

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 18, 2021**

Regular meeting of the Board of School Directors called to order by President Peterson at 5:39 p.m.

Present — Directors Gokalgandhi, Herndon, Leonard, O’Halloran, and President Peterson — 5.
Absent and Excused — Directors Carr, Garcia, Siemsen, and Taylor - 4.

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:

- Linda Lewis, a Food Service Assistant from Obama SCTE;
- Giovanni Florentino, a ninth-grader at Hamilton High School.

APPROVAL OF MINUTES

The minutes of the Board’s special and regular meetings of October 2021 will be presented next month.

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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 October through mid-November are also included in the following report.

Superintendent’s Report

COVID-19 Vaccine Approved and Available for Children Ages 5 to 11

As of November 2, 2021, the Centers for Disease Control and Prevention recommends the pediatric COVID-19 vaccine for children 5-11 years of age. The vaccination protects students, families, friends, and our schools and communities from COVID-19.

Milwaukee Public Schools will continue to put forth the effort to make the vaccine convenient and accessible to families and is partnering with the Milwaukee Health Department to offer the COVID-19 vaccine at 12 school sites throughout the city.

Appointments are not needed. See below for a complete schedule of clinics' dates, times, and locations:

Allen-Field School, 730 W. Lapham Blvd.	November 19, 2021, and December 10, 2021	9:30 a.m.-12 p.m.
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Bethune Academy, 1535 N. 35 th St.	November 22, 2021, and December 13, 2021	9:30 a.m.-12 p.m.
Brown St. School, 2029 N. 20 th St.	November 10, 2021, and December 1, 2021	9:30 a.m.-12 p.m.
Franklin School, 2308 W. Nash St.	November 23, 2021, and December 14, 2021	1:00-4:00 p.m.
Hartford Ave. University School, 2227 E. Hartford Ave.	November 8, 2021, and November 29, 2021	9:30 a.m.-12 p.m.
Kilbourn School, 5354 N. 68 th St.	November 12, 2021, and December 3, 2021	1:00-4:00 p.m.
LaFollette School, 3239 N. 9 th St.	November 23, 2021, and December 14, 2021	9:30 a.m.-12 p.m.
Longfellow School, 1021 S 21 st St.	November 11, 2021, and December 2, 2021	1:00-4:00 p.m.
Milw. Marshall High School, 4141 N. 64 th St.	November 9, 2021, and November 30, 2021	9:30 a.m.-12 p.m.
Obama School of Career & Tech Ed., 5075 N. Sherman Blvd.	November 12, 2021, and December 3, 2021	9:30 a.m.-12 p.m.
Townsend St. School, 3360 N. Sherman Blvd.	November 8, 2021, and November 29, 2021	1:00-4:00 p.m.
Victory School, 2222 W. Henry Ave.	November 18, 2021, and December 9, 2021	1:00-4:00 p.m.

Important Information

- The Pfizer vaccine is the only vaccine currently approved for youth.
- The Pfizer vaccine requires a second dose three weeks after the initial dose.
- Vaccines are highly effective in preventing COVID-19 illness and hospitalization.
- A consent form signed by a parent/guardian is required for children to receive the vaccine.
- Vaccines are free of charge. Insurance is not needed. To view a list of all school vaccine clinics across the city, visit the Milwaukee Health Department's COVID-19 webpage.

For more information about vaccines, visit the Wisconsin Department of Health Services and the Centers for Disease Control and Prevention

MPS Opens HVAC Lab at Obama SCTE

Students at MPS's Barack Obama School of Career and Technical Education now have access to training and college credits to prepare for careers in the heating, ventilation, and air conditioning (HVAC) field. Generous support from Milwaukee Area Technical College (MATC) and Johnson Controls, through the MPS Foundation, have contributed to the construction of a new HVAC lab. The HVAC field, along with other skilled trades, is a high-demand area for jobs that offer excellent salaries and career growth.

MPS and MATC have partnered to develop a curriculum to train students for HVAC industry certification and to become eligible for high-paying jobs upon graduation. The program includes dual enrollment at MATC, allowing students to earn free college credits. Students who successfully complete the program can earn up to 16 credits — a full semester at MATC.

A generous equipment donation from Johnson Controls will allow students to train with the latest high-tech tools and modern equipment for in-demand jobs. Johnson Controls is investing \$15 million at community colleges over five years to expand college associate degree and certificate programs in HVAC, fire and security, and digital building automation systems across the United States.

The Johnson Controls' investment includes the hiring of a success coach dedicated to both Obama High School and traditional MATC students training in HVAC. Students will receive real-world experience, internship opportunities, and professional connections.

MPS is grateful to partners MATC and Johnson Controls for their investment in helping to prepare students for successful careers after graduation.

Barack Obama School of Career and Technical Education is located at 5075 N. Sherman Blvd. in Milwaukee.

MPS Students, Begin Career Training in High School!

MPS youth apprentices are getting on-the-job training while still in high school! Students in the program attend school half the day and spend the rest of their day in paid jobs. Training prepares them for high-paying, in-demand jobs in growing fields. Some students in the program continue their employment full-time after high school.

Who is eligible? High-school juniors and seniors can participate. Sophomores and juniors attended the information session on November 17, 2021, to learn more. Most employers prefer that students have at least 2.0 GPAs and 90% attendance rates (some exceptions may be possible).

Career areas include:

- Agriculture, Food, and Natural Resources
- Architecture & Construction
- Arts, AV Technology, and Communications
- Engineering
- Finance
- Health Sciences
- Hospitality and Tourism
- Information Technology
- Manufacturing
- Transportation, Distribution, and Logistics.

Milwaukee Public Schools and Verizon Partner to Create Learning Lab for Students

Milwaukee Public Schools is proud to announce our Verizon Innovative Learning Lab at O.W. Holmes School made possible through a partnership with Verizon, Heart of America, and the J. Orin Edson Entrepreneurship + Innovation Institute at Arizona State University. The lab is currently being used by students at the school, giving students and teachers access to emerging technology such as Augmented and Virtual Reality (AR/VR), Coding, 3D Printing & Artificial Intelligence (AI).

As part of Verizon's commitment to digital inclusion under Citizen Verizon, the company's responsible business plan for economic, environmental, and social advancement, Verizon Innovative Learning, working through its nonprofit partners, provides free technology, free internet access, and hands-on learning experiences to help under-resourced students receive the education they deserve and help prepare them for today's digital economy.

"This partnership with MPS and Verizon aligns with the district's priorities for success, which include improving academic achievement, improving district and school culture, and strengthening collaboration," MPS Superintendent Dr. Keith P. Posley said. "It continues our emphasis on the STEM fields while preparing our students for future success. We are grateful to Verizon for this lab which will help give our young people the tools they need to compete in today's job market."

Powered by a next-gen, technology-infused curriculum that aims to fundamentally change the way teachers teach and students learn, Verizon Innovative Learning gives students the opportunity to do more. In partnership with non-profit partner, Heart of America, which leads the transformation of the state-of-the-art space in collaboration with the schools and district teams, and the J. Orin Edson Entrepreneurship + Innovation Institute at Arizona State University, which provides an immersive curriculum and training for the teachers, the space enables hands-on experience for students in emerging technologies.

Celebrate Native American Heritage Month

In honor of Native American Heritage Month, we celebrate the accomplishments, cultures, histories, and perseverance of Native nations. The following are some ways to celebrate Native American peoples during November and at all times of year.

Start your day, meeting, or gathering with a Land Acknowledgement.

If you are in Milwaukee, use the Milwaukee Public Schools' Land Acknowledgement.

We acknowledge that Milwaukee lies on traditional Menominee, Potawatomi, and Ho-Chunk homeland along the southwest shores of Lake Michigan, part of North America's largest system of freshwater lakes. On this site, the Milwaukee, Menominee, and Kinnickinnic rivers meet, and the people of Wisconsin's Menominee, Ojibwe, Ho-Chunk, Oneida, and Mohican sovereign nations remain present to this day.

See the First Nations Studies page for more information about Land Acknowledgements.

Honor Native American Veterans

Native Americans have consistently enlisted in the Armed Forces at higher rates per capita than have any other racial group. The National Museum of the American Indian has information about how Native Americans have served in all major wars in our country's history, paired with anecdotes and photographs from veterans. The Library of Congress has recorded audio and video interviews with Native American veterans about their experiences serving in the U.S. military.

Read Books by Native American Authors

The American Indian Library Association publishes recommended books by Native American authors every two years. Additionally, the American Indians in Children's Literature blog by Dr. Jean Mendoza and Debbie Reese publish their recommended lists annually, and their site contains detailed reviews of books about Native Americans, checking for accuracy and authenticity.

Learn about First Nations of Wisconsin

Wisconsin is home to 11 federally-recognized tribes and one tribe seeking federal recognition. Watch the Tribal Histories series by PBS Wisconsin to hear tribal storytellers sharing the culture and oral traditions that have shaped their communities across generations. View articles, maps, and videos with stories about culture and language from Native communities around the central Great Lakes on The Ways.

For additional information and resource recommendations, contact First Nations Studies in MPS.

