8/9/21
2, r	Young, Desiree D	Multicateg. Comp. Sen	01/MA	\$49,766.00	8/9/21
5, nr	Zelenak, Donna	Kindergarten (Four-year-old)	01/BA	\$61,360.00	8/30/21

Teacher in Charge, Early-start

5, r	DeLutio, Andrew Christopher	General Operations	01/BA	\$66,307.00	9/9/21
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Literacy Leader

3, nr	Gone, Amitha Ruth	Literacy Programs	1C/MA	\$58,844.00	8/26/21
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Codes	Name	Appointment	Level	Salary	Date
Teacher Leader					
4, nr	Hernandez, Eduardo	Bilingual Education	1C/MA	\$60,832.00	9/7/21
School Psychologist					
5, nr	Gullicksen, Kathleen C	Gen'l Elem & K8 — All Grades	FLT/51C	\$57,844.00	8/18/21
Permit Teachers					
4, r	Benitez Borja, Delmy A	Multicateg. Comp. Sen	XX/4W2	\$44,073.00	9/27/21
4, r	Caceres, Antonio D	Spec Ed Multicateg.	XX/4W2	\$44,073.00	8/30/21
5, r	Christopher Hayes, Alexandra	AMP Art	XX/4W2	\$44,073.00	8/26/21
4, r	Dzib, Quetzally Maya	Bilingual Education	XX/4W2	\$44,073.00	9/17/21
5, r	Glazewski, Mackenzie RM	Art	XX/4W2	\$44,073.00	8/26/21
5, nr	Hansen, Denise	AMP Art	XX/4W2	\$44,073.00	8/26/21
4, nr	McWilliams, Caitlyn	Gen'l Elem & K8 — All Grades	XX/4W2	\$44,073.00	9/10/21
5, nr	Mejia Laitano, Adrian	Music	XX/4W2	\$44,073.00	9/17/21
2, nr	Owens, Rodnay	AMP Music	XX/4W2	\$44,073.00	8/26/21
3, nr	Park, Hae Jin	Gen'l Elem & K8 — All Grades	XX/4W2	\$44,073.00	9/13/21
4, nr	Perez, Amanda Maria	Music	XX/4W2	\$44,073.00	9/17/21
5, nr	Rangel, David	Gen'l Elem & K8 — All Grades	XX/4W2	\$44,073.00	8/26/21
4, nr	Rivera de Garay, July Yanelvi	Bilingual Education	XX/4W2	\$44,073.00	9/27/21
2, r	Smith, Michelle L	Gen'l Elem & K8 — All Grades	XX/4W2	\$44,073.00	8/26/21
4, r	Soto, Rebeca	Bilingual Education	XX/4W2	\$44,073.00	9/13/21

Permit Teachers, Early-start

4, r	Echevarria, Lymari	Cat Math Mid	XX/4W2	\$44,073.00	9/20/21
4, nr	Fawley, Cassandra A	English	XX/4W2	\$44,073.00	8/30/21
2, r	Haralson, Rishon R	Graphic Arts	XX/4W2	\$44,073.00	8/20/21
2, r	Hooker, Frederick	Foreign Language	XX/4W2	\$44,073.00	8/9/21
2, r	Howard, Marques	Early Childhood- Spec Ed	XX/4W2	\$44,073.00	9/13/21
5, r	Krause, Katelynn	Multicateg. Comp. Sen	XX/4W2	\$44,073.00	8/30/21
2, r	Mwendwa, Pauline K	English	XX/4W2	\$46,940.00	8/9/21
2, r	Ngeny, Daniel	Foreign Language	XX/4W2	\$46,940.00	8/9/21
2, r	Smith, Jennine L	Science	XX/4W2	\$44,073.00	9/13/21
2, nr	Williamson, Laquashia D	Mathematics	XX/4W2	\$44,073.00	9/20/21

Code	Teachers	SSWs	Psychs	Other	Total
1	Native American	0	0	0	0
2	African American	13	0	0	13
3	Asian/Oriental/Pacific Islander	6	0	0	7
4	Hispanic	22	0	0	23
5	White	47	0	1	51
6	Other	1	0	0	1
7	Two or More Ethnic Codes	0	0	0	0
	Male	23	0	0	23
	Female	66	0	1	72
nr	Non-Residents				
r	Residents				
B BA	Bachelor's Level Teacher's				
C MA	Master's Level Teacher's				

Certificated Leaves of Absence

	<u>Present Assignment</u>	<u>Effective From</u>
Illness Leave: September, 2021		
Denise Roscoe	Out of Assignment	9/03/2021
Carmen Fischer	Out of Assignment	9/14/2021
Maddie Gallo	Pulaski HS	9/18/2021
Illness Leave: October, 2021		
Alyssa Caballero	Burbank School	10/19/2021

Personal Leave: August, 2021

Ana Quezada	Whitman School	8/31/2021
LaTia Gebhart	Goodrich School	8/30/2021

Personal Leave: September, 2021

Christopher Johns	Whitman School	9/03/2021
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Personal Leave: October, 2021

Nicole Drew	Administration Bldg.	10/05/2021
Tamika Marable	Lloyd Barbee Montessori	10/07/2021

Report on Certificated Resignations and Classified Retirements

Reason	Yrs		Name	Position	Location	Date
	Svc	Code				
Certificated Resignations						
Other Dist	6.0	4	Laura Alvarez Porras	Teacher	Allen Field	09/17/2021
Personal	2.0	6	Kevin Anderson	Teacher	Grantosa	08/23/2021
Other Work	13.0	2	Deshondria Baggett	Teacher	Elm	08/27/2021
Personal	0.9	3	Rakesh Baruah	Teacher	Riverside	09/02/2021
Retire	23.0	5	David Benavides	Teacher	South Division	09/30/2021
Personal	22.3	5	Michael Beringer	Teacher	Fairview	08/25/2021
Personal	1.0	5	Laura Boban	Teacher	Roosevelt	09/17/2021
Retire	22.1	5	Scott Breden	Teacher	Westside Acad	10/15/2021
Retire	32.0	2	Robin Burns	Teacher	Goodrich	10/15/2021
Other Work	6.9	4	Wilson Calixto	Teacher	Spanish Imm	08/24/2021
Other Dist	5.9	5	Michelle Cattelan	Psych	Lincoln MS	06/04/2021
Personal	1.0	4	Erin Chamblin	Teacher	Rogers Street	08/25/2021
Personal	0.1	5	Alex Christopher Hayes	Teacher	Trowbridge	08/27/2021
Personal	0.1	5	Tamara DuPage	Teacher	Audubon	09/27/2021
Personal	0.1	5	Brett Follett	Teacher	Washington HS	09/24/2021
Personal	9.0	4	Marcelo Gallardo	Teacher	Roosevelt	09/03/2021
Other Dist	1.7	5	Gabriele Green	Inov Coach	Central Svcs	10/01/2021
Personal	16.9	5	Kathryn Hayes	Teacher	Fairview	09/10/2021
Personal	2.1	3	Yeu Her	Teacher	MACL	10/02/2021
Personal	1.0	5	Andrea Hill	Teacher	Rufus King MS	08/25/2021
Personal	23.7	5	Daniel Houlihan	Teacher	Milw Sign Lang	08/25/2021
Personal	22.0	2	Kimberly Hubbard	Teacher	Cass	09/17/2021
Personal	6.7	6	Lisza Johnson	Teacher	Pulaski	09/11/2021
Personal	1.0	5	Jane Keddie	Teacher	Grantosa	08/26/2021
Other Dist	3.1	5	Alyssa Kolb	Teacher	Central Svcs	10/05/2021
Other Dist	10.6	5	Zulay Kuehn	Teacher	Forest Home	08/25/2021
Retire	28.0	5	Kristin Leguizamon	Teacher	IDEAL	10/29/2021
Personal	1.0	3	Ganhua Lu	Teacher	Marshall	09/08/2021
Personal	3.0	2	Taylor McBride	Teacher	Story	08/26/2021
Personal	2.0	4	Maria Marrufo	Teacher	Hayes	08/26/2021
Personal	0.1	2	Michele Miller	Teacher	Riverwest	09/20/2021
Retire	24.5	5	Peggy Moncada	Teacher	81st Street	09/29/2021
Personal	0.1	5	Steven Naus	Teacher	Wedgewood Park	09/01/2021
Retire	15.8	4	Cesar Paredes	Teacher	ALBA	10/14/2021
Personal	6.1	5	Gloria Patten	Teacher	Auer	09/23/2021
Other Dist	1.7	5	Christy Pedriana	Teacher	Thurston Woods	08/26/2021
Other Dist	0.1	5	Sierra Polzin	Teacher	Vincent	10/08/2021
Other Dist	1.7	4	Rebecca Pritzlaff	Teacher	Congress	08/27/2021
Other Dist	3.0	5	Damon Rizzone	Teacher	South Division	08/09/2021
Retire	25.0	5	Susan Saller	Manager III	Central Svcs	10/30/2021
Retire	22.8	5	Cristina Salo Olson	Teacher	Mitchell	08/24/2021
Other Dist	3.0	5	Amanda Seiberlich	Teacher	Greentree Prep	09/10/2021
Personal	5.0	2	Michelle Sims	Teacher	Lancaster	08/26/2021
Personal	5.7	5	Stacy Skonecki	Teacher	Clement Ave	09/01/2021
Personal	0.1	5	Callie Spaltholz	Teacher	Hartford	09/23/2021
Other Dist	0.1	5	Kelly Vieaux	Teacher	53rd Street	08/26/2021

Reason	Yrs Svc	Code	Name	Position	Location	Date
Other Work	22.9	2	Zeeland Walsh	Teacher	Central Svcs	08/06/2021
Personal	12.0	5	Melissa Wescott	Teacher	Manitoba	09/29/2021
Personal	0.1	5	Denise Wittig Stuckert	Teacher	Alcott	10/05/2021
Personal	14.6	3	Trudy Yang	Teacher	Parkview	10/15/2021

Classified Retirements

Retire	17.8	5	Cathy Anderson	CHA	81st Street	08/24/2021
Retire	32.9	2	Cheryl Banks James	Para	Gaenslen	09/01/2021
Retire	26.7	4	Linda Barton	Secretary I	HS of the Arts	09/01/2021
Retire	27.6	5	Linda Daniels	FSA	Hamilton	10/01/2021
Retire	5.3	2	Brenda Edwards	Safety Asst	School Safety	09/04/2021
Retire	23.7	4	Mary Figueroa Parker	Para	Forest Home Ave	08/26/2021
Retire	2.6	5	Susan Finnegan	Secretary I	Rufus King MS	09/16/2021
Retire	24.6	5	David Frank	Boiler Att	South Division	09/09/2021
Retire	46.6	2	Gregory George	Para	Marshall	08/31/2021
Retire	7.3	2	Michael Harrison	Engineer I	Starms	09/21/2021
Retire	21.5	2	Richard Polk	Safety Asst	School Safety	08/26/2021
Retire	7.8	2	Leesa Robinson	Para	Early Childhood	08/26/2021
Retire	30.6	2	Terry Spears	Safety Tech	School Safety	09/03/2021
Retire	13.5	4	Amalia Valle	Para	Mitchell	09/10/2021
Retire	1.0	5	Richard Wood	Engineer I	Maryland Ave	09/11/2021

Certificated Resignations

Reason	Count	
Other Dist	11	22%
Personal	28	56%
Other Work	3	6%
Retire	8	16%
Total	50	100%

Monthly Affirmative Action Report

The Affirmative Action monthly personnel transaction report for September 2021 is attached to the minutes of your Committee’s meeting. This is an informational item, and no action is required.