Wisconsin Music Educators Association (WMEA) Recognizes School Board Director Marva Herndon

Milwaukee Public Schools (MPS) joins the Wisconsin Music Educators Association (WMEA) in recognizing Milwaukee Board of School Directors member Marva Herndon as the recipient of the 2021 WMEA Distinguished School Board Member Award. Each year, the WMEA recognizes a school board member who is an advocate for the importance of music as part of a well-rounded education.

Director Herndon has served on the Board of School Directors since 2019 as a representative of District #1. A graduate of MPS's West Division High School (now Milwaukee High School of the Arts), she is well-known in the education community throughout Wisconsin for her research and fierce commitment to public education, challenging the policies that have defunded and cut services to public schools and demanding the public schools which all children deserve.

"We are delighted to honor Director Herndon for her work and advocacy for public education," MPS Superintendent Dr. Keith P. Posley said. "She is a champion for public schools and recognizes the positive impact they have on our young people in Milwaukee, specifically through music education. Director Herndon is more than deserving of this recognition and the district applauds her continued support of Milwaukee Public Schools."

This year's award winners were highlighted as part of the 2021 Wisconsin State Music Conference at the President's Welcome Reception on Wednesday, October 27 at the Monona Terrace Convention Center in Madison, Wisconsin.

Susan Richardson from Milwaukee German Immersion School Honored at White House Ceremony

Under blue skies on the South Lawn of the White House, President and First Lady Joe and Jill Biden honored a group of about 100 Teachers of the Year on October 18, 2021. MPS is proud to share that Susan Richardson, who teaches third grade at Milwaukee German Immersion School, was among the honorees who took part in the award ceremony.

Awardees were named in autumn 2020. The ceremony, normally held in spring, was pushed back to October due to COVID-19. Yet the delay did not dampen the thrill of traveling to Washington, D.C., to be honored for hard work and dedication. Richardson shared, "I am carrying with me our students in Wisconsin, who continue to relentlessly show up every day through the pandemic. I carry with me the teachers in Wisconsin, who are tirelessly making miracles happen during a time that feels like the work never ends. I'm especially proud to be carrying with me the staff at Milwaukee German Immersion School.

Our whole MPS community is incredible, and I am honored to be representing our state and my district, which is full of passionate teachers.”

Richardson has taught at Milwaukee German Immersion School since 2013. A Wisconsin native, she was attracted to the immersion experience for her own children and for her career. Her teaching philosophy centers on triggering curiosity in her students — when students get excited by discussing questions, ideas, and theories, they eagerly seek answers and successfully learn content. Richardson is recognized for promoting equity in her instruction and for building relationships with students to serve their individual needs.

MPS also congratulates Koren Jackson, a special education teacher at Transition High School, who has taught in MPS since 1999. Koren was also selected as a Teacher of the Year in fall 2020.

Congratulations, Susan and Koren!

MPS Celebrates School Psychology Week, November 8-12, 2021

National School Psychology Week is being celebrated November 8-12, 2021! Promoted by the National Association of School Psychologists since 2002, this annual observance celebrates the work of school psychologists in supporting students’ wellness, achievement, and personal growth.

MPS currently employs about 163 school psychologists, all of whom have master’s or doctoral degrees and are certified in school psychology. School psychologists have a wide range of roles and responsibilities as special education evaluation team members, violence-prevention specialists, building-based psychologists, crisis team members, ropes and challenge supervisors, suicide-prevention trainers, multi-tiered intervention specialists, and anti-racism educators. This team supports individual students, groups of students, staff, and families in evaluating and responding to current needs. They also engage proactively with students to promote confidence, to reduce risk-taking, and to help children and teens navigate daily challenges.

As the pandemic has evolved, the school psychology team has actively met to discuss the changing needs of students, to respond to new challenges, and to implement plans for outreach to children and families. School psychologists were an integral part in helping students and staff cope with virtual learning, social distancing, and school closures.

The theme of this year’s National School Psychology Week is “Let’s Get in GEAR (Grow, Engage, Advocate, Rise).” The theme offers a challenge to grow both personally and professionally, to engage in best practices, to advocate for children’s access to mental health and learning resources, and to rise toward resilience and renewal despite the challenges of the past.

This week, we show our appreciation to our school psychologists, who have the skills to assist students and staff in growing and working together while shifting gears to meet the demands of school and life. School psychologists also help facilitate positive change by improving school culture, identifying systems-level change, and advocating for school and individual needs.

Thank you, school psychology team!

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

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(Item 2) Action on a Request for a Closed Session Pursuant to Wisconsin Statutes, §19.85(1)(d), Relative to a Report with Possible Action Regarding a District Safety Drill as Required by Wisconsin Statutes, §118.07(4)(cp), and Other Associated Requirements

Background

Wisconsin Statutes, §118.07(4)(cp), requires all public and private schools in Wisconsin to conduct a safety drill prior to January 1 of each year. The governing school board is to review and to approve the drills and to provide a letter to that effect, which will be forwarded to the Wisconsin Department of Justice’s Office of School Safety prior to January 1, 2022.

As of October 27, 2021, all Milwaukee Public Schools conducted safety drills. The drills consisted of standard code red or code yellow responses. Schools use the District’s and schools’ safety plan. Issues of concern are addressed at the school level with staff. Drills can last anywhere from a few minutes to several minutes, depending on various factors, including the size of the school and prior preparations.

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

Last year no drills were conducted due to the virtual status of schools.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 4.03, Security.
Wisconsin Statutes, §19.85(1)(d).

Fiscal Impact Statement

N/A

Superintendent’s Recommendation

The recommendation is that the Board retire to closed session pursuant to Wisconsin Statutes, §19.85(1)(d), which allows a governmental body to hold a closed session to consider strategy for crime detection or prevention, in order to consider this item.

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) Action on a Request to Retire to Closed Session Regarding Litigation in Which the Board Is, or Is Likely to Become, Involved

Background

It is necessary for the Board to retire to a closed session pursuant to Wisconsin Statutes, §19.85(1)(g), which allows a governing body to retire to closed session in order to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.04, Executive Sessions
Wisconsin Statutes, §19.85(1)(g).

Recommendation of the Office of Board Governance

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

Item deferred to the end of the agenda.

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(Item 2) Update on the Development of an Election-district Apportionment Plan for the Election of Members of the Milwaukee Board of School Directors, Pursuant to Wisconsin Statutes, §119.08(1)

Background

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

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

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

The Milwaukee Common Council is set to act on aldermanic redistricting, which starts the Board's 60-day timeline to act on a plan for redistricting, by the end of the month.

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

Analysis

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

Data, including a table listing the population by the Board's districts, will be developed and provided to the Board to assist in the planning process.

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

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

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

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

When the Board redistricted in 2001, therefore, 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 its districts. A copy of that opinion will be provided to Board members as a part of the information used in the redistricting planning process.

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

Redistricting Process Update, November 2021

The City of Milwaukee's Common Council's aldermanic redistricting process is slated to be complete by the end of November 2021, which starts the 60-day timeline for the Milwaukee Board of School Directors to act on and complete a plan for redistricting. The following update is being provided for informational purposes:

The City's Judiciary and Legislation Committee met to consider Milwaukee County's ward maps on November 15, 2021.

The City's Legislative Reference Bureau is working on completing draft aldermanic maps to be presented at a townhall meeting hosted by Ald. Hamilton on Friday, November 19, 2021, beginning at 6 p.m. The link to register for this virtual event is

https://us02web.zoom.us/webinar/register/WN_mPSGNvAyR9a4zraTyrGc-w.

The City's Judiciary and Legislation Committee will hold a special meeting to provide public hearing on the aldermanic district map in Room 301-B of City Hall on Monday, November 22, 2021, beginning at 1:30 p.m.

If passed by the Committee, the aldermanic district map will be delivered to the Common Council for deliberation at its regular meeting of Tuesday, November 23, 2021.

If adopted by the Common Council, the resolution enabling the district map would be delivered to the Mayor for his consideration. The Mayor's signing of the map would then end the redistricting process for this Census at the City of Milwaukee level and start the timeline for the MPS Board to begin its process.

Draft Proposed Reapportionment/Redistricting Schedule (Subject to Revision)

December 2021 Milwaukee Board of School Directors:

Adoption of the Reapportionment/Redistricting Schedule and Process

December 2021 Milwaukee Board of School Directors:

Public Hearing and Consideration of Reapportionment/Redistricting Item

December/January 2022 Milwaukee Board of School Directors and Legislative Reference Bureau meet on individual board-district maps

January 2022 Board Clerk:

Publication of Proposed Reapportionment/Redistricting Plan

January 2022 Milwaukee Board of School Directors:

Public Hearing and Consideration of Proposed Reapportionment/Redistricting Plan

January/February 2022 Milwaukee Board of School Directors:

Adoption of the Board's Reapportionment/Redistricting Plan

Statute, Administrative Policy, or Board Rule Implication Statement

The proposed redistricting plan will be developed pursuant to Wisconsin Statutes, §119.08(1)(a), which states, in part, "The election districts shall be substantially equal in population and the boundaries of

the election districts shall be drawn so as to reflect a balanced representation of citizens in all areas of the city,” and Wisconsin Statutes, §119.08(1)(b), which directs,

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

Fiscal Impact Statement

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

Implementation and Assessment Plan

The Office of Board Governance also will secure the services of the Milwaukee City Clerk’s Office to assist district staff in developing a plan for apportioning the Board’s election districts.