Committee’s Recommendation

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

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

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

Recommended Appointments

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

Codes	Name	Appointment	Assignment	Salary		
				Sched	Range	Amount
5, r	Sean Kane	Sr. Director, Facilities & Maintenance	Office of the Chief of School Administration	03	16A	\$134,391
5, r	Janine Adamczyk	Director I, Procurement & Risk Management	Office of the Chief of Finance	03	14A	\$108,665

Codes	Name	Appointment	Assignment	Salary		
				Sched	Range	Amount
5, nr	Lisa Haar	Supervisor II, Partnership Schools	Office of the Chief of Communications & School Performance	03	10A	\$108,252
5, nr	Nicholas Straube	Facilities Planning Analyst II	Office of the Chief of School Administration	03	06A	\$92,454
5, nr	Jamie Wimberly	Data Support Analyst III	Office of the Chief of Communications & School Performance	03	07A	\$86,540
2, r	Andrea Blackmon	Accountant IV	Office of the Chief of Finance	03	06A	\$78,322
5, r	Melissa Holwell	Special Education Supervisor	Office of the Chief of Academics	03	09C	\$63,694
3, r	Somkhit Boonheuan	Planning Assistant III	Office of the Chief of Academics	03	02A	\$57,750
4, r	Sara Villarreal	Planning Assistant III	Office of the Chief of Academics	03	02A	\$47,665
2, r	Alex Erdmann	Planning Assistant III	Office of the Chief of Academics	03	02A	\$47,665
2, r	Shakyna Tillis	Student Enrollment Assistant I	Office of the Chief of School Administration	03	01A	\$45,942
4, r	Jessie Gonzales	Supervisor Safety Assistant III	Office of the Chief of School Administration	03	02C	\$41,248
2, r	Stephanie Johnson	Associate II, Records Management	Office Board Governance	03	02C	\$54,245
2, r	Jiquanna Cohen	Interim Manager I, Contract Compliance	Office of the Chief of Accountability & Efficiency	03	11A	\$81,090

Recommended Reclassifications

Your Committee recommends that the following individuals be reclassified as indicated, to be effective upon approval by the Board:

Codes	Name	Appointment	Assignment	Salary		
				Sched	Range	Amount
2, r	Kim Lewis	Trauma Informed Coach (Classified)	Office of the Chief of Communications & School Performance	03	05D	\$65,331
2, r	Iesha Sanders	Trauma Informed Coach (Classified)	Office of the Chief of Communications & School Performance	03	05D	\$63,442

Recommended LTE Contracts Exceeding 60 Days

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

Codes	Name	Position	Assignment	Hourly	
				Wage	Dates
4, nr	Nydia Flores	School Psychologist	Office of the Chief of Academics	\$50.00	10/01/21-12/23/21
5, nr	Mary Ellen Ruzga	UNSIL World Fair Coordinator	Office of the Chief of Academics	\$40.00	10/18/21-06/30/22
4, r	Tatiana Joseph	Multilingual/Multicultural Advisory Council Liaison	Office of the Chief of Academics	\$35.00	09/02/21-03/02/22
5, r	Kathleen Porter	Science Lab Resource Instructor	Office of the Chief of School Administration	\$30.00	09/01/21-03/01/22
2, r	Kathy Bonds	District Mentor	Office of the Chief of School Administration	\$30.00	08/30/21-02/28/22
2, r	Nathaniel Gillon	District Mentor	Office of the Chief of School Administration	\$30.00	08/30/21-02/28/22
5, r	Barbara Mack	District Mentor	Office of the Chief of School Administration	\$30.00	09/07/21-03/28/22
5, r	Julie Nussberger	District Mentor	Office of the Chief of School Administration	\$30.00	09/07/21-03/28/22

Codes	Name	Position	Assignment	Hourly Wage	Dates
2, nr	Regina Stingley	District Mentor	Office of the Chief of School Administration	\$30.00	09/07/21-03/28/22
2, r	Louise Young Benson	Induction & Support Specialist	Office of the Chief of Academics	\$30.00	07/01/21-12/31/21
4, r	Ruth Aviles	Induction & Support Specialist	Office of the Chief of Academics	\$30.00	07/01/21-12/31/21
5, r	Barbara Koenig	Student Leadership Development	Office of the Chief of School Administration	\$30.00	08/09/21-02/09/22
5, nr	Latora Lezotte	Reagan Musical Costumer	Office of the Chief of School Administration	\$30.00	10/01/21-12/31/21
5, nr	Dave Siekman	Math Counts Facilitator	Office of the Chief of Academics	\$30.00	09/15/21-05/30/22
2, r	QuWan Booker	School Safety Assistant	Office of the Chief of School Administration	\$22.00	08/22/21-12/31/21
2, r	Gundy Berry	School Safety Assistant	Office of the Chief of School Administration	\$22.00	08/22/21-12/31/21
2, r	Victoria Ashford	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21
2, r	Tanisha Baker	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21
2, r	Dajana Bowie	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21
2, r	Betty Brannon	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21
2, r	Angel Brown	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21
2, r	Destiny Copeland	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21
4, r	Susana Flores	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21
2, r	Kajuana Franks	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21
2, r	Kevintre Hampton	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21
2, nr	Tiffany Harris	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21
4, r	Beatriz Janotta	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21
5, r	Isabelle Klingbiel	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21
2, r	Jalessa Martin	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21
2, r	Sharon McGee	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21
1, r	Constance Mayo	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21
2, r	Laquita Moody-Howled	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21
2, r	Uniquewa Moore	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21
4, nr	Aurelia Islas	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21
4, nr	Andrea Medrano Avila	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21
2, r	Keyanna Edwards	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21
2, r	Tasha Cruse	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21
2, r	Pamela Wilson	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21

Codes	Name	Position	Assignment	Hourly Wage	Dates
4, r	Elizabeth Sandoval	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21
2, r	Lashannon Turner	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21
5, r	Megan Oleszek	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21
2, r	Laura Robinson	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21
2, r	Tammi Shareef	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21
2, r	Anttwanette Robinson	Food Service Assistant	Office of the Chief of Finance	\$15.00	09/16/21-12/16/21
4, r	Guillermo Rodriguez	Food Service Assistant	Office of The Chief of Finance	\$15.00	09/16/21-12/16/21

Director Gokalgandhi moved to retire to closed session, pursuant to Wisconsin Statute 19.85(1)(c). The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Taylor, and President Peterson — 8.
 Noes — None - 0.

The Board was in closed session from 6:32 to 8:27 p.m.

Upon resuming open session, Director O'Halloran moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Taylor, and President Peterson — 7.
 Noes — Director Carr – 1.

* * * * *

(Item 3) Action on a Resolution to Honor the Life and Legacy of Ms. Sarah Grant and to Name the Dance Studio at the North Division Complex the Sarah Grant Dance Studio

Background

In September 2021, the Committee of North Division Music Department Alumni sent a communication to the Superintendent of Schools requesting that the following resolution be adopted to honor the life and legacy of Ms. Sarah Grant, a profound and dedicated teacher with MPS for many decades, and that a dance studio at the North Division Complex be named the Sarah Grant Dance Studio.

- WHEREAS, Ms. Sarah Grant, was a profound and dedicated teacher with the Milwaukee Public Schools for many decades; and
- WHEREAS, Ms. Sarah Grant, a graduate of Central State University, received her undergraduate degree in physical education and her master's degree from Columbia University of New York; and
- WHEREAS, Ms. Sarah Grant began teaching at North Division High School in 1961; and
- WHEREAS, Ms. Sarah Grant or "Mama Dou" as she was affectionally called spent 34 years at North Division and was the longest serving Department Chair in the history of the school; and
- WHEREAS, Ms. Sarah Grant led the way in establishing interscholastic athletics in Milwaukee, Wisconsin and coached track, cheerleading and was a cofounder of N-Force; and
- WHEREAS, Ms. Sarah Grant single-handedly sponsored the school's first student leadership conference; and
- WHEREAS, Ms. Sarah Grant was a dedicated and inspirational teacher at North Division High School for decades and created opportunities for students to see themselves through dance; and
- WHEREAS, Ms. Sarah Grant created the Nefertari Dancers in 1968 at North Division High School, which gave tribute to the history of black people when they walked as Kings and Queens of Egypt in the 14th Century B.C. Queen Nefertari was portrayed as a woman who symbolized blackness, beauty and power; and

WHEREAS, Ms. Sarah Grant prepared the students who were part of the Nefertari Dancers to perform locally and in many major cities throughout the United States; and
 WHEREAS, Ms. Sarah Grant created a class that showed students a sense of discipline and pride in their heritage, gave them focus and commitment, and helped them learn to appreciate the art forms of other ethnic groups; and
 WHEREAS, Ms. Sarah Grant provided students with opportunities of cultural study during numerous trips to Africa including studying the dance of the country with the people of the country; and
 WHEREAS, Ms. Sarah Grant’s wonderful work with the Nefertari Dancers over many years, African Americans are able to feel proud about themselves and their heritage. The Nefertari Dancers have made a significant impact in African American history; now, therefore, be it
 RESOLVED, That Milwaukee Public Schools honors the life and legacy of Ms. Sarah Grant; and be it
 FURTHER RESOLVED, That, consistent with honoring the life and legacy of Ms. Sarah Grant, the dance studio at the North Division Complex be named the Sarah Grant Dance Studio.

The Administration supports the request to honor this great woman who had a positive impact on the lives of countless MPS students through dance, travel, and the study and sharing of African American history.

Ms. Grant's family, the North Division school community, and North Division’s alumni are all in support of the resolution and the request to name a dance studio at the North Division Complex after Ms. Sarah Grant. The request is in alignment with Administrative Policy 5.01, Facilities, which does not place restrictions on the naming of portions of school buildings, such as a library or dance studio. It has been the Administration’s practice to support such requests from school communities who have conducted outreach and are in full agreement on such requests.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 5.01, Facilities
 Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

Costs associated with naming the dance studio at the North Division Complex will be absorbed in the school's budget.

Implementation and Assessment Plan

Upon approval by the Board, an embossed copy of the Resolution will be placed in a prominent place near the Sarah Grant Dance Studio at the North Division Complex.

Committee’s Recommendation

Your Committee recommends adoption of the resolution.

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

* * * * *

(Item 4) Action on a Request to Name the Auditorium at the North Division Complex the Arlene Skwierawski Auditorium

Background

In September 2021, the Committee of North Division Music Department Alumni sent a communication to the Superintendent of Schools requesting that the following resolution adopted to honor the life and legacy of Ms. Arlene Skwierawski, a profound and dedicated teacher with MPS for many decades, and that the auditorium at the North Division Complex be named the Arlene Skwierawski Auditorium.

WHEREAS, Ms. Arlene Skwierawski, was a profound and dedicated teacher with the Milwaukee Public Schools for many decades; and

WHEREAS, Ms. Arlene Skwierawski inspired students and transformed their lives; and
 WHEREAS, Ms. Arlene Skwierawski was a beloved teacher at North Division for 25 years, and her biggest gift to her students was opening their minds, developing their talents, and bestowing upon them a capacity to dream; and
 WHEREAS, Ms. Arlene Skwierawski dedicated her life to helping students realize their potential; and
 WHEREAS, Arlene Skwierawski built a music department at North Division High School known as one of the best in the country; and
 WHEREAS, Ms. Arlene Skwierawski worked to instill confidence in every student she worked with through music; and
 WHEREAS, Ms. Arlene Skwierawski directed choirs and theater programs throughout Milwaukee for decades; and
 WHEREAS, Ms. Arlene Skwierawski directed over 26 musical and dance performances, including 400 Years, The Wiz, Fiddler on the Roof, Porgy and Bess, We Are the Drum, and What Will It Take; and
 WHEREAS, Ms. Arlene Skwierawski's leadership resulted in North Division's having received many esteemed awards in Milwaukee; and
 WHEREAS, Ms. Arlene Skwierawski created the community theater CAPITA (City at Peace in the Arts) Productions; and
 WHEREAS, Ms. Arlene Skwierawski traveled with students to perform at Carnegie Hall, President Jimmy Carter's Inauguration, churches throughout France, Africa, and across this country; and
 WHEREAS, Ms. Arlene Skwierawski fought for equal justice and opportunity and marched with Fr. James Groppi for open housing; now, therefore, be it
 RESOLVED, that Milwaukee Public Schools honors the life and legacy of Ms. Arlene Skwierawski; and be it
 FURTHER RESOLVED, that consistent with honoring the life and legacy of Ms. Arlene Skwierawski, the auditorium at the North Division Complex be named the Arlene Skwierawski Auditorium.

The Administration supports the request to honor the life and legacy of this great woman who had a positive impact on the lives of countless MPS students through music, travel, and helping them realize their true potential by instilling confidence in them.

Ms. Skwierawski's family, the North Division school community, and North Division's alumni are all in support of the resolution and the request to name the auditorium at the North Division Complex after Ms. Arlene Skwierawski. The request is in alignment with Administrative Policy 5.01: Facilities, which does not place restrictions on the naming of portions of school buildings, such as a library or auditorium. It has been the Administration's practice to support such requests from school communities that have conducted outreach and are in full agreement on such requests.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 5.01, Facilities
 Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

Costs associated with naming the auditorium at the North Division Complex will be absorbed in the school's budget.

Implementation and Assessment Plan

Upon approval by the Board, an embossed copy of the Resolution will be placed in a prominent place near the Arlene Skwierawski Auditorium at the North Division Complex.

Committee’s Recommendation

Your Committee recommends adoption of the resolution.

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

* * * * *

(Item 5) Action on the 2021-22 Salary Schedules

Background

On May 27, 2021, the Board approved across-the-board increases effective July 1, 2021. The proposed salary schedules for 2021-22, which align with the Board's action, are attached to the minutes of your Committee’s meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.21, Salary Schedules: Staff

Fiscal Impact Statement

The total cost for the approved salary increases for FY22 is \$16,197,048.07, which was previously approved in the FY22 budget.

Committee’s Recommendation

Your Committee recommends that the Board approve the 2021-22 Salary Schedules as attached to the minutes of your Committee’s meeting.

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

* * * * *

(Item 6) Action on a Request for Approval of Job Descriptions for Occupational Health Nurse and Procurement, for Risk Management Specialist II, and for Restorative Practices Supervisor I

Background

Pursuant to Administrative Policy 6.19, the Superintendent is bringing forth approval of the job descriptions for the Occupational Health Nurse, for Procurement and Risk Management Specialist II, and for Restorative Practices Supervisor I positions, as summarized below.

Occupational Health Nurse

Last Revised/Approved: October 2021
Reports to the Director, Employment Relations, Office of Human Resources
Pay Grade: 08A
Pay Range: \$70,465-\$101,577
FLSA Status: Exempt
Term of Employment: FT

Position Summary/Purpose

Assists Milwaukee Public Schools with the administration of the COVID-19 reporting and testing procedures. Works with staff to identify appropriate accommodations under the established guidelines and assists with the coordination of return-to-work plans.