When the City adopts its aldermanic districts, the Board will be provided with at least one plan no later than the Board’s regular January 2022 meeting; 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;

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

The Office of Board Governance will work with the Board’s president to ensure that all board members return their input in a timely manner and the scheduling of meetings.

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(Item 3) Monthly Report, with Possible Action, on Legislative Activities Affecting MPS

Background

At the federal level, Congress has passed the bipartisan infrastructure bill, and work continues toward passage of President Biden’s Build Back Better agenda.

At the state level, Senate Bill 373, was passed into law. The law is intended to create a new financial transparency system related to school districts’ funding and expenditures.

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 October through mid-November.

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 FY22 OAE Work Plan.

Accountability and Efficiency Services

Between October 18, 2021, and November 8, 2021, Accountability and Efficiency Services fulfilled two requests for information/research, five constituent inquiries, and two requests for data analysis/visualization. Accountability and Efficiency Services also completed one special project and closed two whistleblower reports.

Accountability and Efficiency Services also piloted the automation of analysis of the District's sending and receiving enrollment reports using business-analytics tools. This type of automation, which is part of the OAE's strategic planning around data analysis, will allow Accountability and Efficiency Services to field recurring requests for analysis with greater efficiency.

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) fulfilled five requests for lists of certified HUB firms.

CCS also focused efforts on re-engaging MPS high schools with the student-engagement program. CCS's team members conducted outreach to 33 MPS high schools, which included surveying students' interest in the student-engagement program. To date, CCS has received responses from eight schools. As a result, CCS will host three work-readiness sessions during student Academic and Career Planning (ACP) classes. Sessions will be held at Audubon, Alliance, and Pulaski.

CCS's team members attended a ribbon-cutting ceremony at North Division High School celebrating the third cohort of MPS/Green Schools Consortium of Milwaukee (GSCM) Schoolyard Redevelopment Projects. The event, which was hosted by Reflo, a CCS alternative-placement site, showcased North Division's new spaces for outdoor learning and environmental sustainability through stormwater management and increased urban biodiversity. The event also highlighted a North Division student who completed an environmental internship program focused on the environment, climate education, climate justice, and sustainability themes. CCS looks forward to the continued partnership and the opportunity to sponsor interns for the upcoming cohort.

CCS's team members also attended a strategic planning session hosted by a Mission Aligned Partner (MAP). The purpose of the session was to brainstorm and to discuss how to continue aligning CCS/MAPs resources to create additional paid, work-based learning opportunities for high-school students. During the

session, the need for recruitment of additional alternative-placement sites for student intern opportunities was identified. As a result, CCS will survey community-based organizations within ZIP codes 53206, 53215, 53218 to identify additional alternative-placement partnerships. These are the ZIP codes with the highest representation of eligible students in the student-engagement program.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

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

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

Background

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

The closed session would be held pursuant to:

- Wisconsin Statutes, §19.85(1)(c), which allows a governmental body to retire to executive session for the purpose of considering employment, promotion, compensation, or performance-evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility; and
- Wisconsin Statutes, §19.85(1)(f), which allows a governmental body to retire to closed session in order to consider financial, medical, social, or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons...which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.35, Whistleblower Protections

Fiscal Impact Statement

NA

Recommendation of the Office of Accountability and Efficiency

The recommendation is that the Board retire to closed session to consider this item.

Item deferred to the end of the agenda.

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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)

That the 17 reports of the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times were forwarded for the Board's consideration:

- October 29, 2021, at 9:00 a.m., 10:00 a.m., 11:00 a.m., and 2:30 p.m.
- November 1, 2021, at 11:00 a.m. and 12:00 p.m.
- November 3, 2021, at 11:00 a.m.
- November 5, 2021, at 9:00 a.m.
- November 9, 2021, at 9:00 a.m., 10:30 a.m., 11:30 a.m., 12:30 p.m., 1:30 p.m., and 2:30 p.m.
- November 11, 2021, at 9:00 a.m.
- November 12, 2021, at 9:00 a.m. and 11:00 a.m.

Also forwarded for the Board's information were the monthly expulsion summaries.

Director Herndon moved to accept the reports of the Independent Hearing Officers. The motion passed, the vote being as follows:

Ayes — Directors Gokalgandhi, Herndon, Leonard, O'Halloran, and President Peterson — 5.
Noes — None.

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REPORTS OF THE STANDING COMMITTEES

Separate consideration was requested of the following items from the Committee on Accountability, Finance and Personnel:

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

Item 5, Action on a Request to Approve Prevailing Wage Rates, has been set aside, as approval requires a two-thirds affirmative vote.

Item 12, Report with Possible Action Regarding a School Safety Plan as Required by Wisconsin Statute 118.07(4)(bm) and Other Associated Requirements, has been set aside, as it was forwarded to the Board without recommendation.

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

Ayes — Directors Gokalgandhi, Herndon, Leonard, O'Halloran, and President Peterson — 5.
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				
5	Teodos Alemayehu	Building Service Helper I	\$15.18/hr.	10/25/2021
2	Sierra Edwards	Building Service Helper I	\$15.18/hr.	10/25/2021
2	Ladaisha Gatson	Building Service Helper I	\$15.18/hr.	10/11/2021
2	Leandra Kimbrough	Building Service Helper I	\$15.18/hr.	10/25/2021
5	David Krautkramer	Building Service Helper I	\$15.18/hr.	10/11/2021
2	Fabian Lenard	Building Service Helper I	\$15.18/hr.	10/11/2021
2	Carol Matthews	Building Service Helper I	\$15.18/hr.	10/04/2021
2	Daquan May	Building Service Helper I	\$15.18/hr.	10/11/2021
2	Melvin Perry	Building Service Helper I	\$15.18/hr.	10/08/2021
2	Ereka Sheets	Building Service Helper I	\$15.18/hr.	10/25/2021
2	Anautica Taylor	Building Service Helper I	\$15.18/hr.	10/04/2021
2	Marcus White	Building Service Helper I	\$15.18/hr.	10/18/2021
2	Ayisah Bentley-Junior	Food Service Assistant	\$15.18/hr.	10/04/2021
2	Dajana Bowie	Food Service Assistant	\$15.18/hr.	10/19/2021
2	Angel Brown	Food Service Assistant	\$15.18/hr.	10/26/2021
2	Cheryl Campbell	Food Service Assistant	\$15.18/hr.	10/18/2021
4	Selerina Castillo	Food Service Assistant	\$15.18/hr.	09/29/2021
4	Yaneth Cerda Rios	Food Service Assistant	\$15.18/hr.	10/04/2021
2	Angela Clay	Food Service Assistant	\$15.18/hr.	10/19/2021
4	Susana Flores Baez	Food Service Assistant	\$15.18/hr.	10/14/2021
5	Isabelle Klingbeil	Food Service Assistant	\$15.18/hr.	10/14/2021
2	Mona Laura	Food Service Assistant	\$15.64/hr.	10/13/2021
5	Jennifer Martinson	Food Service Assistant	\$15.18/hr.	10/04/2021
2	Uniquewa Moore	Food Service Assistant	\$15.18/hr.	10/14/2021
5	Heather Schultz	Food Service Assistant	\$15.18/hr.	10/26/2021
5	Peter Van Eyck	Food Service Assistant	\$15.18/hr.	09/30/2021
2	Eugenia White	Food Service Assistant	\$15.18/hr.	10/04/2021
2	Nashena White	Food Service Assistant	\$15.18/hr.	09/20/2021
6	Shacora Jennings	Para Ed Assistant — Parent Involvement	\$18,872.00	10/21/2021
1	Tamera Amadei Bourne	Para Ed Assistant	\$18,872.00	10/26/2021
4	Yalitza Baez Febus	Para Ed Assistant	\$18,872.00	10/22/2021
2	Vincent Barnes	Para Ed Assistant	\$22,803.00	10/11/2021
5	Dustin Boyer	Para Ed Assistant	\$18,872.00	10/11/2021
2	Amilyan Brown	Para Ed Assistant	\$18,872.00	10/26/2021
7	Kenitra Childress	Para Ed Assistant	\$22,803.00	10/18/2021
4	Xochilt Cisneros	Para Ed Assistant	\$18,872.00	10/29/2021
2	Edgar Davis	Para Ed Assistant	\$18,872.00	10/04/2021
4	Amara Garcia	Para Ed Assistant	\$18,872.00	10/26/2021
2	Jacques Hayes	Para Ed Assistant	\$20,722.00	10/18/2021
2	September Ikpeme	Para Ed Assistant	\$18,872.00	10/04/2021
2	Kristie Johnson	Para Ed Assistant	\$22,803.00	10/07/2021
2	Van Johnson	Para Ed Assistant	\$18,872.00	10/04/2021
3	Lee Klein	Para Ed Assistant	\$20,722.00	10/18/2021
4	Cynthia Maldonado Santiago	Para Ed Assistant	\$20,028.00	10/12/2021
4	Merari Marin	Para Ed Assistant	\$20,028.00	10/19/2021
4	Princess McClain	Para Ed Assistant	\$19,334.00	10/28/2021
4	Dulce Mora Garcia	Para Ed Assistant	\$18,872.00	10/13/2021
4	Amarilys Pastor	Para Ed Assistant	\$22,803.00	10/28/2021
6	Hannah Thomas Clarke	Para Ed Assistant	\$18,872.00	10/18/2021
4	Melissa Valentin	Para Ed Assistant	\$18,872.00	10/25/2021
2	Kawana Hickman	School Nursing Associate	\$40,190.00	10/18/2021
2	Jerrod Brown	School Safety Assistant	\$23,513.00	10/11/2021

Code	Name	Position	Salary	Date
2	Jade Channels	School Safety Assistant	\$23,513.00	10/05/2021
2	Danisha Childs	School Safety Assistant	\$24,099.00	10/05/2021
2	Chiquitla Collins	School Safety Assistant	\$23,513.00	10/05/2021
2	Shatavia Ellis	School Safety Assistant	\$23,513.00	10/27/2021
2	Tomicka Evans	School Safety Assistant	\$23,513.00	10/27/2021
2	Chimere Gilliam	School Safety Assistant	\$23,513.00	10/05/2021
2	Raymone Hampton	School Safety Assistant	\$23,513.00	10/11/2021
2	Tyshawna Jackson	School Safety Assistant	\$23,513.00	10/11/2021
7	Nikeyia Jones	School Safety Assistant	\$23,513.00	10/05/2021
2	Ontaria Jones	School Safety Assistant	\$24,993.00	10/27/2021
2	Dejanira Madison	School Safety Assistant	\$24,099.00	10/27/2021
2	Deonna Marrero	School Safety Assistant	\$23,513.00	10/11/2021
2	Allante Mayon Denson	School Safety Assistant	\$24,099.00	10/27/2021
2	Kierra McGee	School Safety Assistant	\$23,513.00	10/05/2021
2	Troyonna Mcgee	School Safety Assistant	\$23,513.00	10/05/2021
4	Gilda Morrobel	School Safety Assistant	\$23,513.00	10/27/2021
2	Marisha Partee	School Safety Assistant	\$23,513.00	10/27/2021
5	Keith Phelps	School Safety Assistant	\$23,513.00	10/11/2021
2	Alonda Rogers	School Safety Assistant	\$23,513.00	10/11/2021
2	Zhane Russell	School Safety Assistant	\$23,513.00	10/27/2021
2	Martisha Swift	School Safety Assistant	\$23,887.00	10/27/2021
2	Cassandra Tenner	School Safety Assistant	\$23,513.00	10/05/2021
2	Cheron Walker	School Safety Assistant	\$23,513.00	10/05/2021
2	Brittany Williams	School Safety Assistant	\$23,513.00	10/27/2021
2	Takia Woulard	School Safety Assistant	\$24,099.00	10/11/2021
2	Fiasha Kimble Holmes	School Secretary I — 12-month	\$32,327.00	10/18/2021
2	Jamikqua Lewis	School Secretary I — 12-month	\$34,814.00	10/11/2021
2	Shante Wilder	Social Work Aide II	\$17,394.00	10/14/2021

Promotions

2	Dominique Martin	Food Service Assistant in Charge	\$17.26/hr.	10/04/2021
4	Jeanetta DeLeon	Human Resources Assistant	\$45,618.00	10/18/2021
2	Jazzmen Aldridge	School Secretary I — 12-month	\$33,570.00	10/04/2021
4	Bernard Gama	School Bookkeeper — 12-month	\$51,213.00	10/18/2021
4	Mary Martinez	School Bookkeeper — 12-month	\$41,309.00	10/11/2021
2	Ryan Jackson	School Engineer I	\$48,553.00	10/04/2021
2	Velesia Scott	School Kitchen Manager III	\$30,240.00	10/08/2021
2	Diante Harris	Secretary II	\$37,849.00	10/25/2021

Rehires

2	Priscilla Brooks	Children's Health Assistant	\$21,465.00	10/18/2021
2	Victoria Ashford	Food Service Assistant	\$17.92/hr.	09/29/2021
2	Sharon McGee	Food Service Assistant	\$16.10/hr.	10/14/2021
2	Laquita Moody-Howled	Food Service Assistant	\$15.18/hr.	10/14/2021
2	Cheri Tucker	Food Service Assistant	\$15.18/hr.	09/27/2021
2	Bonnie Baker	Para Ed Assistant	\$22,803.00	10/27/2021
2	Jaleeza Blue	Para Ed Assistant	\$18,872.00	10/26/2021
2	Latrail Cole	Para Ed Assistant	\$22,110.00	10/04/2021
2	Brooksie McWilliams	Para Ed Assistant	\$19,334.00	10/11/2021
2	Tameika Cross	Para Ed Assistant — Hourly	\$17.85/hr.	10/04/2021
4	Francisco Aponte	School Safety Assistant	\$28,570.00	10/05/2021
4	Anitra Galindo	School Secretary I — 10-month	\$31,842.00	10/04/2021

Certificated Appointments

Codes	Name	Appointment	Level	Salary	Date
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Teachers

5, nr	Fenske, Andrew	Health & Phy Ed	01/BA	\$63,009.00	10/18/2021
4, r	Gomez Arroyo, Virginia	Bilingual Education	01/BA	\$63,009.00	10/21/2021
3, nr	Jang, Hana	Gen Elem & K8 — All Grades	01/BA	\$44,870.00	10/26/2021

Codes	Name	Appointment	Level	Salary	Date
5, nr	Kaftan, Alexander Filippo	Reg (5 Yr) Kindergarten	01/BA	\$44,870.00	10/8/2021
5, nr	Reiger, Melissa	Multicateg. Comp. SEN	01/MA	\$58,784.00	10/4/2021
5, nr	Ticha, Jonathan	Gen Elem & K8 — All Grades	01/BA	\$61,360.00	10/18/2021

Teachers, Early Start

2, nr	Berry, Jennifer M	Spec Ed Multicateg.	01/MA	\$58,784.00	10/18/2021
5, r	Flack, Laura	Multicateg. Comp. SEN	01/BA	\$44,870.00	10/11/2021

School Support Teachers, Early Start

2, r	Stallworth, Cornell	School Support Teacher	01/MA	\$55,176.00	10/26/2021
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Teacher Trauma-informed Coaches

5, nr	Gerou, Christopher	General Operations	01/2FM	\$69,108.00	10/26/2021
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Permit Teachers

2, r	Bach, Danielle	Gen Elem & K8 — All Grades	XX/4W2	\$44,073.00	10/5/2021
3, nr	Domblesky, Joseph Manuel	Gen Elem & K8 — All Grades	XX/4W2	\$44,073.00	10/11/2021
4, r	Mori, Angelica M	Bilingual Education	XX/4W2	\$44,073.00	10/1/2021
2, r	Stewart, Arieal	Regular (Five-year-old) Kindergarten	XX/4W2	\$44,073.00	10/4/2021

Permit Teachers, Early Start

5, r	Al Bassam, Ali A	Spec Ed Multicateg.	XX/4W2	\$44,073.00	10/6/2021
5, r	Anderson, Wade M	Mathematics	XX/4W2	\$44,073.00	10/11/2021
2, r	Fearen, Phaedra	Mathematics	XX/4W2	\$44,073.00	10/18/2021

Summary

Code	Teachers	SSWs	Psychs	Other	Total
1 Native American	0	0	0	0	0
2 African American	5	0	0	0	5
3 Asian/Oriental/Pacific Islander	2	0	0	0	2
4 Hispanic	2	0	0	0	2
5 White	8	0	0	0	8
6 Other	0	0	0	0	0
7 Two or More Ethnic Codes	0	0	0	0	0
Male	7	0	0	0	7
Female	10	0	0	0	10
B, BA Bachelor's Level (Teachers)					
C, MA Master's Level (Teachers)					
nr Non-residents					
r Residents					

Certificated Leaves of Absence

	Present Assignment	Effective From
Illness Leave: September, 2021		
Brodi Van Riper	Riverwest Elementary	9/14/2021
Stephanie Spicuzza	Administration Bldg.	9/27/2021
Illness Leave: October, 2021		
Caryn Willis	Golda Meir	10/21/2021
Personal Leave: August, 2021		
Rachel Story	Marshall High School	8/23/2021
Personal Leave: October, 2021		
Debby Oury	Elm Creative Arts	10/11/2021
Ebness Briant	Administration Bldg.	10/12/2021
Jennifer Sanders	Administration Bldg.	10/12/2021
Brianna Bennett	Milwaukee School of Languages	10/18/2021
Personal Leave: November, 2021		
Cara Callan	Administration Bldg.	11/01/2021