Core Competencies

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

Essential Functions

- Oversees the District's COVID-19 testing programs, working closely with the Department of Health Services and testing companies to ensure that COVID-19 testing of students and staff is taking place as designed.
- Supports the District's COVID-19 notification procedures.
- Assists employees with claims for disability and provides an independent assessment of the same.
- Assesses standards in the workplace for the employees.
- Conducts training and educational programs in order to educate the staff about the safety and preventive measures.
- Develops new and enhanced strategies to optimize health and safety.
- Assists with managing workers' compensation cases, evaluates staff returning to work after injury or illness, and assists with possible accommodations.
- Works closely with the leave office and Risk Management as well as with the third-party administrators to assist with leave requests, workers' compensation claims, and return to work plans.
- Evaluates requests for job accommodation and conducts fitness-for-duty assessments.
- Coordinates with, and provides guidance to, supervisors regarding appropriate job accommodations.
- Assists the Department in determinations of leaves of absence for employees and monitors the leaves and documents the time period for which the leave is required.
- Actively supports the MPS Strategic Plan.
- Performs other duties as assigned.

Specialist II, Procurement & Risk Management

Last Revised/Approved: October 2021

Reports to the Director, Procurement & Risk, Office of Finance

Pay Grade: 09A

Pay Range: \$73,895-\$106,473

FLSA Status: Exempt

Term of Employment: FT

Position Summary/Purpose

Oversees Milwaukee Public Schools' risk-management and workers' compensation services under the Department of Procurement & Risk Management

Core Competencies

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

Essential Functions

- Compiles information on workers' compensation claims.
- Gathers written narratives from employees, witnesses, and involved administrators.
- Reviews statements and obtains additional information as required.
- Arranges requested tests and physical examinations.
- Monitors and reviews workers' compensation claims and processes claims for the District.
- Makes recommendations to the Director of Procurement & Risk Management regarding workers' compensation claims.

- Advises and oversees the preparation of litigated files for court or administrative proceedings, including necessary medical records, investigative reports, vocational reports, and other documentation in defense of claims.
- Analyzes all files related to litigated claims, including all records, reports, and files regarding employees', students', or third parties' accidents, and proposes strategies and makes recommendations to the Director of Procurement & Risk Management.
- Researches, analyzes, assembles, and summarizes data related to injuries for the Office of the City Attorney for the City of Milwaukee.
- Serves as the point of contact for the City Attorney's Office for purposes of strategis development related to workers' compensation cases.
- Acts as the liaison among the District, insurance brokers, insurance adjusters, attorneys, and any departments or third parties in insurance claims, legal matters, and liability inquires.
- Annually reviews with and advises the Director of Procurement & Risk Management and the Chief Financial Officer concerning the District's insurance programs, including general liability, property/casualty, executive risk, cyber liability, and excess lines of coverage.
- Recommends updates to insurance procedures, standards and policies as needed.
- Prepares and submits accurate reports, information, records, and data as required.
- Regularly updates the Director of Procurement & Risk Management of status of open claims.
- Reviews and evaluates requests for certificates of insurance for accuracy, completeness, and compliance with district policies.
- Monitors the caseload and work of Risk Managements' staff and reports issues or concerns to the Director of Procurement & Risk Management.
- Composes departmental correspondence.
- Handles complaints, concerns, and questions by telephone or in person.
- Assists the Procurement Team as necessary.
- Actively supports the MPS Strategic Plan.
- Performs other duties as assigned.

Job Requirements

Education Requirements

- A bachelor's degree in business, human resources, accounting, or a similar field is required, although an advanced degree is preferred.
- A law degree from an American Bar Association-accredited law school is preferred.

Experience Requirements

- Three or more years of experience in risk management or workers' compensation for a large entity.
- Public-sector experience is desired.
- A combination of education and experience may be considered.

Supervisor I, Restorative Practices

Last Revised/Approved: October 2021

Reports to the Director I, Equity & Inclusion, Office: Communications & School Performance

Pay Grade: 09A

Pay Range: \$73,895-\$106,473

FLSA Status: Exempt

Term of Employment: FT

Position Summary/Purpose

- Oversees the restorative practices continuum framework in Milwaukee Public Schools that promotes and strengthens a safe and equitable learning environment.
- Collaborates with school and district-based staff to improve district and school culture and to increase academic achievement.
- Coordinates the school-wide implementation of restorative practices by performing professional development as well as by monitoring and assessing progress.

- Models district-wide workshops for district stakeholders to help meet the needs of all students and staff throughout the district.

Core Competencies

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

Management Competencies

- Develops others
- Manages through processes and systems
- Manages strategic agility and innovation
- Demonstrates functional/technical skills

Essential Functions

- Embeds restorative and culturally-responsive practices into content and delivery of professional development.
- Identifies, develops, implements, and evaluates curricula for restorative-practices professional development.
- Coordinates and provides restorative-practices professional development for district and school staff as well as district stakeholders.
- Supports coaches and district staff in implementing the restorative-practices course.
- Collaborates with district and school staff in restorative leadership and restorative discipline.
- Provides guidance to restorative practices coaches as it relates to regularly scheduled school implementation team (e.g., the Positive Behavioral Intervention and Supports Team, Behavior Intervention Team, Restorative Practices Team).
- Participates on school/district work teams to define, to implement, and to support best practices related to the effective use of restorative practices.
- Works collaboratively with a variety of staff and departments to ensure that professional development supports are aligned with district and school priorities.
- Maintains and monitors professional development provided to schools via district-approved method.
- Provides direction and acts as a resource to coaches and others.
- Prepares, analyzes, and presents various reports using schools' and the District's data.
- Actively supports the MPS Strategic Plan.
- Performs other duties as assigned.

See the attachments for detailed descriptions of the positions.

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

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval of the Board, the Administration will implement the job descriptions as attached to the minutes of your Committee's meeting.

Committee’s Recommendation

Your Committee recommends that the Board approve the job descriptions for the positions of Occupational Health Nurse, of Procurement and Risk Management Specialist II, and of Restorative Practices Supervisor I.

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

* * * * *

(Item 7) Action on Monthly Finance Matters: Authorization to Make Purchases; Emergency Purchases Due to COVID-19, Emergency Purchases and Change Orders in Excess of \$25,000 and Cumulative Purchases in Excess of \$50,000; Acceptance of the Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; and Acceptance of Donations

Purchases

— Authorization to Purchase from Duet Resources, for Palmer Hamilton Cafeteria Contract Items (UW-Madison’s contract #18-5665)

The Administration is requesting authorization to issue a purchase order to Duet Resource Group, inc., for Palmer Hamilton cafeteria items, including cafeteria furniture, for Washington High School of Information Technology. This purchase is being made under UW-Madison’s contract #18-5665 for Miscellaneous Educational-related Furniture, Lot 2; Lounge Furniture, and will be in accordance with the quote dated August 31, 2021.

The total cost of goods purchased will not exceed \$88,419.60.

Budget Code: GEHHIBDHITECTS\$88,419.60

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

B 5770 Authorization to Extend a Blanket Agreement with Athletic Equipment Repair Corporation for Athletic Cleaning, Reconditioning, and Repair Services

The Administration requests authorization to extend a blanket agreement with Athletic Equipment Repair Corporation (AERC) to provide athletic cleaning, reconditioning, and repair services to school athletic departments as needed. These services are needed to keep athletic uniforms and equipment in safe and useable condition.

This vendor was chosen pursuant to RFB 5770, which closed on May 20, 2019. AERC was the lowest-complying bidder. The original blanket agreement provided for two additional one-year terms. This final extension will run from November 1, 2021, through October 31, 2022.

The Administration is requesting the approval of the contract and is seeking authorization of an amount not to exceed \$295,409.45 during the final term of the blanket agreement.

Budget Code: Varies by location using services\$295,409.45

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
10	2	3	No	0	0	NA	NA	100	10

— Authorization to Purchase Elkay Bottle-filling Stations from Ferguson Facilities Supply (E&I Cooperative Contract CNR01322)

The Administration is requesting authorization to issue a purchase order to Ferguson Facilities Supply for Elkay Bottle-filling Stations, Item 4290438, model EZH20, for installation at all MPS schools. This purchase, which is being made under the E&I Cooperative Contract CNR01322, will be in accordance with the quote dated October 5, 2021.

The total cost of goods purchased will not exceed \$720,000.00.

Budget Code: MBM007G2FMEMMBCOVD.....\$720,000.00

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

Report on Emergency Purchases Due to COVID-19

In compliance with Administrative Policy 3.09(14)(c), the Administration is reporting emergency purchase orders with a vendor for products related to the COVID-19 pandemic. Due to the emergency nature of this procurement, the purchase was not previously approved by the Board.

Vendor	Purchase Order	PO Total	Description of Goods	Procurement Basis
CDW-G LLC	P951843	\$709,800	Chromebooks	ETB

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

Report on Emergency Purchases

In compliance with Administrative Policy 3.09(14)(a), the Administration is reporting emergency purchase orders. Due to the emergency nature of this procurement, the purchase was not previously approved by the Board.

Vendor	Purchase Order	PO Total	Description of Goods	Procurement Basis
Roofers Mart of WI	M1022532	\$156,420	Aluminum Roof Coating	ETB

Facilities had issued two RFPs with no response. As a result, the order was placed with a prior vendor in order for the annual roof coating to occur during summer months as part of general maintenance work.

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

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.

Contract C027214 VCumberland Therapy Services

On July 1, 2018, as a result of RFP 970, the Administration entered into a contract with Cumberland Therapy Services to provide speech-language services as required by Individual Education Plans (IEPs) when staff vacancies exist or for short- and long-term employee leaves and existing vacancies. The original contract allowed for two one-year extensions, which have been executed. We are increasing this contract by \$27,954.20, as we need to fill bilingual speech pathologists' vacancies.

Original Contract Amount	\$368,775.00
Increase.....	\$27,954.20
Adjusted Contract Amount.....	\$396,729.20

Contract P930740 Assetgenie, Inc.

On July 1, 2020, the Administration entered into an agreement with Assetgenie, Inc., to purchase 60,000 USB-C power adapters to support remote learning. This agreement was extended to 12/31/2021, and additional funds of \$225,000 were added to purchase additional adapters to support remote-learning needs.

Original Contract Amount..... \$1,500,00.00
 Increase..... \$225,000.00
 Adjusted Contract Amount..... \$1,725,000.00

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations over \$5,000			
Westside Academy	United Way	7,500.00	Support for Technology
<i>Total Monetary Donations over \$5,000</i>		<i>\$7,500.00</i>	
Monetary Donations			
Franklin School	American Transmission Company	300.00	Trees for Threes Program
Fratney Street School	Matthew Knoester	300.00	Recruitment and Retention Fund
Goodrich School	Jeffrey and Donna Whittle	100.00	Rightie Pappenheim Memorial
Goodrich School	James and Linda Weitzer	25.00	Rightie Pappenheim Memorial
Goodrich School	Diane Digiulio and John Pappenheim	100.00	Rightie Pappenheim Memorial
Goodrich School	Richard Christine Woosencraft	25.00	Rightie Pappenheim Memorial
Goodrich School	Judith Beth Lohmann	30.00	Rightie Pappenheim Memorial
Goodrich School	Julie Raaum	50.00	Rightie Pappenheim Memorial
Humboldt Park School	The Blackbaud Giving Fund	2,000.00	Goodmann Donation
Obama SCTE	Kwik Trip, Inc.	6.54	Classroom Supplies
Riverside High School	Green Bay Packers	1,000.00	Packers 11 ON
Riverside High School	Richard Kathy Johnson	100.00	Assist with Girls Volleyball
Riverside High School	The Blackbaud Giving Fund	494.00	Classroom Supplies
South Division High School	Lydem, Inc.	300.00	Multicultural Club
Strategic Partnerships and Customer Service	Bill Eckert	175.00	Classroom Supplies
Strategic Partnerships and Customer Service	Joan Laack	25.00	Back-to-school Support
Strategic Partnerships and Customer Service	Oshkosh Logistics	250.00	Back-to school Support
Washington High School	Kapco, Inc.	500.00	Athletics Donation
<i>Total Monetary Donations</i>		<i>\$5,780.54</i>	
Non-monetary Donations			
Albert E. Kagel School	Donors Choose	238.97	Learning the Code
Albert E. Kagel School	Donors Choose	474.09	For the Love of Volleyball
Bradley Trade & Tech	Donors Choose	513.45	Books
Burdick School	Donors Choose	632.51	Books, Bookshelves
Clara Barton School	Neighbors Care	500.00	Classroom Supplies
Department of Specialized Services	Milwaukee Public Market	1,125.00	Summerfest Tickets
Emerson School	Hawthorne Elementary	675.00	27 Bookbags
Fifty-Third Street School	Donors Choose	329.94	Classroom Supplies
Goodrich School	Donors Choose	239.02	Learn to Rhyme