Personal Leave: December, 2021		
Clara Mayorga	Bay View High School	12/06/2021
Personal Leave: January, 2021		
Anna Wetherbee	Craig Montessori	1/04/2021
Military Leave: October, 2021		
Antonio Kitchens	Lincoln Middle School	10/11/2021

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
Certificated Resignations						
Retire	31.0	2	Valerie Benton	Teacher	Alcott	11/08/2021
Personal	1.1	5	Sara Berube	Teacher	Wedgewood	10/08/2021
Retire	17.5	5	Thomas Breitrick	Teacher	Central Svcs	10/07/2021
Retire	20.7	2	Cheryl Brown	SSW	Central Svcs	11/01/2021
Other Dist	23.6	5	Melony Bukosky	Teacher	95 th Street	10/24/2021
Retire	35.2	5	Katherine Cashmer	Teacher	Humboldt Park	11/26/2021
Personal	0.1	5	Chynna Chung	Teacher	Obama SCTE	09/30/2021
Personal	2.0	6	Gabrielle Dryden	Teacher	Lincoln MS	10/01/2021
Other Work	26.1	5	William Ewert	Teacher	Riley	10/13/2021
Personal	1.0	5	Maddie Gallo	Teacher	Pulaski	10/15/2021
Retire	23.3	5	John Girouard	Teacher	Milw Sch Lang	05/27/2022
Other Work	22.1	2	Natosha Harris	Principal	Hopkins Lloyd	10/22/2021
Personal	1.1	5	Rebecca Hougard	Teacher	Clarke	10/26/2021
Personal	19.1	2	Cecelia Jordan	Teacher	Milw Sign Lang	12/03/2021
Retire	36.9	5	Michelle Kartz	Teacher	Bay View	01/06/2022
Other Dist	4.9	5	Bethany Kavanagh	Teacher	Cass	09/30/2021
Personal	0.1	5	Sarah Kleinmann	Teacher	Barton	10/06/2021
Retire	17.1	5	Allan Laird	AP	Hamilton	09/30/2021
Retire	22.0	6	Clare Maas	Teacher	Allen Field	10/31/2021
Personal	23.7	2	April Mackey	Teacher	Central Svcs	09/24/2021
Retire	20.0	2	Toyree Madison	Teacher	Marshall HS	01/04/2022
Other Work	12.2	5	Kelly Muck	Teacher	Riverside	10/22/2021
Retire	32.4	5	Gale Niemczynski	Teacher	Grant	11/01/2021
Personal	5.8	5	Jeanette Nowak Goniu	Teacher	Lincoln MS	10/08/2021
Personal	21.1	5	Kristine Richards	Teacher	Allen Field	10/01/2021
Personal	0.2	5	Bryant Rominger	Teacher	JMAC	10/15/2021
Retire	22.0	5	Mary Silva	SST	Garland	10/29/2021
Personal	0.2	4	Martin Torres	Teacher	Washington HS	10/20/2021
Other Dist	2.1	5	Sara Viduski	Teacher	Hawley	10/13/2021
Personal	1.0	5	Owen Ward	Teacher	Rufus King MS	10/14/2021
Other Work	2.2	5	Kelsey Weismann	Teacher	Allen Field	10/19/2021
Personal	29.5	2	Sharney Wilks	Teacher	Metcalfe	08/09/2021
Classified Retirements						
Retire	7.8	2	Melanie Brooks	Para	Cass	10/15/2021
Retire	3.1	2	Sally Burnside	Safety Asst	School Safety	10/02/2021
Retire	25.6	5	Ann Marino	Para	Cooper	10/09/2021
Retire	19.6	5	Ross Nowak	Engineer II	Garland	10/02/2021
Retire	13.8	2	Patricia Rodgers	CHA	Neeskara	10/06/2021
Retire	14.7	4	Manuel Rodriguez	Para	Riverside	10/02/2021

Summary — Certificated Resignations

Reason	Count	
Personal	14	44%
Retire	11	34%
Other District	3	9%
Other Work	4	13%
Total Certificated Resignations: 32 100%		

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for October 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 above, to be effective upon approval by the Board.

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

* * * * *

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

Recommended Appointments

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

Codes	Name	Appointment	Assignment	Salary		
				Sched	Range	Amount
2, r	Steven Howell	Principal II — Marshall	Office of the Chief of School Administration	03	15A	\$135,568
5, r	Travis Pinter	Senior Director, Specialized Services	Office of the Chief of Academics	03	16A	\$123,000
2, r	Nebritt Herring	Principal I — Lincoln Center of the Arts	Office of the Chief of School Administration	03	14T	\$113,912
2, r	Rochelle Johnson-Bent	Manager I, Procurement	Office of the Chief of Finance	03	11A	\$107,000
2, r	Ruth Stark Jordan	School Performance Coordinator III	Office of the Chief of Communications and School Performance	03	08A	\$100,770
2, nr	Ebony Lewis	Director I, Gender & Identity Inclusion	Office of the Chief of School Administration	03	14A	\$90,386 \$93,386
2, r	Chrystal White	Assistant Principal I — Carson	Office of the Chief of School Administration	03	10C	\$91,825
5, nr	Alicia Andrews	Assistant Principal I — Bethune	Office of the Chief of School Administration	03	10C	\$84,975
2, r	Tangela Anderson	Accountant IV, Contracted Schools	Office of the Chief of Communications & School Performance	03	06A	\$80,306
2, r	Shalanda Driver	School Performance Coordinator III	Office of the Chief of Communications and School Performance	03	08A	\$79,135
5, r	Deanna Herman	Technology Support Technician II	Office of the Chief of Communications & School Performance	03	04A	\$70,830
2, r	Jamella Acosta	Coordinator III, BLMA (SEL)	Office of the Chief School of Administration	03	08A	\$70,465
5, nr	Kaiten Morgan MacEwen	Dietitian Specialist I	Office of the Chief of Finance	03	08A	\$70,465
5, nr	Theodore Wegner	Contract Law Specialist I	Office of the Chief of Finance	03	08A	\$70,465
5, r	Joseph Schueller	Programmer/Tech II	Office of the Chief of Finance	03	04A	\$68,733
5, nr	Lisa Delval	Special Education Program Supervisor	Office of the Chief of Academics	03	09C	\$65,024
2, r	Lakiesha Russell	Restorative Practice Coach, Equity & Inclusion	Office of the Chief of Communications & School Performance	03	05D	\$59,275

Codes	Name	Appointment	Assignment	Salary		
				Sched	Range	Amount
5, nr	Eric Steimel	Accountant II, Finance	Office of the Chief of Finance	03	04A	\$53,246
2, r	Kimberly Foster	Administrative Assistant III, BLMA	Office of the Chief of School Administration	03	03A	\$49,518
5, r	Elissia Brennan Adamczyk	Assistant Analyst	Office of Accountability & Efficiency	03	00A	\$37,006

Recommended LTE Contracts Exceeding 60 Days

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

Codes	Name	Position	Assignment	Hourly	Dates
				Wage	
5, r	Ann Kubes	ESSER III Extracurricular Engagement Project Manager	Office of the Chief of Finance	\$40.00	11/01/21-04/30/22
5, nr	Christopher Geiser	Accompanist Music Department	Office of the Chief of School Administration	\$30.00	08/10/21-12/23/21
2, r	Vivian King	Independent Hearing Officer	Office of the Chief of School Administration	\$30.00	08/16/21-02/15/22
5, nr	Therese Salzer	Youth Transition Consultant	Office of the Chief of Academics	\$30.00	10/01/21-03/31/22
4, r	Gabriella Sustache	Reagan Musical Choreographer	Office of the Chief of School Administration	\$30.00	10/10/21-01/20/22
2, r	Stephen Gonzalez	Truck Driver (Light) — Mail Services	Office of the Chief of School Administration	\$27.00	10/1/21-12/31/21
2, r	Jacqueline Davis	Administrative Assistant	Office of the Chief of Human Resources	\$25.00	09/13/21-12/03/21
2, r	Christina Robinson	Data Support Analyst LTE	Office of the Chief of Academics	\$15.00	10/22/21 to 04/22/22

- Code
- Native American
 - African American
 - Asian/Oriental/Pacific Islander
 - Hispanic
 - White
 - Other
 - Two or More Ethnic Codes

Director O’Halloran moved to approve the committee’s recommendation, inclusive of the amendment to the attachment to this item. The motion passed, the vote being as follows:

Ayes — Directors Gokalgandhi, Herndon, Leonard, O’Halloran, and President Peterson — 5.
 Noes — None.

* * * * *

(Item 3) Action on Negotiated Collective-bargaining Agreements with PAMPS (Psychologists’ Association in the Milwaukee Public Schools) and MTEA (Milwaukee Teachers’ Education Association) — Teachers, Educational Assistants, and Bookkeepers/Accountants

Background

As required by state law, the Milwaukee Board of School Directors (MBSD) has engaged in negotiations with its certified collective-bargaining units on the subject of base wages. Negotiations have been completed between the MBSD and the following bargaining units:

- PAMPS (Psychologists’ Association in the Milwaukee Public Schools)

- MTEA — Bookkeepers/Accountants (Milwaukee Teachers’ Education Association)
- MTEA — Educational Assistants (Milwaukee Teachers’ Education Association)
- MTEA — Teachers (Milwaukee Teachers’ Education Association)

The agreements have a term of one year (July 1, 2021, through June 30, 2022) and provide for a base-wage increase for the units of 1.23%. The 1.23% base-wage increase was effective July 1, 2021.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

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

Fiscal Impact Statement

The funding for these wage increases was approved by the Board in the FY22 budget.

Implementation and Assessment Plan

The 1.23% base-wage increase was implemented July 1, 2021.

Committee’s Recommendation

Your Committee recommends that the Board adopt the collective-bargaining agreements as outlined above and 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 4) Action on a Request to Approve an Incentive for Fully Vaccinated Students Ages 5-11 and a One-time Bonus for Staff

Background

On Tuesday, November 2, 2021, the Centers for Disease Control and Prevention (CDC) endorsed the recommendation that children 5 to 11 years old be vaccinated against COVID-19 with the Pfizer-BioNTech pediatric vaccine. In an effort to ensure a healthy and safe learning and work environment for students and staff, the Milwaukee Board of Schools Directors approved a vaccine mandate for staff and an incentive for fully vaccinated students ages 12 years and older. This item requests extending the incentive to students ages 5-11 who apply for the incentive and are fully vaccinated by January 14, 2022. Vaccination is the most effective method of reducing the spread of COVID-19.

Staff have been impacted in many ways due to the COVID-19 pandemic. Staff have been flexible in meeting the needs of students and families and have demonstrated their versatility through their readiness to provide learning virtually and face-to-face, taking on additional work to help with vacancies, and ensuring protocols are followed to mitigate the impact of the COVID-19 pandemic. To show appreciation for the hard work which staff has done to support district operations and student learning this year, a one-time bonus is proposed.

The recommendation is that the Board authorize the following:

- 1 a \$100 vaccine incentive per student ages 5-11 who apply for the incentive and are fully vaccinated by January 14, 2022, and
2. a one-time \$250 bonus per benefit-eligible staff member.

Strategic Plan Compatibility Statement

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

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

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

Fiscal Impact Statement

Currently there are about 31,287 students ages 5-11 that may be eligible for the vaccination incentive. If all the students apply and are fully vaccinated, the fiscal impact would be \$3,128,700.

The estimated fiscal impact of the staff bonus would be \$2,550,250, based on about 10,201 benefit-eligible staff.

The total fiscal impact for the student vaccination incentive and the staff bonus would be an estimated \$5,678,950, depending on participation.

Implementation and Assessment Plan

Upon approval by the Board, the incentive program and one-time bonuses will be scheduled and implemented.

Committee's Recommendation

Your Committee recommends approval of the Administration's recommendation, with the one-time bonus to include part-time building service helpers and part-time food service assistants.

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

* * * * *

(Item 5) Action on a Request to Approve Prevailing Wage Rates

Background

Building trades workers employed at the Department of Facilities and Maintenance Services have historically been paid the prevailing wages, pursuant to the action of the Board on May 3, 1931 (Proc. pp. 555-556). This policy was incorporated in Section 2.32 of the Board's Rules (currently Administrative Policy 6.21) and was further affirmed by the Board in December 1962 (Proc. 12-11-62, pp. 301-302; 12-19-62, pp. 303-304). Building trades workers employed at the Department of Facilities and Maintenance Services last received the prevailing wage rates effective July 2020.

Based on the need to remain competitive in the current market for building trades, the Administration recommends that the Board move forward with an updated prevailing wage structure for this unit.

The Administration recommends that the Board approve the prevailing wage rates, as presented below, effective as of July 1, 2021.

Description	FY21 Current Rate	FY22 Prevailing Wage	Description	FY21 Current Rate	FY22 Prevailing Wage
Bricklayer	\$40.75	\$42.38	Painter	\$34.45	\$35.95
Bricklayer Chargeman	\$42.79	\$44.50	Painter Chargeman	\$34.83	\$36.33
Building Laborer	\$32.95	\$33.92	Pipe Insulator	\$37.43	\$38.68
Carpenter	\$38.97	\$39.49	Plasterer	\$36.72	\$37.98
Carpenter Chargeman	\$40.92	\$41.47	Plumber	\$46.40	\$48.50
Electrician	\$42.84	\$44.39	Plumber — Rest.Jour. 1	\$42.17	\$44.27
Electrician Chargeman	\$46.06	\$47.72	Plumbing Chargeman	\$49.19	\$51.41
Elev Constructor (BLDG)	\$51.09	\$52.80	Roofer	\$36.35	\$37.00
Insulator Chargeman	\$39.30	\$40.62	Roofer Chargeman	\$36.85	\$37.50
Laborer Chargeman	\$34.64	\$35.65	Sheet Metal Chargeman	\$51.00	\$52.25
Locksmith	\$38.97	\$39.49	Sheet Metal Worker	\$47.44	\$48.60
Locksmith Chargeman	\$40.92	\$41.47	Steamfitter	\$47.79	\$48.81
Mach Maint Chargeman	\$42.70	\$43.70	Steamfitter Chargeman	\$50.18	\$51.25
Mach Maint Repairman	\$41.20	\$42.20			

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 District will incur costs by paying covered employees the wages as proposed in this item. These positions and salaries were allocated for in the Department of Facilities and Maintenance Services' budget as approved by the Board for FY22.

Implementation and Assessment Plan

Upon Board's approval, the new wage rates shall be implemented as required.

Committee's Recommendation

Your Committee recommends that the Board approve the prevailing wage rates, as presented above, effective as of July 1, 2021.

Approval of this item, per Board Rule 1.14 requires an affirmative two-thirds vote of the Board's membership. With less than the required membership in attendance, this item will be held as unfinished business.

* * * * *

(Item 6) Action on Monthly Finance Matters: Authorization to Make Purchases; Reports on Change Orders in Excess of \$25,000 and Emergency Purchases Due to COVID-19; Report of Revenues and Expenses; Monthly Expenditure Control Report; Report on Contracts under \$50,000 and Cumulative Total Report; Report on COVID-19 Expenditures; Report on Monthly Grant Awards; and Acceptance of Donations

Purchases

RFP 5788 Authorization to Extend a Blanket Contract with CDW Government LLC, for Chrome Devices Running Google Chrome Operating System (OS) and Related Services, Software, and Accessories

The Administration is requesting authorization to extend a blanket contract with CDW Government, LLC, ("CDW") for Chrome devices running Google Chrome operating system (OS) and related services, software, and accessories. These Chromebooks, Chromeboxes, Chromebook service, and Chrome operating-system licenses will be used in schools to refresh current inventories and to continue to decrease student-to-device ratios. The increase in blanket spending authority is being requested to allow for a potential large purchase for families through the federal Emergency Connectivity Fund (ECF), for which MPS is awaiting a funding commitment.

The contractor was chosen pursuant to RFP 5788. The original contract provided for two one-year options to extend if certain performance metrics were met. CDW has met the performance metrics codified in the contract; therefore, MPS is exercising the first option year for the contract. This contract extension will run from December 1, 2021, through November 30, 2022. The total cost of the contract in this extension year will not exceed \$18,500,000.

Budget Code: Varies by location ordering goods \$18,500,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
748	144	192	Yes	15%	15.05%	TBD	NA	600	20

— Authorization to Purchase from Ewald’s Chevrolet Ford, LLC, Oconomowoc Four Ford Vehicles for the Department of Recreation and Community Services (Milwaukee Recreation) (WI State Contract)

The Administration is requesting authorization to use a state contract to purchase from Ewald’s Chevrolet Ford, LLC, Oconomowoc, four Ford vehicles for use by the Department of Recreation and Community Services (Milwaukee Recreation). This purchase will be made under the State of Wisconsin’s Contract #505ENT-M21-VEHICLES-03. The vehicles to be purchased are

- three 2022 Ford T-250 High Roof Transit Cargo Vans at \$34,423 each, for a total of \$103,269.00; and
- one 2022 Ford T-250 Medium Roof Transit Cargo Van at \$37,354, for a total of \$37,354.

Two vehicles are replacements for the mobile unit program, one is a replacement for the vehicle at the warehouse, and the final vehicle is a new purchase (not replacement) for the outdoor education program.

This will be a one-time purchase, and funds expended will not exceed \$140,623.

Budget Codes: CSV-0-0-PRC-RC-ERVH (Vehicle Replacement — Extension Fund)
 \$68,846
 STS-0-0-FGR-RC-ERVH (Vehicle Replacement — Extension Fund)
 \$34,423
 OAS-0-0-PRC-RC-ERVH (Vehicle Purchase — Extension Fund)
 \$37,354
 Total \$140,623

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

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

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

Contract C029592 Quality Healthcare Options

On July 22, 2020, the Milwaukee Board of School Directors and Quality Healthcare Options, Inc., entered into Professional Services Contract number C029592, with a term of October 1, 2020, through September 30, 2021. The contract is being extended for a term of October 1, 2021, through September 30, 2022. Additional funds are now necessary to sustain services for the second year.