Location	Donor	Amount	Gift or Purpose
Goodrich School	Donors Choose	308.87	Counting Matchups
Goodrich School	Donors Choose	265.78	Makers Gonna Make
Goodrich School	Donors Choose	941.18	Essential Items for Hygiene
Goodrich School	Donors Choose	334.50	TPT Gift cards
Goodrich School	Donors Choose	284.78	Headphones for Learning
Goodrich School	Donors Choose	374.61	Essential Supplies for Early Learners
Goodrich School	Donors Choose	745.95	Nonfiction Books Needed
Goodrich School	Donors Choose	270.62	Dramatic Play Grocery Store
Goodrich School	Donors Choose	565.16	Home School Connections
Goodrich School	Donors Choose	421.00	Water Bottles and Snacks
Goodrich School	Donors Choose	253.04	Dramatic Play Doll Crib
Goodrich School	Donors Choose	153.05	Eliminate the Trackpad Stress
Goodrich School	Donors Choose	381.76	Let Us Grow
Grantosa Drive School	United Way	372.05	Classroom Supplies
Holmes School	Steren Management Co.	50.00	Amazon Gift card
Honey Creek Elementary School	Donors Choose	564.86	Small Group Instruction
Honey Creek Elementary School	Donors Choose	597.33	Classroom Supplies
Hopkins Street School	Lands' End	300.00	Classroom Supplies
James Fenimore Cooper School	Donors Choose	656.37	Writing Center Items
James Fenimore Cooper School	Donors Choose	172.28	Writing Center Items
Manitoba School	Donors Choose	220.06	Math Manipulatives
Manitoba School	Donors Choose	214.98	Class Set of Novels
Manitoba School	Donors Choose	303.53	Stools and Dry Erase Boards
Maple Tree School	Donors Choose	523.30	Classroom Supplies
Maple Tree School	Donors Choose	395.96	Classroom Supplies
Maple Tree School	Donors Choose	435.20	Classroom Supplies
Maple Tree School	Donors Choose	391.01	Classroom Supplies
Neeskara School	Linda's Kids Inc.	150.00	Classroom Supplies
Ninety-Fifth Street School	Donors Choose	193.19	Kargol Bingo Games
Ninety-Fifth Street School	Donors Choose	326.29	Kargol Incentives
Ninety-Fifth Street School	Donors Choose	360.04	Stephan Bookshelves
Ninety-Fifth Street School	Donors Choose	491.93	Kargol Classroom Incentives
Ninety-Fifth Street School	Donors Choose	637.88	Kargol Printer
Ninety-Fifth Street School	Donors Choose	607.06	Kargol Materials for Classroom
Ninety-Fifth Street School	Donors Choose	398.79	Gundrum Balance Equipment
Project STAY Senior Institute	Culver's	50.00	Free Meal Coupons
Riverside High School	Green Bay Packers Giveback	20,385.00	45 Xenith Helmets
Riverside High School	Donors Choose	157.00	Masks
Riverwest Elementary	Rodney Bourrage, Sr.*	250.00	Board Games and Toys
Riverwest Elementary	Neighbors Care	500.00	Classroom Supplies
Roosevelt Middle School	Professional Process Servicers, Inc.	2,500.00	Classroom Supplies
Siefert School	Donors Choose	159.58	Microphone Headset
Starms Early Childhood School	Donors Choose	379.84	Classroom Supplies
Strategic Partnerships and Customer Service	The Walraven Company	5,993.00	Take Home Pocket Folders
Strategic Partnerships and Customer Service	Cedarburg-Grafton Rotary Club	1,000.00	Classroom Supplies
Strategic Partnerships and Customer Service	DHL Express Milwaukee	120.00	Classroom Supplies
Strategic Partnerships and Customer Service	Marking Services, Inc.	420.00	Classroom Supplies
Strategic Partnerships and Customer Service	Hays Companies, Inc.	1,800.00	Classroom Supplies

Location	Donor	Amount	Gift or Purpose
Strategic Partnerships and Customer Service	Shonna Tucker	500.00	Classroom Supplies
Strategic Partnerships and Customer Service	Troubadour Bakery	750.00	Classroom Supplies
Strategic Partnerships and Customer Service	Mpirik	250.00	Classroom Supplies
Strategic Partnerships and Customer Service	The Real Good Life	150.00	Classroom Supplies
Trowbridge School	Donors Choose	409.49	Classroom Supplies
Wisconsin Conservatory	Donors Choose	216.52	Supplies for My Superstars
Wisconsin Conservatory	Donors Choose	256.61	Say No to Germs
Wisconsin Conservatory	Donors Choose	173.15	Classroom Basics Incentives
<i>Total Non-monetary Donations</i>		<i>\$54,810.58</i>	
Total Value of Donations for September 2021		\$68,091.12	
<i>*Donations from MPS Alumni</i>		<i>\$250.00</i>	

Routine Monthly Reports

The report on revenues and expenses, the monthly expenditure control report, the report on contracts under \$50,000, and the report on monthly grant awards are attached to the minutes of your Committee’s meeting. These are informational items, and no action is required.

Committee’s Recommendation

Your Committee recommends that the Board:

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

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

* * * * *

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

RFP 1031 Authorization to Extend a Contract with Wisconsin Conservatory of Music for Music-instruction Support

The Administration is requesting authorization to extend a contract with the Wisconsin Conservatory of Music (“WCM”) to provide music-instruction support to the approximately 35 MPS schools that have vacant positions. WCM will deliver music instruction based on the Wisconsin State Standards for Music.

The original contract, which resulted from RFP 1031, was authorized by the Board for a term of November 1, 2020, through June 30, 2021, (the “Initial Term”) with two additional one-year options to extend if certain performance metrics incorporated into the contract were met. WCM has met the performance metrics codified in the contract; therefore, MPS is exercising the first option year of the contract. The original contract specified that the subsequent extensions would run from July 1, 2021 through June 30, 2022, and July 1, 2022 through June 30, 2023; however, this was incorrect — There are no services from June through October. The first extension, therefore, would run from November 1, 2021 through June 30, 2022.

The total cost of the contract in the first extension will not exceed \$700,000.00

Budget Code: IMS-0-0-IMC-DW-ECTS.....(Instrumental Music — Contract Services)\$700,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
90	18	44	No	0	NA	NA	NA	300	10

RFB 5783 Authorization to Extend a Policy with United HealthCare Services, Inc., for Stop Loss Insurance

The Administration is requesting authorization to extend a policy with United HealthCare Services, Inc., for stop loss insurance. This contractor will be used to reimburse the District for any medical and prescription claims in excess of \$1,000,000 incurred for the period January 1, 2020, through December 31, 2022, that could otherwise be paid from the period January 1, 2022, through December 31, 2023.

Contractor was chosen pursuant to RFB 5783. On December 19, 2019, the Board approved the contract with United HealthCare Services for an initial one-year term to run from January 1, 2020, through December 31, 2020, with the option to renew for one additional year. The Board then approved a one-year extension on December 17, 2020, to run from January 1, 2021, through December 31, 2021. The RFB included four one-year extensions upon written mutual agreement of the parties, at the same terms. In the spirit of full transparency, the Administration is notifying the Board of this discrepancy and seeking authorization to extend the second extension to run January 1, 2022, through December 31, 2022. In the event the Administration seeks to exercise the renewal options, the Administration will return to the Board for authorization to do so.

The total cost of the policy in the second extension will not exceed \$1,524,603.00

Budget Code: DWC-0-0-EMB-DW-EMDI (Medical Insurance — District-wide)\$1,524,603

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
198,126	145,236	77,467	No	0	0	NA	NA	300	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:

- Wisconsin Conservatory of Music, to provide music instruction support to approximately 35 MPS schools; IMS-0-0-IMC-DW-ECTS\$700,000;
- United Healthcare Services Inc., for stop loss insurance; DWC-0-0-EMB-DW-EMDI\$1,524,603.

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 balance of the Committees’ reports.

* * * * *

(Item 9) Action on the Award of Exception-to-bid Contracts

— Authorization to Enter into a Contract with Wisconsin Center District for the 49th MPS Biennial Music Festival

The Administration is requesting authorization to enter into a contract with Wisconsin Center District (“WCD”) for the 49th MPS Biennial Music Festival to be held May 2-May 6, 2022. The contractor will deliver the music festival with an approved safety plan for gatherings of over 250 people from the Milwaukee Health Department. Services include setting up, cleaning, staffing, video, and sound and lights for the music festival.

Under the current COVID-19 restrictions in the City of Milwaukee, all gatherings of more than 250 people must have an approved plan from the Milwaukee Health Department. With the ability to physically distance the guests at the ceremony, the Panther Arena will host the music festival.

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

The contract will run from May 2, 2022, through May 6, 2022. The total cost of the contract will not exceed \$166,197.94.

Budget Code: CCM-0-0-MFE-DW-ECTS (Contract Services MSC/COCUR)\$166,197.94

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

— Authorization to Contract with Robert Sesnon, CPA PC, for IFAS Support Related to the Upcoming Upgrade and Implementation of DPI’s WISEdata

The Administration is requesting authorization to enter into a contract with Robert Sesnon, CPA PC, for IFAS support to include the implementation of the WISEData required by the State of Wisconsin’s Department of Public Instruction and the upcoming IFAS upgrade.

Contractor will provide support to the District with the transition and implementation of WISEdata. The contractor will lead a process review with district staff to clearly articulate the reporting requirements. He will identify and address data issues as necessary to deliver accurate data to DPI along with implement reporting and other means to create the necessary data for submission as well as necessary follow-up. In addition, the contractor will assist with the migration of the BusinessPlus Enterprise Resource Planning system to the 20.11 release. This will include testing and updating workflow models, webforms, reports, recurring journal entries, and recurring calculations.

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 November 1, 2021, through October 31, 2022. The total cost of the contract in the Initial Term will not exceed \$200,000.

Budget Code: TSV-0-0-PSU-DW-ECTS.....\$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	NA	NA	NA	NA	0	0

— Authorization to Contract with Wisconsin Center District for MPS High-school Graduation Ceremonies

The Administration is requesting authorization to enter into a contract with Wisconsin Center District (“WCD”) for in-person graduation ceremonies for 16 MPS high schools. The contractor will be used to

deliver in-person graduation ceremonies for 16 high schools with an approved safety plan for gatherings of over 250 people from the Milwaukee Health Department. Services include setting up, cleaning, staffing, and video and sound for all ceremonies.

Under the current COVID-19 restrictions in the City of Milwaukee, all gatherings of more than 250 people must have an approved plan from the Milwaukee Health Dept. With the ability to physically distance the guests at the ceremony, the Panther Arena will host the graduations for the 16 largest MPS high schools, with a maximum capacity of 1,800 in attendance per ceremony.

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

The contract will run from May 31, 2022, through June 3, 2022.

The original amount of the contract is \$154,205.12, less \$1,902.27 credit on file, which then comes to a total of \$152,302.85.

Budget Code: OGA-0-0-ADS-LS-ECTS (Office of School Administration — Contract Services).....\$152,302.85

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

— Authorization to Issue a Purchase Order to Global Learning, Inc. for the After -school Academic Curriculum LitART

The Administration is requesting authorization to issue a purchase order to Global Learning, Inc., for after-school academic curriculum called LitART, which has been used as an academic curriculum in MPS’s before- and after-school programs since 2013. The materials purchased will include books, curriculum, and training guides and additional curriculum supports for eight 21st Century Community Learning Centers (CLCs) and seven Safe Places.

LitART provides a hands-on activity-based curriculum that addresses multiple learning styles and engages and motivates students in reading, writing, mathematics, and recreation. The goals of the LitART program are to build oral language, fluency, thinking skills, reading comprehension, creativity, phonics knowledge, vocabulary, grammar, knowledge of literacy elements, and goal-setting skills, while supporting students’ social and emotional development. The LitART curriculum employs research-based instructional strategies and is aligned to national and state reading standards.

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

The total cost of this purchase will not exceed \$78,699.00

Budget Code: 000-00-W2C-RC-ESUP.....\$78,699.00

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	NA	NA	NA	0	0

Fiscal Impact Statement

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

- Wisconsin Center District for the 49th MPS Biennial Music Festival, CCM-0-0-MFE-DW-ECT\$166,197.94

- Robert Sesnon, CPA PC for IFAS Support, TSV-0-0-PSU-DW-ECTS\$200,00.00
- Wisconsin Center District for the MPS High-school Graduation Ceremonies, OGA-0-0-ADS-LS-ECTS\$152,302.85
- Global Learning, Inc. for After-school Academic Curriculum LitART; 000-00-W2C-RC-ESUP\$78,699.00

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

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

* * * * *

(Item 10) Action On Monthly Facilities Matters: FMS Award of Professional Services Contracts, Contract Extension and Modification, Contract Modification, and Material Purchase Recommendation; Report With Possible Action Regarding Air Quality

Award of Contracts

RFP #21-028 Authorization to Approve Contract Labor Contracts

In December 2018, the Board authorized the Department of Facilities and Maintenance Services to purchase contract labor services on a pre-approved basis for a variety of skilled-trade labor categories. The ability to use a list of pre-approved contractors allows the Department of Facilities and Maintenance Services to provide timely services to schools and departments. These contracted services, which are necessary to meet the needs and expectations of the schools, are meant to supplement the current staff at Facilities and Maintenance Services. The need for contract labor is somewhat unpredictable and is dependent on the availability of grant funds, discretionary funding at the school and departmental levels, and on the initiatives which the District implements throughout the year.

Contract labor is used for two main categories of work: new projects funded by schools, the District, or departments and infrastructure repair and maintenance funded by the DFMS’s operations budget. A breakdown of expenditures by trade or technical area for January 1, 2021-August 5, 2021, is as follows:

Auto Mechanic.....	\$0	Locksmith	\$1,211	Refractory Mason	\$552
Building Laborer	\$3,711	Low-voltage Tech.....	\$19,342	Roofer.....	\$159,390
Carpenter	\$288,418	Mason/Bricklayer	\$0	Sheet Metal Worker.....	\$306,951
Electrician.....	\$383,260	Painter.....	\$255,728	Steamfitter	\$0
Glazier	\$11,371	Plasterer	\$20,274	Total	\$1,559,737
Heat and Frost Insulator.....	\$0	Plumber	\$109,529		

Funds to support the contract labor services are budgeted as part of individual projects or are funded by the individual school, department, or program. Services by the various contractors are not used until appropriate funds have been identified and encumbered.