Original Contract	Amount	\$49,880.60
Increase		<u>\$49,750.00</u>
Adjusted Contract Amount		<u>\$99,630.60</u>

Contract C028819 Drive USA

On September 1, 2021, the Milwaukee Board of School Directors and Drive USA, Inc., d/b/a Arcade Driver’s School, entered into Professional Services Contract number C029918, with a term of September 1, 2021 through August 31, 2022. Additional funds have been secured to offset the elimination of City of Milwaukee’s funding for the MPS Drive program as well as to increase the capacity to serve additional students.

Original Contract Amount	\$566,940.00
Increase	<u>\$188,964.00</u>
Adjusted Contract Amount	<u>\$755,904.00</u>

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	Description of Goods	Purchase Order	PO Total	Procurement Basis
AssetGenie Inc	Power adapters for Chromebooks to support remote-learning needs.	P951610	\$758,000.00	ETB — Emergency (Administrative Policy 3.09(14))

Report on Preliminary COVID-19 Expenditures through September 30, 2021

Summary Expenditure Type	FY20	FY21	FY22 (1 st Qtr)	Total
Educational supplies and materials	\$492,539	\$349,133	\$49,663	\$891,335
Technology upgrades , platforms/software/licenses, Chromebooks, hotspots and power adapters	\$49,129	\$24,591,182	\$587,199	\$25,227,510
Personal protective supplies and sanitation	\$538,284	\$7,793,263	\$506,270	\$8,837,818
Recreation		\$37,211		\$37,211
Stop, Grab & Go distribution sites	\$2,311,645	\$5,550,565	\$39,386	\$7,901,595
Technology/Virtual learning staff development		\$238,727	\$102,436	\$341,164
Transportation	\$4,679,989	\$3,475,503		\$8,155,492
Translation and interpretation services	\$15,400			\$15,400
Total	\$8,086,986	\$42,035,584	\$1,284,955	\$51,407,525

Routine Monthly Reports

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

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations Over \$5,000			
Fratney Street School	Joan C. Levine Revocable Trust	20,000.00	Classroom Supplies
<i>Total Monetary Donations Over \$5,000</i>		<i>\$20,000.00</i>	
Monetary Donations			
Audubon High School	Kingfish Solutions LLC	221.00	Athletics
Audubon High School	Kingfish Solutions LLC	167.43	Athletics
Burbank School	State Collection Service, Inc	200.00	Money for School Supplies
Cass Street School	Steven & Kathryn J. Baptie	3,500.00	Classroom Supplies
Cass Street School	Pilot Club of Milwaukee	100.00	Classroom Supplies
Fairview School	Valerie & Ryan Scofield	100.00	PBIS
Fernwood School	Rebekah Storma	35.00	Coffee Cart Donation
Fernwood School	King Solutions, Inc	27.00	Classroom Supplies
Fernwood School	Julie Attermeier	25.00	In Memory of Nicole Martin
Fernwood School	Jessica Hess	20.00	Practical Life Supplies
Fernwood School	Lisa Johnson	20.00	Practical Life Supplies
Fernwood School	Bryon Cherry	20.00	Practical Life Supplies
Fernwood School	Brian Mueller	20.00	Practical Life Supplies
Fernwood School	Leah Lavois	20.00	Coffee Cart Donation

Location	Donor	Amount	Gift or Purpose
Fernwood School	Raphael Ramos	10.00	Practical Life Supplies
Fernwood School	Carly Schwebke	10.00	Practical Life Supplies
Fernwood School	James Kelley	10.00	Practical Life Supplies
Fernwood School	Erica Yoblin	10.00	Practical Life Supplies
Fernwood School	Jillian Wonio	10.00	Practical Life Supplies
Fernwood School	Kelsey Keith	10.00	Practical Life Supplies
Fernwood School	Kathryn Fitzgibbons	10.00	Practical Life Supplies
Fernwood School	Ryan Hurley	10.00	Practical Life Supplies
Fernwood School	Rachel Scannell	10.00	Practical Life Supplies
Fernwood School	Danielle Miller	10.00	Practical Life Supplies
Fernwood School	Marisa Mytys	10.00	Practical Life Supplies
Fernwood School	Jason Capriotti	10.00	Practical Life Supplies
Fernwood School	Annie Margaret	10.00	Practical Life Supplies
Fernwood School	Sean Lynch	10.00	Practical Life Supplies
Fernwood School	Lindsay Petersen	10.00	Practical Life Supplies
Fernwood School	Oscar Niles II	10.00	Practical Life Supplies
Fernwood School	Kari Wellhausen	10.00	Coffee Cart Donation
Fernwood School	Yavuz Tonelli	5.00	Practical Life Supplies
Franklin School	Pilot Club of Milwaukee	100.00	Classroom Supplies
French Immersion School	Anonymous Donor	15.00	African Dance
Gaenslen School	Pilot Club of Milwaukee	100.00	Classroom Supplies
German Immersion School	Nikolas Rohne*	1,000.00	Classroom Supplies
German Immersion School	Menasha Corporation Foundation	1,000.00	Classroom Supplies
German Immersion School	The Blackbaud Giving Fund	8.24	Classroom Supplies
Greenfield School	Miguelina Ricardo	50.00	Support Soccer Teams
Gwen T. Jackson School	Milwaukee Brewers	32.00	Classroom Supplies
Hampton School	New Life Community Church	115.00	Classroom Supplies
Hampton School	Dedra Dozier	50.00	Classroom Supplies
Honey Creek Elementary School	King Solutions, Inc	45.55	Classroom Supplies
Howard Avenue Montessori	Jon & Betsy Herden	100.00	Classroom Supplies
Howard Avenue Montessori	Kelly A Anderson	75.00	Classroom Supplies
Howard Avenue Montessori	Jason Wilhelm	75.00	Classroom Supplies
Howard Avenue Montessori	Valerie & Ryan Scofield	75.00	Classroom Supplies
Howard Avenue Montessori	Betsy Herden	75.00	Classroom Supplies
Howard Avenue Montessori	Parent/Guardian of Meenali Dua	25.00	Classroom Supplies
Howard Avenue Montessori	Paul Sickel	25.00	Classroom Supplies
Howard Avenue Montessori	Matthew Wood	25.00	Classroom Supplies
Howard Avenue Montessori	Angela Blahnik	10.00	Classroom Supplies
Howard Avenue Montessori	Marina Dimitrijevo	5.00	Classroom Supplies
King Elementary School	Advent MSO LLC	896.00	Back to School Supplies
King Elementary School	Milwaukee Jazz Festival Incorporated	2,500.00	Classroom Supplies
King Elementary School	Brandt Mylott & Renee Joos	200.00	Band Class Donation
Longfellow Elementary	Ernst & Young, LLP	1,000.00	Classroom Supplies
MacDowell Montessori	Juneau Letter Winners Alumni Association*	2,000.00	Alumni Athletic Equipment & First Aid
Manitoba School	Everbrite Donation	320.00	Classroom Supplies
Milwaukee High School of the Arts	Ellen S Wruck	50.00	In Memory of Jeradyth Meyer
Milwaukee High School of the Arts	Ann Meyer	25.00	In Memory of Jeradyth Meyer
Milwaukee School of Languages	German Immersion Foundation, Inc	2,000.00	Classroom Supplies
Morgandale School	Barbara J Luepke	25.00	Obando Memorial
Morse Middle School	Richard & Nansi Hawkins	200.00	Classroom Supplies
Morse Middle School	Richard & Nansi Hawkins	200.00	Monthly Gift to Morse
Recreation and Community Services	Jodi Lynn Vitello	50.00	Food for Picnic