A Request for Proposal (RFP) for Contract Labor Services in 20 skilled-trade and technical categories was released in September 2021. As in previous years, the purpose of the RFP is to “pre-approve” firms that will provide labor on an as-needed basis, depending upon the timing and scope of the project. The amount of contract labor services needed will vary from trade to trade and from one fiscal year to another.

Proposals were received for 14 of the 20 categories requested and were evaluated on the basis of cost, responsiveness to requirements, experience, references, and abilities to meet the needs of MPS.

The list of recommended contractors includes Historically Underutilized Businesses (HUB) contractors. Each contractor that has been recommended below has been reviewed and approved by Contract Compliance Services. Information relative to actual participation by the HUB firms will be included in the annual HUB report to the Board. Fifteen of the 20 positions have HUB firms recommended for participation.

ALLCON LLC Electrician	Doral Corporation Machinery Maintenance Mechanic	Kaschak Roofing, Inc. Roofer
Built 414 Electric, LLC Electrician	Gordon Solutions, LLC Asbestos Carpenter Carpenter Glazier	Milwaukee Plumbing & Piping, Inc. Plumber
Butters-Fetting Co., Inc. Plumber Sheet Metal Worker Steamfitter	Grunau Company, Inc. Electrician Plumber Sheet Metal Worker Steam Fitter	Pieper Electric, Inc. Electrician Service Painting Corporation Painter
Dahlman Construction Co. Building/Construction Laborer Carpenter	Hurt Electric, Inc. Electrician	Winghart Inc. Plasterer
Decibel Associates, LLC Low-voltage Technician	JLS Lock & Key Locksmith	Zien Service Plumber Sheet Metal Worker Steam Fitter

The hourly rates for each contractor have been provided in the attachments to the minutes of your Committee’s meeting.

Contract Amount: Contracts will be issued on an as-needed basis in alignment with the pre-approved rate schedule.

Contract Period: January 1, 2022-December 31, 2024

Budget Code: Various, not to exceed.....\$7,000,000.00

Contract Extension and Modification

_____ Authorization to Approve a Professional Services Contract’s Modification and Extension Agreement with Constellation New Energy — Gas Division, LLC, for Natural Gas Procurement and Supply Services.

A professional services contract for natural gas procurement and supply services was approved by the Milwaukee Board of School Directors at its regular monthly on May 26, 2016. The contract was extended in March of 2019, under the option of one three-year extension.

In order to ensure that natural gas price locks can be executed under the current terms of the contract for future deliveries beyond the current term, the proposed modification and extension allows for services to continue while the District solicits proposals.

The firm selected is Constellation New Energy — Gas Division, LLC, formerly known as Constellation Energy Services — Natural Gas, LLC

Transportation cost per dekatherm (Dth) is \$1.02. The estimated expenditure authority requested is \$7,000,000 per contract year. Total transportation, daily balancing, and basis cost is NYMEX + \$1.02/dekatherm (Dth). The fixed contract volume per year is 857,700 dekatherms for the 21 months and is estimated not to exceed \$7,000,000 per year based on historical usage and consideration of worst-case scenarios. MPS will be responsible for payment of actual volumes. which may be higher or lower, based on actual use by MPS and will be purchased or sold at prevailing market rates.

The contract period will be July 1, 2022, through March 31, 2024.

Budget Code: BLD 00 UTL XX EGAS GAS, not to exceed\$7,000,000

Contract Modification

_____ Authorization to Increase Contracts with ABM Industry Groups, LLC, and Clean Power, LLC, for Supplemental Cleaning Services

The Administration is requesting approval to increase the expenditure authority with ABM Industry Groups, LLC, and Clean Power, LLC, by an additional \$4,000,000 per year, for a total expenditure authority not to exceed \$6,000,000 for the final year of the contract. The additional funds will be used for supplemental cleaning services required for COVID-19-related cleaning and sanitizing services.

The vendors were chosen pursuant to RFP #388029, with a contract term of August 30, 2019, through August 29, 2022.

Budget Code: BLD 00 BLO DW ECTS, not to exceed.....\$6,000,000

Material Purchase

_____ Authorization for a Blanket Contract for the Purchase of HVAC Filters for Various MPS Sites.

Prime Contractor

JJ Supply Partners
5233 Thatcher Road
Downers Grove, IL 60515

Budget Code: Various.....\$1,000,000.00

Term: November 1, 2021-October 31, 2024

Report on Air Quality

At its special meeting on March 23, 2021, the Milwaukee Board of School Directors adopted the Administration's Reopening Plan with a number of provisions, including monthly reports regarding air quality, with priority to be given to classrooms and schools without window access to outside air.

The Department of Facilities and Maintenance Services (DFMS) continues to monitor mechanical systems throughout the District and to perform any necessary repairs to make sure that MPS's buildings are safe and clean. DFMS is contracting with consultants to update documentation necessary to complete testing and balancing of the mechanical systems. along with outside contractors and in- house staff to perform the task.

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

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

The item authorizes expenditures for:

Professional Services Contracts

Expenditure authority is requested for contract labor services on a pre-approved basis for 20 skilled-trade labor categories at various MPS sites; Code: Various, annually not to exceed \$7,000,000.00 annually for a total over the three-year term of.....\$21,000,000.00

Contract Extension and Modification

Constellation NewEnergy-Gas Division, LLC, for Natural Gas Procurement and Supply Services Modification and Extension; Code: BLD 00 UTL XX EGAS GAS, for an annual amount of.....\$7,000,000.00

Contract Modification

Expenditure authority is requested for supplemental cleaning services required for COVID-19-related cleaning and sanitization services; Code: BLD 00 BLO DW ECTS, in the final year of the contract not to exceed\$6,000,000.00

Material Purchase

JJ Supply Partners for the HVAC filters at various MPS sites; Code: Various\$1,000,000.00

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

* * * * *

(Item 11) Report with Possible Action on the MPS School Nutrition Program

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

Background

On December 21, 2017, the Board adopted Resolution 1718R-004 regarding the MPS School Nutrition Program and directed that updates on the implementation of the resolution be shared with the Board. In addition, on October 31, 2019, the Board adopted Resolution 1920R-002, also regarding the MPS School Nutrition Program, and directed that annual updates on breakfast participation be brought to the Board.

Despite staffing and food shortages, and nationwide supply-chain issues, MPS continues to serve meals to all of our students. To accomplish this, we are working with our vendors to find substitute products to ensure the least possible impact of food shortages and supply-chain issues.

In order to provide convenient and creative options for families, we continue to employ a "meals pick-up" arrangement for virtual-learning students at six central kitchens and meal delivery to highest-poverty ZIP codes (i.e., 53205, 53206, and 53233).

The October quarterly report regarding the School Nutrition Program follows.

COVID-19 Pandemic and MPS’s Meals Service

	Summer Program 07/01-08/27/21	FY 22 School Year 08/16-09/24/21
Breakfast	61,178	375,153
Lunch	84,037	687,208
Snacks	25,321	26,266
Total	170,536	1,088,627

To address emergency situations, we have

- ordered 14,000 shelf-stable emergency meals,

- actively worked to have 100,000-plus servings of several entree items to address food shortages
- applied for all available waivers from USDA/DPI to get through the difficulties which we are encountering due to the COVID-19 pandemic.

Delivery of Meals to Highest-poverty ZIP Codes

The free-meals program was provided to residents in the 53205, 53206, and 53233 ZIP codes through the USDA’s Summer Food Service Program and in partnership with the MPS Foundation and the Greater Milwaukee Foundation — MKE Responds.

Meals were delivered to individual homes and bus stops in July and August 2021. Interested families were selected on a first-come, first-served basis.

Meals Delivery Program, July & August 2021

	Children	Adults	Total
Breakfast	16,871	3,010	19,881
Lunch	16,871	3,010	19,881
Total	33,742	6,020	39,762

Fresh Fruit & Vegetable Program

Milwaukee Public Schools was awarded \$1,684,100 under the USDA’s Fresh Fruit & Vegetable Program.

Seventy-nine K-8 elementary schools were selected for 2021-22 school year.

Students will enjoy fresh fruit and vegetables two times per week.

Teachers will provide mini-nutrition education lessons with material provided by Nutrition Services

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 4.05, School Nutrition Management

Separate consideration was given to this item. No action was taken.

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(Item 12) Report with Possible Action on Student Fees

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

Background

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

The Administration has begun research into this topic. This has included a survey to schools for each to identify the fees which they may be charging. We have also had a meeting with principals and departments. In addition, we have begun analysis of fees entered into the financial system.

Next steps include refining the data collected in both the school survey and fee data. In addition, we will have supplementary meetings with departments and principals.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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

Administrative Policy 8.41, Student Fees, Fines, and Charges

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**(Item 13) Report with Possible Action on Strategies Used to Maximize Fiscal Year 2021-22
State Aid**

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

One of the board-approved budget parameters each year is to maximize the amount of state aid which the District receives. Maximizing state aid decreases the amount of local property taxes needed to fund the District.

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

Administrative Policy 3.11 give the Office of Finance authorization to oversee investment decisions. The District has board-approved investment policies that include:

- Other Post-Employment Benefits (OPEB)
- Long-term Capital Improvement Trust Fund (Fund 46).

The District invested in both OPEB and the Long-term Capital Improvement Trust Fund in fiscal year 2021. That investment counts toward shared costs, which help maximize State Equalization Aid in fiscal year 2022.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.11, Investment Policy

Fiscal Impact Statement

This item reports on expenditures made in the amount of \$50,150,812 to Other Post-Employment Benefits (OPEB) and of \$30,000,000 to the Long-term Capital Improvement Trust Fund to increase our eligibility for State General Aid in fiscal year 2021-22 through our fiscal year 2020-21 shared costs.

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REPORT OF THE COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report with Possible Action on Parent and Community Engagement

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 purpose of this report is to provide an update on family-and-community-engagement activities for the District. It covers family events conducted for the 2021-22 school year by parent coordinators and key partnerships, such as the longstanding collaboration with My Very Own Library to promote literacy and reading at home.

The report concludes with an overview of the District Advisory Council and effective tools used to communicate and to keep families informed.

Family and Community Engagement

Family & Community Engagement Principles

- Shared Leadership — provides avenues for family leadership and Increases two-way communication and involvement opportunities for families.
- Collaboration — serves as liaison to other departments to increase cross-collaboration and information sharing around family and community engagement.
- Building of Staff/School Capacity — develops and implements professional development for parent coordinators and other staff on best practices in family and community engagement.

Family Engagement

- Families
- Events
- Resource Fair
- Organizations
- Partnerships

Our Parent Coordinators

Tenure

Less than One Year	18.8%
One to Three Years.....	41.3%
Four to Five Years.....	8.8%
More than Five Years	31.3%

New Parent Coordinators

Central Region.....	11
East Region.....	9
Northwest Region.....	11
Southwest Region.....	10

District Advisory Council (DAC)

- Meets on the first Thursday of each month, October through June.
- Comprises the Executive Committee and family members
- Orientation occurs in October
- Elections are held in November

DAC's Monthly Attendance, by Year

	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
2019	85	107	93	99	108	92	0	0	0
2020	123	107	141	133	143	90	70	84	68

Virtual Foro Latino Family Forum. Monday, September 27, 2021

This free family event connects families of students with special education needs to community resources. It features a resource fair and engaging workshops on a range of topics. It provides information on special education and IEPs and referrals to agencies and resources, parent-support groups, youth services, and more.

Families	125
Workshops.....	10
Agencies	40

My Very Own Library

14 Schools
 5,000 Students
 50,000 Books

School Messenger — Family Outreach

Newsletters
Text Messages
Phone Calls
569,975 Total Messages

Next Steps

PC Playbook (toolbox)
Family-engagement Collaboration
Professional Learning Community
On-demand Learning

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 2) Report with Possible Action Regarding Bilingual Education and the District Multicultural Multilingual Advisory Council (DMMAC)

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

Background

In June 2014, the Milwaukee Board of School Directors adopted Resolution 1415R-003 regarding bilingual multicultural education. The Board's action promotes bilingualism through the implementation of essential aspects to enhance our one-way and two-way dual-language programs.

Our goals related to bilingual education are that students graduate academically prepared in English and Spanish and conversant in other languages and capitalize on the cultural and linguistic backgrounds of all English-learner students (Els).

Another important component of the Board's action is encouraging the participation of parents, staff, and other community stakeholders. The District Multicultural Multilingual Advisory Council (DMMAC) is supporting these efforts.

Since the Board's action, district staff have been working with the community to implement the resolution. This presentation will provide a brief overview regarding progress and next steps, as well as a DMMAC update.

Bilingual Multicultural Education

MPS Bilingual Schools

- 13,174 students
- 21 schools
- 38.1% English-language learners
- 23.0% students with disabilities
- 80.6% economically disadvantaged

American Indian	0.5%	Hawaiian/Pacific Islander	0.1%
Asian.....	4.9%	Two or More	2.0%
Black.....	22.2%	White	4.6%
Hispanic.....	65.7%		

Bilingual Multicultural Education Department

Mission

To provide equitable access to quality multilingual and multicultural programming in Milwaukee Public Schools.

Vision

MPS students will graduate with strong cultural and linguistic identities, leveraging these assets to navigate college, career, and life as global citizens in an inclusive society.

Program Updates

Bilingual

Updates

- Developed biliteracy year-at-a-glance
- *¡Arriba la Lectura!* biliteracy units
- *Galeria de lengua y cultura* biliteracy units
- Reading-adoption professional development
 - *¡Arriba la Lectura!*, K5-6th grade
 - *Galeria de lengua y cultura*, 7th-8th grade
- Biliteracy professional development — Biliteracy unit exploration, K5-8th grade

Next Steps

- Continue to develop biliteracy units pertinent to *¡Arriba la Lectura!* and *Galeria de lengua y cultura*
- Continue to offer professional development pertinent to the reading adoption and biliteracy pedagogy

English as a Second Language (ESL)

Work in Progress

- Developed newcomer units using new English-language development K-8 resources from Vista and National Geographic.
- Provided summer tutoring to 30 newcomer refugee youth in grades 9-12.
- Distributed Chromebooks and oriented 60 newcomer refugee families at the elementary and middle levels in the use and care of the Chromebooks.
- Reapplied for the Refugee School Impact and Refugee Youth Mentoring grants.

Next Steps

- Implement the English-language development action plan, 2021-2024.
- Offer professional development on the English-language development framework to all schools that educate English learners.
- Continue to write units that model the use of the new English-language development resources.

Seal of Biliteracy (SBL)

Work in Progress

58 students graduated with the Seal of Biliteracy from eight different schools (Audubon, Bradley Tech, Golda Meir, King, Milwaukee School of Languages, Pulaski, Riverside, and South).

Next Steps

- Provide professional development for school-based coordinators and advisors to begin SBL work for FY22.
- Developed SBL timeline for FY22.

World Languages/Immersion

Work in Progress

- Low-incidence partner languages — Karen, May May, Swahili, and Vietnamese — included
- Developed a Path to Proficiency language-acquisition curriculum map and a lesson plan template.

Next Steps

- Begin a Swahili student cohort led by Ms. Selline Onalo from Riverside University High School.
- Purchase online interactive resources adoption: DawnSignPress for American Sign Language and Mango Languages for all other languages, including ESL.
- Purchasing e-portfolio: LinguaFolio

Andrew Douglas

Work in Progress

World Language expansion — Spanish

Golda Meir

Work in Progress

World Language expansion — Spanish and French

Next Steps

The classes at the above three sites are taught through proximity learning. BME will work with HR to place a teacher, should one become available.

These additions join seven other world language/IB sites that offer language classes: AAL, Lowell, King Middle School, Morse, Pratt, Stuart, and Wedgewood.

Curtin

Work in Progress

Addition of 0.5 ESL teacher this year.

Next Steps

Provide services to ESL students and monitor growth of ELs at school. If numbers support, additional ESL allocation adjustments will be made.

Kagel

Work in Progress

Kagel School added sixth grade this year as the program continues to grow.

Next Steps

Addition of seventh grade for next school year.

Morgandale

Work in Progress

World Language expansion — Spanish

Riverside

Work in Progress

This year added 11th-grade bilingual class.

Next Steps

Continue to work with the Administration and Student Services to grow program and to recruit bilingual students. Bilingual Multicultural Education Department will continue to provide PD and program support.

Hamilton

Work in Progress

This year added 10th-grade bilingual class.

Next Steps

Continue to work with the Administration and Student Services to grow program and to recruit bilingual students. Bilingual Multicultural Education Department will continue to provide PD and program support.

Marketing

Work in Progress

Working with BME and communications, two flyers were developed to assist with marketing of the programs offered for language instruction.

Next Steps

Continue to work to develop marketing materials. The input from the DMMAC’s parents will be sought for future marketing ideas.

District Multicultural Multilingual Advisory Committee Update

First meeting: October 20, 2021 virtually (Zoom) at 5:30pm.

Current updates

Recruiting parents and families, engaging with community partners, and brainstorming with school staff to ensure that everyone has access to DMMAC.

Upcoming Meetings

- November 17, 2021
- December 15, 2021
- January 19, 2022
- February 16, 2022
- March 16, 2022
- April 20, 2022
- May 18, 2022
- June 8, 2022

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.15, Bilingual Instruction and Bicultural Education

Fiscal Impact Statement

N/A

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(Item 3) Report with Possible Action Regarding Data and Progress Associated with the Office for Civil Rights (OCR) Report

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

Background

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

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

In September 2020, the Administration provided a report regarding the submission of the District's end-of-year report to the OCR. At that time, the Board took action to direct the Administration to report its progress on a monthly basis. The October 2021 report follows.

Monthly Discipline Disproportionality Report, September 1-28, 2021

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

- promoting and providing resources to schools on alternatives to suspension, including the Alternatives to Suspension Toolbox
- working with schools to make certain that counseling and support services are being used
- analyzing and evaluating individual schools' data related to suspensions to determine the best course of action to address disproportionality
- continuing and expanding book studies
- forming a district committee to identify, to develop, and to implement strategies to reduce suspensions.

Promoting and Providing Resources to Schools on Alternatives to Suspension

Prevention of and Alternatives to Suspension

A district-wide directory of all supports available to schools and students is being created that lists available supports, their descriptions, their availability, and contact information.

An alternative-to-suspensions guidebook is being created, including building relationships/community with students, classroom-managed behaviors and strategies, and handling disciplinary measures as an administrator while using alternatives to suspension when appropriate. The guidebook will be finalized in October.

Ensuring That Counseling and Support Services Ae Being Used by Schools

District Discipline Disproportionality Team

The District Discipline Disproportionality (3D) Leadership Team is a diverse group of MPS staff members representing multiple departments that meets monthly to review and to examine district climate and disciplinary data , including sex, race, grade level, school, specific behavior, and staff member, with specific attention on disproportionality of discipline towards Black students. The Team met on September 9, 2021, and created a mission and vision statement, as well as action steps aligned to August's disciplinary data.

Mission

The mission of the 3D Leadership Team is to make data-based decisions to inform district climate and disciplinary systems, policies, and practices while advocating for students of color throughout the district.

Vision

The vision of the 3D Leadership Team is for staff members across the district to be supported and to be held accountable for creating safe and supporting learning environments for students of color, in which conflict and behavior are viewed as opportunities for learning and teaching.

Next steps

- Create a directory of all preventative and reactive supports for schools and students regarding school climate and students' behavior.
- Create a module on defining behaviors
- Elevate students' voices, with all traditional middle and high schools holding two student discipline committees. A Student Leadership Summit is being planned for October 2021.
- Back to basics of relationship building and Tier 1 supports in the classroom.

Professional Development

The following self-paced modules are available for all staff members throughout the district, listed with total number of staff members who completed the module in September.

	Staff Completed
Defining Behaviors	98
Student Voice	146
Talking about Race	11
Vulnerable Decision Points & Bias	65
Re-entry	83
Universal Supports through an Anti-racist Lens	119

All schools completed an opening-month professional development on disciplinary best practices and submitted agendas and sign-in sheets as evidence of completion of the PD.

Additional modules addressing bias and antiracism have been created and shared with staff members in the MPS Learning Management System (LMS), including:

- History of Race in Milwaukee
- Microaggressions
- Engaging Multiple Perspectives
- Allyship & Becoming Antiracist

Analyzing and Evaluating Individual Schools’ Data Related to Suspensions to Determine Best Course of Action to Address Disproportionality

Suspension Data through September 28, 2021

	<u>Suspensions</u>
Hispanic	133
American Indian	14
Asian	12
Black	1,089
Pacific Islander	0
White	33
2+ Races	16
Total, September 2021	1,297
Total, September 2019	1,632

Alternatives to Suspension Used

	American		Pacific		2+		Total	
	Hispanic	Indian	Asian	Black	Islander	White		
Conference	19	1	0	70	0	5	2	97
Counseling	84	7	14	461	2	25	8	601
Detention	6	0	1	27	0	4	2	40
Mediation	10	0	1	71	0	4	1	87
Referral BIT	1	0	0	7	0	0	0	8
Restorative Conference	6	0	1	24	0	9	1	41

Continuing and Expanding Book Studies

Courageous Conversations about Race

A monthly session for staff members who have been engaging with the Courageous Conversations about Race’s protocols took place on September 21, 2021. Individuals who have completed a Courageous Conversations book cohort were invited to engage online in breakout rooms, using the protocols learned to have a discussion on disciplinary practices throughout the district.

During August, a contract was approved for five sessions of the District Equity Leadership Team (DELT) to receive coaching support from Courageous Conversations about Race’s Executive Director of Education, six sessions (two cohorts of each session) of Leadership for Racial Equity (LEADS) for all school principals and identified district leadership, and four sessions (two days each) of Courageous Conversations Experience for all school-based discipline champions and other identified district staff members.

Forming a District Committee to Identify, to Develop, and to Implement Strategies to Reduce Suspensions

Student & Community Voice

In collaboration with Milwaukee Succeeds, Student Discipline Committees at traditional middle and high schools are engaging in a year-long project around student voice to amplify recommendations regarding school and classroom climate. School committees will be attending our Fall Student Leadership Summit in October to kick-off this work. Committees are identifying a student recommendation and will begin working with staff members to implement. Committees will engage student voice across schools towards monitoring implementation and engaging all stakeholders.

Next Steps

A committee of stakeholders from across the district will be formed to examine the district’s code of conduct and disciplinary levels. A variety of book studies will be formed, including Courageous Conversations about Race, Pushout, How to be an Antiracist, and These Kids Are Out of Control: Why We Must Reimagine Classroom Management for Equity.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

N/A

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REPORTS OF THE COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Report #1

This report was forwarded to, and acted upon by, the Board at its special meeting on October 14, 2021.

Report #2

Director O’Halloran presented the following report for the Committee on Strategic Planning and Budget:

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on Amendments to the Preliminary Adopted FY22 Budget

Background

Attached for the Committee’s consideration are additional amendments to the Superintendent’s proposed FY22 budget, as summarized below:

Amendment #024 by Director Carr

To use funds from the District’s October aid adjustment to allocate \$300 per early-start classroom for the purchase of either window air conditioners or industrial fans to improve air quality . The intent is that the

funds would be added to each school's budget, and the purchases decisions would be school-specific and derived from community-based decisions at the school level.

Amendment #025 by Director Taylor

To use funds from the District's October aid adjustment to restore the position of Children's Court Liaison to the Office of Board Governance. Restoring this position will enable the District to assist families in navigating the juvenile court system in order to diminish the school-to-prison pipeline. The position is also intended to connect students released from adjudication directly to their education.

Amendment #026 by Director O'Halloran

To allocate funds for two positions that would provide coordination and support services between MPS and the MPS Foundation in a liaison capacity.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

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

Committee's Recommendation

Your Committee recommends that:

1. the \$300,000 indicated in Amendment #024 be used for the purchase of premium fans for the early-start schools;
2. Amendment #025 be approved, with the Children's Court Liaison position to be placed in the Department of Student Services; and
3. Amendment #026 be approved, to be funded at \$132,128 — \$86,021 in salary, plus \$46,107 (53.6%) in benefits.

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

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REPORT OF THE COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Approval of Areas to Be Opened for Textbook Study During the 2021-22 School Year for Texts to Be Used Beginning with the 2022-23 School Year

Background

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

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

The Administration may also recommend opening any subject areas for adoption study in which no textbook adoption is in effect, but in which an adoption is considered desirable.

Every student has the need for, and right to, textbooks/instructional materials that support learning and achievement. Since 2018, MPS has worked to develop and to refine a comprehensive plan to improve student outcomes. The plan has two main elements: Five Priorities for Success, a series of organizational-wide strategies to reinforce key efforts; and a regional development effort to increase the number of high-performing seats throughout the district while creating learning pathways for students and families and also improving the capacity of quality community-support activities. The District's goals guide all of MPS's efforts: Academic Achievement; Student, Family, and Community Engagement; and Effective and Efficient Operations.

The Administration is recommending opening the following subject areas for adoption study during the 2021-22 school year:

- K-8 Social Studies (60,000 students)
- High-school Citizenship (5,000 students)
- High-school U.S. History (5,500 students)
- High-school World History (4,000 students).

Due to the significant number of students with print disabilities, MPS needs to ensure that alternative formats (audio, large print, Braille, digital, accessible web-based, site license for electronic access), as well as supplemental intervention resources, are available at the time of the adoption of new textbook/instructional materials. Instructional materials include, but are not limited to, electronic resources (e-books) or other technology and manipulative materials. Publishers will be requested to provide information about availability of these formats.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.26, Textbooks/Instructional Materials Adoption

Fiscal Impact Statement

While this item does not authorize expenditures, which will be for FY23, the estimated cost of implementing the textbook adoption for these areas is \$14,910,000 (estimated at \$180 per student), which includes \$1.5 million for professional development.

Implementation and Assessment Plan

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

1. When a subject area is to be opened for adoption, an evaluation committee led by a curriculum specialist, shall be established to study and evaluate available materials and make recommendations to the Superintendent concerning textbook/instructional materials adoptions for the subject areas.
2. Principals and teachers are notified.
3. Parents are notified and invited to serve on the parent advisory committee for textbook/instructional material evaluation. In addition, community organizations such as the District Advisory Committee, La Causa, United Community Center, NAACP and

Urban League are invited to send parent representatives. In an effort to further increase parent involvement in the textbook/instructional material evaluation process, the Administration will also solicit parents through School Governance Councils.