Location	Donor	Amount	Gift or Purpose
Ronald Reagan High School	Susan Haim	300.00	Special Ed
South Division High School	Lynden, Inc	300.00	Multicultural Club
Strategic Partnerships and Customer Service	Marilyn Kros	1,000.00	MPS Mitten Tree
Strategic Partnerships and Customer Service	Shake Shack Enterprises LLC*	271.28	Alumni Donation
Strategic Partnerships and Customer Service	Trombetta	250.00	Classroom Supplies
Strategic Partnerships and Customer Service	Kenneth Stauffer	100.00	Back to School Supplies
Strategic Partnerships and Customer Service	Christine Jameson	25.00	Back to School Supplies
Total Monetary Donations		\$19,368.50	
Non-monetary Donations			
Albert E. Kagel School	Donors Choose	461.23	Scholastic Magazine
Allen-Field School	Donors Choose	254.98	Completion Ceremony Gifts
Bradley Trade & Tech	Donors Choose	699.33	Classroom Supplies
Bradley Trade & Tech	Donors Choose	297.13	Classroom Supplies
Bradley Trade & Tech	Donors Choose	150.67	3D Pen Supplies
Burbank School	Martin Luther Lutheran Church	500.00	Classroom Supplies
Burbank School	St Vincent De Paul	200.00	Classroom Supplies
Burbank School	Patrick & Amy Shields	50.00	Clothes & Shoes for Students
Cass Street School	Donors Choose	406.63	Classroom Furniture
Clarke Street School	Froedtert	300.00	Classroom Supplies
Clemens School	Shoes That Fit	495.00	33 Pairs of New Shoes
Department of Specialized Services	Milwaukee Public Market	1,125.00	Summerfest Tickets
Fernwood School	Donors Choose	528.88	The Wonder of Reading
Fernwood School	Donors Choose	445.17	Montessori Minds Blooming
Fernwood School	Ryan Hailey	15.00	Practical Life Supplies
Fernwood School	Yavuz Tonelli	10.00	Practical Life Supplies
Fernwood School	Sean Lynch	10.00	Practical Life Supplies
Fernwood School	Ryan Hailey	10.00	Practical Life Supplies
Fernwood School	Jessica Hess	5.00	Practical Life Supplies
Fernwood School	Lindsay Petersen	5.00	Practical Life Supplies
Fernwood School	Sean Lynch	5.00	Practical Life Supplies
Fernwood School	Annie Margaret	5.00	Practical Life Supplies
Fernwood School	Jason Capriotti	5.00	Practical Life Supplies
Fernwood School	Marisa Mytys	5.00	Practical Life Supplies
Fernwood School	Danielle Miller	5.00	Practical Life Supplies
Fernwood School	Rachel Scannell	5.00	Practical Life Supplies
Fernwood School	Ryan Hurley	5.00	Practical Life Supplies
Fernwood School	Kathryn Fitzgibbons	5.00	Practical Life Supplies
Fernwood School	Kelsey Keith	5.00	Practical Life Supplies
Fernwood School	Jillian Wonio	5.00	Practical Life Supplies
Fernwood School	Erica Yoblin	5.00	Practical Life Supplies
Fernwood School	James Kelley	5.00	Practical Life Supplies
Fernwood School	Raphael Ramos	5.00	Practical Life Supplies
Fernwood School	Carly Schwebke	5.00	Practical Life Supplies
Fernwood School	Brian Mueller	5.00	Practical Life Supplies
Fernwood School	Bryon Cherry	5.00	Practical Life Supplies
Fernwood School	Lisa Johnson	5.00	Practical Life Supplies
Fernwood School	Yavuz Tonelli	5.00	Practical Life Supplies
Fifty-Third Street School	Donors Choose	516.68	Cleaning Supplies
Fifty-Third Street School	Donors Choose	349.50	Classroom Supplies
Forest Home Avenue School	Donors Choose	417.57	Classroom Supplies
Forest Home Avenue School	Donors Choose	321.21	Classroom Supplies
Forest Home Avenue School	Donors Choose	262.33	Headphones for Students

Location	Donor	Amount	Gift or Purpose
Forest Home Avenue School	Donors Choose	253.44	Writing Materials
Franklin School	Donors Choose	984.10	Classroom Supplies
Franklin School	Donors Choose	347.31	Library Resources
Fratney Street School	Donors Choose	1,812.34	Sand Water Table
Fratney Street School	Donors Choose	623.66	Storage Cabinet for Green Space
Fratney Street School	Donors Choose	423.04	Materials & Books for K3
Fratney Street School	Donors Choose	422.92	Learning Materials for Pre-K
Fratney Street School	Donors Choose	336.54	Animal Toys for Dual Language Learners
Fratney Street School	Donors Choose	298.22	Materials Books for Pre-K
Fratney Street School	Donors Choose	290.84	Sell Coqui Tree Frog Dolls
Fratney Street School	Donors Choose	283.61	Notebooks & Math Journals
French Immersion School	Donors Choose	185.84	Books
German Immersion School	Donors Choose	681.24	Classroom Supplies
Goodrich School	Donors Choose	473.61	Safe Space for Students
Goodrich School	Donors Choose	337.54	Writing on Our Own
Goodrich School	Donors Choose	313.84	Immigration Book Study
Goodrich School	Donors Choose	192.36	Learning to Read is the Key
Green Tree Prep	Community Warehouse Woolworth	2,000.00	Hand Sanitizers
Green Tree Prep	Dr. Katrina Fisher	339.98	Pizza for Students on Third Friday
Hartford University School	Donors Choose	589.38	Classroom Supplies
Hopkins Street School	Stonecreek Coffee	552.50	Coffee
Kilbourn School	Donors Choose	377.30	Classroom Supplies
Kilbourn School	Donors Choose	370.53	Classroom Supplies
Kilbourn School	Donors Choose	359.85	Classroom Supplies
Kilbourn School	Donors Choose	295.44	Classroom Supplies
Kilbourn School	Donors Choose	234.52	Classroom Supplies
Kilbourn School	Donors Choose	215.88	Classroom Supplies
Kilbourn School	Donors Choose	208.04	Classroom Supplies
King Elementary School	Sophia Smith*	2,500.00	Sleepover for Education
King Elementary School	United Way	904.92	Classroom Supplies
Kluge School	Donors Choose	430.24	Classroom Supplies
Kluge School	Donors Choose	265.79	Classroom Library: Read Aloud
Kluge School	Donors Choose	157.17	Social Distance Supplies
MacDowell Montessori	Donors Choose	922.18	Storage Cabinet
MacDowell Montessori	Donors Choose	768.62	Math Beads
MacDowell Montessori	Donors Choose	664.00	Science Equipment
MacDowell Montessori	Donors Choose	636.72	Maps
MacDowell Montessori	Donors Choose	573.53	Geography Supplies
MacDowell Montessori	Donors Choose	495.88	Early Learning
MacDowell Montessori	Donors Choose	458.57	Math Materials
MacDowell Montessori	Donors Choose	443.44	Maps
MacDowell Montessori	Donors Choose	420.78	Math Materials
MacDowell Montessori	Donors Choose	333.48	Life Science
MacDowell Montessori	Donors Choose	233.00	Teacher Resource
MacDowell Montessori	Donors Choose	212.70	Time Subscription
MacDowell Montessori	Donors Choose	147.14	Exercise Supplies
MacDowell Montessori	Donors Choose	135.82	Cleaning Supplies
Maple Tree School	West Granville Presbyterian Church	777.93	Classroom Supplies
Maple Tree School	Donors Choose	419.11	Classroom Supplies
Maple Tree School	Donors Choose	406.52	Classroom Supplies
Maple Tree School	Donors Choose	280.68	Classroom Supplies
Marvin Pratt	Donors Choose	700.30	Classroom Supplies
Marvin Pratt	Donors Choose	418.35	Books

Location	Donor	Amount	Gift or Purpose
Mitchell School	Donors Choose	408.65	Scholastic Story works Material
Mitchell School	MDRC Corporate	250.00	Gift Cards
Morgandale School	Donors Choose	767.31	Snacks for K4
Morgandale School	Donors Choose	734.87	Face Shields Therapy Material
Morgandale School	Donors Choose	504.94	Therapy Materials
Morgandale School	Donors Choose	468.02	LED Boards
Morgandale School	Donors Choose	420.67	Writing Journals
Morgandale School	Donors Choose	391.67	Dry Erase Boards Supplies
Neeskara School	Donors Choose	829.19	Books
Neeskara School	Donors Choose	678.06	Classroom Fans
Neeskara School	Donors Choose	360.73	Science Materials
Neeskara School	Donors Choose	304.02	Classroom Vornado Fans
Ninety-Fifth Street School	Donors Choose	319.88	Corcoran Books
Ninety-Fifth Street School	Donors Choose	657.04	Art Supplies
Ninety-Fifth Street School	Donors Choose	531.22	Kargol Incentives
Ninety-Fifth Street School	Donors Choose	504.26	Books
Ninety-Fifth Street School	Donors Choose	483.62	Stangel Doll House Toys
Ninety-Fifth Street School	Donors Choose	443.73	Kargol Snacks
Ninety-Fifth Street School	Donors Choose	398.79	Gundrum Balance Equipment
Ninety-Fifth Street School	Donors Choose	371.18	Stephan Books
Ninety-Fifth Street School	Donors Choose	357.31	Kargol Miscellaneous
Ninety-Fifth Street School	Donors Choose	354.50	Bukosky School Supplies
Ninety-Fifth Street School	Donors Choose	347.38	Kargol Supplies
Ninety-Fifth Street School	Donors Choose	324.25	Kargol Lap Desk
Ninety-Fifth Street School	Donors Choose	309.63	Kargol Autism Materials
Ninety-Fifth Street School	Donors Choose	305.52	Spivey Paper
Ninety-Fifth Street School	Donors Choose	293.32	Spivey Books
Ninety-Fifth Street School	Donors Choose	291.27	Kargol Skills Supplies
Ninety-Fifth Street School	Donors Choose	278.68	Shields Books
Ninety-Fifth Street School	Donors Choose	272.79	Kargol Weighted Animals
Ninety-Fifth Street School	Donors Choose	258.77	Bukosky Books
Ninety-Fifth Street School	Donors Choose	258.69	Kargol Clothes
Ninety-Fifth Street School	Donors Choose	249.65	Harrington Speech Materials
Ninety-Fifth Street School	Donors Choose	230.58	Mcilhone Supplies
Ninety-Fifth Street School	Donors Choose	226.06	Mutz Books & Supplies
Ninety-