4. Publishers are notified.
5. Teacher nominations and expressions of interest in serving on textbook/instructional materials evaluation committees for the various subject areas are obtained.
6. Textbook/instructional materials evaluation committees are appointed.
7. Curriculum specialists provide training for textbook/instructional material evaluation committee members on selecting culturally responsive materials that promote critical thinking.
8. Textbook/instructional materials evaluation committees establish criteria for evaluating materials, based on the most recent literature and research related to instruction in that area. The committees obtain and evaluate available materials; meet with parents, publishers, representatives; and solicit reactions and assistance from other teachers, department chairpersons, curriculum committees, etc.
9. Curriculum Specialists and the Department of Procurement review the proposals submitted by the textbook/instructional material publisher.
10. Textbook/instructional materials evaluation committees formulate recommendations with respect to the subject areas and the materials under evaluation for possible adoption and present the recommendations for textbooks/instructional materials adoptions to the superintendent in a confidential report. The textbook/instructional materials evaluation committee may recommend a single adoption for a subject/course or; they may recommend delaying adoption pending further study.

Based upon the proposed timeline, textbook/instructional material evaluation committees will be appointed no later than December 2021. The committees will conduct the study during January 2022 and submit a recommendation to the Superintendent in February 2022. After considering the evaluation committees' report, the Superintendent will submit recommendations to the Milwaukee Board of School Directors for consideration in February or March 2022.

Committee's Recommendation

Your Committee recommends that the Board approve the following areas to be opened for textbook study for texts to be used during the 2022-23 school year:

- K-8 Social Studies (60,000 students)
- High-school Citizenship (5,000 students)
- High-school U.S. History (5,500 students)
- High-school World History (4,000 students).

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

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(Item 2) Report with Possible Action on MPS Montessori Strategic Plan

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

Background

The Montessori Strategic Plan, which was adopted on March 28, 2019, is a framework for structural supports for our eight Montessori schools, which educate more than 3,500 students.

An update on the implementation of the Montessori Strategic Plan follows, covering items that have been completed, what is being worked on at this time, and providing an outline of future work. Included will be the MPSU pathways for Montessori training.

Montessori Strategic Plan Update

Montessori Strategic Plan's Progress

Completed Work

- Montessori Advisory Committee met in October
- Developed new Montessori Infinite Campus (IC) grade-book formats
- Conducted professional development with school staff regarding IC updates
- Submitted district textbook-adoption waiver
- Completed Montessori Summer school

Current Work

- Holding monthly Montessori principals' meetings
- Supporting orders for textbook-adoption alternative
- Establishing MPSU Montessori classroom
- Developing process and protocols for Montessori student teaching
- Collaborating with Bilingual Department for EL support in Montessori schools

Montessori Summer School

- Montessori curriculum
- 221 Montessori students from eight schools
- 78% daily attendance

Secondary Certification

CMSTEP — Cincinnati Montessori Secondary Teacher Education Program
Two-year Program: Began in the fall of 2020, virtual and in-person
Stakeholders' Visit — Director Leonard, Dr. Posley, District Administrators
Number of Adult Learners: 16

Next Steps

November 2021

- Montessori Advisory Committee meeting on November 1 at 5:30 p.m.
- Cincinnati Montessori Secondary Teacher Education Program — in-person session
- Continued work on developing Montessori inventory

December 2021

- Montessori Advisory Committee meeting on December 6 at 5:30 p.m.
- Professional development for all Montessori schools
- Implementation of teacher-retention survey
- Continued work on EL-support process

January 2022

- Montessori Advisory Committee meeting on January 10 at 5:30 p.m.
- Continued work on Secondary expectations

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 2.12, Advisory Committees: Administration-originated

Fiscal Impact Statement

This item does not authorize expenditures.

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(Item 3) Report with Possible Action Regarding Ambitious Instruction

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

Ambitious Instruction: Accelerating Learning is the instructional framework for the 2021-22 school year. It embodies the District’s Five Priorities for Success, focusing on increasing academic achievement and accountability, developing our staff, and strengthening communication and collaboration.

The Ambitious Instruction Plan serves as the foundation for instruction in the classroom and professional development for school staff, school leaders, and families.

For the past three years, the Ambitious Instruction Plan has focused on reading, writing, and mathematics. With Ambitious Instruction: Accelerating Learning, closing the opportunity gap in reading, writing, and mathematics remains priority work for the District; however, Ambitious Instruction: Accelerating Learning includes all content areas in ensuring that all students are provided with equitable access to high-quality, grade-appropriate instruction covered in the Common Core State Standards (CCSS), Common Core Essential Elements (CCEE), Next Generation Science Standards, English Development Standards (ELD), Wisconsin Model Early Learning Standards (WMELS), and Wisconsin Academic Standards.

Ambitious Instruction: Accelerating Learning promotes the following daily experiences:

1. consistent opportunities to work on grade-appropriate assignments;
2. strong instruction in which students do most of the thinking in a lesson;
3. deep engagement in what they’re learning; and
4. teachers who hold high expectations for students and believe they can meet grade-level standards.

Each content area and the bilingual, world language, early childhood, and career and technical programs have organized their instructional design to address Ambitious Instruction: Accelerating Learning.

Attached to the minutes of your Committee’s meeting is an overview of Ambitious Instruction Accelerating Learning.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

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

Fiscal Impact Statement

N/A

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(Item 4) Report with Possible Action Regarding Black Lives Matter Week Campaign and Planning for the 2021-22 School Year

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

Background

At its regular meeting in July 2020, the Board referred Resolution 2021R-010, commonly known as the Black Lives Matters Resolution, to the Committee on Student Achievement and School Innovation. At its meeting in August 2020, meeting, the Board took action to adopt Resolution 2021R-010.

Since the Board's action, the Administration implemented the resolution for the 2020-21 school year. This included assembling the 2020 Black Lives Matter (BLM) Week of Action and a Year of Purpose Advisory Committee and creating sub-groups. The Administration will continue this important work for the 2021-22 school year and has begun its planning.

For the 2021-22 school year, the Committee and its sub-groups are being updated and will meet regularly. The Administration will continue to provide quarterly reports to the Board on its planning for the current school year relative to three key areas: curriculum & professional development, Week of Action, and monthly school projects.

All sub-groups will include student representation to ensure that student voice is heard.

Black Lives Matter Year of Purpose's Goals

Core Committee Members, 2021-22

Curriculum and Professional Development

- Dr. Latish Reed, Chair
- Felice Beal, Administrator
- Nuntiatia Buck, Co-chair
- Shauna Perry-Finch
- Paul Moga
- Dr. Patricia Ellis
- Stanley McWilliams
- Cendi Trujillo Tena (LIT), Student
- Robert Lang
- Karen Anderson
- Jill Holmes
- Renee Laird Adelon
- Sara Rolf

Week of Action

- Dr. Ebony Davis, Chair
- Felice Beal, Administrator
- Richard Watkins-Administrator, Co-chair
- Derrick Rogers
- Cynthia Williams
- Ryan Hurley
- Patrice Townsend
- Sequanna Taylor, Milwaukee Board of School Directors\
- Janet Moreno
- Zion Rogers
- Jaiden Alvarado
- Amira Randolph, Student

Monthly School BLM Projects

- Ingrid Henry-Walker, Chair
- Dr. Toni Dinkins, Administrator
- Jeremiah Jackson, Co-chair
- Nina Scott
- Erika Ashford, School Safety
- Celeste Ochonogor
- Dr. Christlyn Stanley
- David Valdes
- Kentrell Galmore, Student

Committee's Goals

Curriculum & Professional Development

- Share the Racial-equity Readiness Questionnaire with all staff by end of first semester.
- Create framework for developing learning modules.
- Work in alignment with Monthly Activities to add the State's standards to the activity and information provided to schools.
- Develop professional development modules for sensitive BLM topics/principles (exx., how to dialogue with students without bias, language to avoid, Courageous Conversations about Race, etc.)

Monthly Activities

- Establish monthly activities for all schools to implement during instruction
 - October 14, Wear Your Black Lives Matter at School t-shirt in honor of George Floyd's memory
 - November, Justice for George: Restorative Justice
 - December, International People with Disabilities Day: Globalism & Collective Value

- Ensure that schools will receive three months of activities in advance to enhance academic alignment and planning.
- Plan end-of-the-year Student Showcase to highlight students' BLM projects.
- Create a BLM flyer for families that will share information regarding the principles of BLM and what students will learn throughout the school year.

Week of Action

- Create a theme for the week of action.
- Implement "Black Lives Matter Action Day" aligned to the theme of the month for each month of the school year. Will run from January 28, 2022, through May 27, 2022.
- Develop a list of learning excursions that schools can access to enhance understanding of cultural relevance and the BLM principles.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

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

Fiscal Impact Statement

N/A

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(Item 5) Report with Possible Action Regarding an Equity Workgroup

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

Background

At its regular meeting in June 2021, the Board adopted Resolution 2122R-004 by Director Peterson to create an equity workgroup regarding enrollment, as attached. In alignment with the Board's action, the Administration is providing its first report on the composition of the workgroup and its initial meeting.

The initial meeting of the Equity Workgroup included the principals of Rufus King International School, Milwaukee School of Languages, Vincent High School, Milwaukee High School of the Arts, Riverside University High School, and Reagan High School, as well as the regional superintendent for the High School Region; the Senior Director of Student Services; the Director of Research, Assessment, and Data; the Regional Manager of Specialized Services; the Manager of Assessment and Data; the Manager of Student Services; and the Manager of Enrollment Services.

Discussion at the first meeting centered on the current early-admissions process, starting with the strengths and areas for improvement related to the current practice.

- Areas of Strength
 - collaboration between schools and Central Services
 - consistent process
 - one application for all schools
 - writing assessment to allow equitable access to all students.
- Areas for Improvement
 - families are given an all-or-nothing approach if they don't get into a particular school
 - resources expended are disproportionate to enrollment outcomes
 - select-criteria schools get filled; non-select criteria schools are considered for remaining students

— application process must be streamlined.

There was discussion regarding additional factors currently not part of the process:

1. consideration for students of MPS employees
2. select-criteria school requirements
3. customizing criteria to the school
4. providing schools with more student data
5. using feeder programs for high schools
6. consistency in ensuring that students from all schools are able to participate in the process
7. optimizing the number of families applying.

The Equity Workgroup is currently recruiting parents and students from schools both with entrance requirements and without entrance requirements. Schools have been asked to identify parents and students interested in joining the Equity Workgroup to participate in future discussions surrounding the early-admissions process. Staff members being considered may include, but are not limited to, teachers with children at criteria schools, teachers who may have enrolled their children in other school districts, school counselors working with families, and potential families with students in grade 7.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.10, School Admissions

Fiscal Impact Statement

N/A

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(Item 6) Report with Possible Action Regarding the MPS/MKE Early Childhood 1,825 Initiative

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

Background

In November 2018, Milwaukee Public Schools, in collaboration with the City of Milwaukee and other public and private partners, announced an initiative and call to action to improve early childhood education across the city. The first five years (or 1,825 days) of life are the most important to a child’s education and development. MPS and city leaders joined together to build on past momentum and to push forward with the MPS/MKE Early Childhood 1,825 Initiative. The mission of this work is to improve the learning experiences for children ages birth-through-five years in the city of Milwaukee by ensuring that all educators and childcare providers who directly impact our students’ learning possess the understanding, skill set, knowledge base, capacity, and resources needed to provide high-quality instruction to all students participating in early childhood education programs.

The following report provides an update on the work, accomplishments, and future tasks of the MPS/MKE Early Childhood 1,825 Initiative.

MPS/MKE Early Childhood 1,825 Initiative

Preliminary Early Childhood Demographics, 2021-22

- 9,964 students
- 3.6% English-language learners
- 15.0% students with disabilities

- 65.8% economically disadvantaged students

Black.....	50.5%	Two or More.....	4.8%
Hispanic.....	27.0%	American Indian	0.3%
White	10.8%	Native Hawaiian/Pacific Islander	0.1%
Asian.....	6.4%		

Early Childhood Initiative

Early Childhood Staff Development

Focus and Goals

Provide high-quality professional learning opportunities for all early-childhood care providers and educators

Completed Work

Completed S.O.L.E.Y. (Supporting Oral Language in the Early Years) Series’ event
District-offered professional development for early childhood educators

Current Work

Secure speakers on language development as part of the ongoing S.O.L.E.Y. Series

Future Work

Continue partnership work and support Bridges to Schools activities as well as rollout the S.O.L.E.Y. Series sessions

Equitable Resources

Focus and Goals

Ensure that early childhood programs are equitably equipped with resources needed to meet the needs of the children and families they serve

Completed Work

Continued partnership work on the Bridges to School Coordinator’s hiring process and collaboration toward the Initiative’s goals with Milwaukee Community Schools partners

Current Work

Continue partnership work on the Bridges to School project with Milwaukee Community Schools partners

Family Support and Transition

Focus and Goals

Provide families with support as students transition from early care centers to MPS

Completed Work

Shared family-and-community-engagement resources with MPS’s strategic partnerships and via MPS’s website

Future Work

Roll out and monitor Ready4K parent resource and continue providing family resource to the community

Instruction

Focus and Goals

Ensure that high-quality, research- based instruction is provided for all early childhood children and students

Completed Work

Attended professional development on developmentally-appropriate practice and aligned early childhood information within the Ambitious Instruction plan

Current Work

Plan for implementation of district-wide early-childhood professional development aligned to Ambitious Instruction cycles

Future Work

Support the roll-out and implementation of Early Childhood screener and Ambitious Instruction plan Social Emotional Learning & Cultural and Linguistic Needs

Focus and Goals

Provide support for students to address SEL needs as well as take into consideration the cultural and linguistic needs of students

Completed Work

District-offered professional development on social, emotional, and mental health supports

Current Work

Promote and support “Positive Parenting” workshops for parents’ education

Future Work

Continue support of the “Positive Parenting” workshops

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

N/A

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(Item 7) Report with Possible Action Regarding the 53206 Initiative

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

Background

To better serve the community in the 53206 ZIP Code, the Board approved implementation of the 53206 Initiative. The 53206 Initiative is focused on three pillars: Alignment: Academics, Pathways, and Engagement; Filling Gaps: Equitable Access and Opportunity; and Strengthening Outcomes: College and Career Readiness.

The Principals' Cohort, consisting of nine school leaders from North Division, Andrew Douglas, Auer Avenue, Benjamin Franklin, Hopkins-Lloyd, Gwen T. Jackson, Keefe Avenue, Green Bay Avenue Success Center, and LaFollette, continues to meet regularly to further discuss the needs in 53206 schools. The following presentation provides an overview of the progress that has been made to date.

53206 Initiative Update

53206 Promise Partnership’s Vision

We believe in and envision 53206 as a neighborhood of promise that is a destination for families. A community committed to nurturing children from cradle to career with a seamless continuum of opportunities that encourages each child's mental, physical, and academic development and success. A community for families where children play, grow, and learn as they transition successfully through various academic and developmental milestones. A place where students, families, and educators are the beneficiaries of the coordinated and collective impact of community-driven data and a shared agenda that provides the equitable access and distribution of resources to deliver on this promise. A collaborative of schools, local government, non-profits, and faith-based organizations that champions student learning and increased academic achievement for students to thrive in the 21st century.

Promise Partnership Schools’ Demographics

- Eight schools
 - 1,896 students
 - 0.2% English-language learners
 - 26.1% students with disabilities
 - 86.4% economically disadvantaged students
- | | |
|---------------------------------|-------|
| African American | 93.2% |
| Hispanic | 3.3% |
| Two or More | 2.1% |
| Asian | 0.5% |
| White..... | 0.5% |
| American Indian | 0.4% |
| Hawaiian/Pacific Islander | 0.1% |

Focus Pillars

- Alignment: Academics, Pathways, and Engagement
- Filling Gaps: Equitable Access and Opportunity
- Strengthening Outcomes: College and Career Readiness

Strategic Priorities, 2021-22

- Professional development for 53206 staff on culturally-relevant practices
- High-quality instructional practices and instructional materials
- Teacher retention and supports
- Student enrollment and retention
- Project-based learning and Project Lead the Way
- College and career mapping for students
- Physical and mental health supports for students and families
- Trauma-support specialists' Comprehensive Delivery Plan

Updates

Completed

- District adopted textbooks and materials to begin instruction on day one.
- Develop a timeline for all network professional development
- Tutoring/Homework Academic Plan for each school
- Created program coordinator’s position description
- Protocol for Promise Partnership Schools Review
- MPS Culturally-responsive Teaching Standards to guide instructional and engagement strategies
- Schools updated websites with information of relevant concern to students, families and the larger community
- Advisory Council

In Progress

- Schools to create collaborative structures to review curriculum goals, data and metrics
- Network parent coordinators will work with Family and Community Engagement Specialist to develop a standard of care for family and community engagement
- College- and career-focus mapping
- Hire 53206 program coordinator

- Culturally-responsive Leadership Standards
- Develop plan for project-based learning and Project Lead the Way (PL TW)
- School Community Partnership for Mental Health
- Trauma-support comprehensive plan
- Each school will establish a partnership with a college or university
- Common assessments for units of study in math and writing
- College- and career-focus branding
- Schools will use the Family and Community Engagement Framework to engage families to focus on "Schools" and "Tools" Standards
- Teacher retention and supports
- Develop and use common formative assessments in math and writing to support a data-driven culture

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

Committee’s Recommendation

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

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(Item 8) Report with Possible Action on the Regional Showcase — Northwest Region

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

Background

The 2020-21 monthly Regional Showcase item provides a thorough picture of each region, including goals and progress made in attaining them. In addition, strategies that are being successfully implemented within the region and that may be replicated will be included.

This month, the Northwest Region is featured. The Northwest Region comprises 25 schools and serves 8,051 students in diverse settings to meet the varied needs of our students. Schools in the Northwest Region include Barton, Bruce, Browning, Bryant, Carson Academy, Congress, Craig Montessori, Eighty-first Street, Emerson, Engleburg, Goodrich, Grantosa, Hampton, Hawthorne, Kilbourn, Kluge, Lancaster, Maple Tree, Milwaukee German Immersion School, Milwaukee Sign Language, Ninety-fifth Street, Parkview, Stuart, Thoreau, and Thurston Woods.

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

Northwest Regional Showcase

Northwest Region Schools

K-5

Barton	Emerson	Kilbourn
Bruce	Engleburg	Kluge
Browning	Goodrich	Maple Tree
Bryant	Hampton	Ninety-fifth Street School
Eighty-first Street School	Hawthorne	Parkview

Stuart

K-8

Carson Academy
Congress

Grantosa
Lancaster

Thoreau
Thurston Woods

Academic Specialty

Craig Montessori

Milwaukee German Immersion
School

Milwaukee Sign Language

Demographics, 2021-22

- 8,051 students
- 25 schools
- 1.7% English-language learners
- 19.7% students with disabilities
- 75.9% economically-disadvantaged students

- Black..... 77.4%
- Asian..... 5.9%
- White 5.9%
- Two or more 5.5%
- Hispanic..... 5.0%
- American Indian 0.4%
- Hawaiian/Pacific Islander..... 0.1%

2018-19 State Report Cards

Accountability Rating Category	Accountability Score Range	
	Min	Max
Significantly Exceeds Expectations	83	100
Exceeds Expectations	70	82.9
Meets Expectations	58	69.9
Meets Few Expectations	48	57.9
Fails to Meet Expectations	0	47.9

	Overall Score		Overall Score
Parkview Elementary	84.9	Kluge Elementary	65.1
Milwaukee German Immersion	79.3	Craig Montessori School	64.9
Hampton Elementary	76.9	Barton Elementary	64.5
Bryant Elementary	73.4	Thurston Woods Avenue	64.1
Maple Tree Elementary	70.8	Eighty-First Elementary	63.8
Grantosa Drive Elementary	70.4	Ninety-Fifth Street Elementary	63.4
Engleburg Elementary	69.3	Hawthorne Elementary	63.3
Goodrich Elementary	69.0	Carson Elementary	55.5
Milw. Sign Language Elementary	67.5	Emerson Elementary	53.2
Congress Elementary	67.3	Bruce Elementary	52.4
Kilbourn Elementary	67.0	Browning Elementary	48.8
Stuart Elementary	66.1	Lancaster Elementary	38.9
Thoreau Elementary	65.3		

Hawthorne Elementary

Demographics

- 242 students
- No English-language learners
- 18.6% students with disabilities
- 93.0% economically-disadvantaged students

- American Indian 0.8%
- Black/African American 88.0%
- Hispanic 5.4%
- White..... 0.4%
- Hawaiian/Pacific Islander 0.8%
- Two or More 4.5%

School Report Card

- Meets Few Expectations 2016-2017, 2017-18, and 2018-19

- School Growth — We increased from 39.4 in 2017-18 to 51.8 in 2018-19
- Deduction for Absenteeism

Hawthorne’s Vision

Hawthorne School believes in providing a community where families and staff collaborate to create a safe and nurturing environment by providing standards-based instruction with academic rigor and support for both academics and behavior.

School Programs

- Head Start Program
- SURGE Grant (Advance Learners) — Gifted and Talented Program
- Sharp Literacy
- Camp Hawthorne (CLC)
- Green Schools Consortium of Milwaukee — Playground Renovation

Points of Pride

- Incentives — academic, attendance, behavioral
- Wide range of student activities, including soccer, running, basketball, cheerleading, flag football
- Family engagement, including monthly SEC & PTO meetings, family fun nights, and holiday food and backpack giveaways
- Equitable systems of support — recognized by the Wisconsin Rtl Center in 2018-19 and 2020-21
- Dedicated staff with many veteran teachers and low turnover rate

School Partnerships

- Milwaukee Urban League
- Black Arts MKE
- Horace Mann
- Costco
- Dr. Lei and Family
- MATC (Child Education Department)
- Hunger Task Force (Penny Drive)
- Target (Reusable Bags for Chromebooks)
- Aurora Healthcare (Thanksgiving vouchers)

Opportunities for Growth

- Work to decrease the academic achievement gap
- Increase accelerated instruction
- Continue standards-based teaching on grade level
- Continue conversation on relationship building through culturally-responsive instruction and classroom management
- Increase attendance
- Reduce absenteeism
- Emphasize social emotional learning curriculum and increase associated activities
- Maintain and improve positive culture and climate

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

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

Fiscal Impact Statement

N/A

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ITEMS DEFERRED

Having been previously deferred, the Board gave consideration to Superintendent's Communication #2, Action on a Request to Approve the 2021-22 (FY22) Proposed Fall Budget Adjustments to the Adopted FY22 Budget.

Director Gokalgandhi moved to divide the question in order to vote on the resolution concerning the Construction fund separately from those of the School Operations and Extension funds. The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Taylor, and President Peterson — 8.
Noes — None.

The question being on the School Operations and Extension funds, Director Taylor moved to adopt the following resolution:

OPERATIONS FUND

RESOLVED, That, pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of \$1,108,020,898 will be required for the operation of the Milwaukee Public Schools, for the repair and keeping in order of school buildings and equipment, and the making of material improvements to school property during the 2022 Fiscal Year. In addition, pursuant to action taken by the Board of School Directors at its regular meeting on September 22, 2011, the Board of School Directors is required to advise the Common Council that \$18,891,246 will be required for the operation of the Milwaukee Parental Choice Program; and that \$254,169,431 will be required for the operations of the Milwaukee Public Schools and that a total of \$273,060,677 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2022, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

EXTENSION FUND

RESOLVED, That, pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that the amount of \$37,339,247 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2022 Fiscal Year, and that \$29,725,000 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2022, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Taylor, and President Peterson — 7.
Noes — Director Car - 1.

The question being on the Construction Fund, Director Garcia moved to adopt the following resolution:

CONSTRUCTION FUND

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of \$4,049,797 will be required for the 2022 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, \$2,923,868 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2022, said amount to be in addition to the money received from other miscellaneous sources.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Taylor, and President Peterson — 7.
Noes — Director Car - 1.

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the October reports of its delegates to the District Advisory Council and to the Head Start Policy Council for activities from the meetings of June 2021.

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

In an effort to support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President's activities from September and October 2021 included the following:

Academic Achievement

- Attended event at Benjamin Elementary School
- Attended Fratney open house (outdoors)
- Attended Back to School Welcome at Rogers St.
- Visited with the Superintendent Mitchell Street School
- Visited Doerfler School
- Visited Allen Field School
- Participated in a meeting regarding changing the FoRT test
- Attended Work group meeting on Standardized tests
- Participated in the monthly SASI Meetings
- Pratt Elementary School. Welcomed and met First Lady Dr. Jill Biden, observed parent round table discussion with Dr. Biden.
- Joined a discussion about issues at Rufus King High School
- Lunch with staff of Ed Secretary Cordova at 1515 W Lapham
- Engaged in discussion with Principal of Forest Home Avenue School
- Attended the Fratney playground opening
- Participated in the equity work group's meeting
- Meeting with working group on Standardized testing
- Attended Fall Student Leadership meeting
- Attended the ribbon-cutting event at Obama's HVAC program and new HVAC classroom.

Effective and Efficient Operations

- Met several times with Dr. Posley, Dr. Mann and Dr. Leverett to plan retreat

- Received a leadership update from Milwaukee Succeeds
- Visited Golda Meier to see possible building modifications
- Chaired a special Board meeting
- Participated in monthly AFP committee meetings
- Participated in monthly SPB meetings
- Followed up with Dr. Posley and Jennifer Smith and Director Marva Herndon regarding issues at one high school
- Joined fellow Board members at a retreat at Vincent High School
- Chaired regular monthly board meetings
- Met with Matt Chason
- Met with Heather Dietzel, sustainability coordinator
- Engaged with Erick Shambarger, Environmental Sustainability Director, City of Milwaukee

Student, Family, and Community Engagement

- Joined a meeting with staff from Audubon High School to hear their concerns
- Attended public meeting at Walt Whitman
- Was interviewed by CBS on school closings
- Participated in monthly PACE meetings
- Engaged with Common Ground
- Press conference regarding schools moving to virtual learning
- Discussion with Danae Davis, Dave Celata, Clintel Hasan Regarding MPS’s budget
- Bridges Collaborative meeting
- Attended VOCES gala
- Engaged students, staff and parent in a meeting at South Division
- Attended Quarterly Tribal Consultation Meeting
- Joined in the planning work for the Bridges regional convening
- Met with head of Common Ground and ASC; discussion with Superintendent regarding concerns at one high school.
- Attended meeting with cross-educational sector groups led by MPS Foundation board president
- Met with Mayor Barrett
- Participated in Gaenslen School Community Feedback session
- Enjoyed the celebration at North Division to recognize the five green school playground initiatives in MPS that were completed
- Spoke at the Common Ground’s annual assembly
- Joined the Bridges (New Century Foundation) conference convening meeting
- Attended the meeting of the Districtwide Multilingual Multicultural Committee (DMMAC)
- Was interviewed by *Milwaukee Journal Sentinel*

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NEW BUSINESS

(Item 1) Action on a Request to Revise Administrative Policy 6.33, Clinical Education, Student Teaching, Student Administrator, and Field-placement Students

Referred to the Committee on Legislation, Rules and Policies.

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The Board adjourned at 8:51 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk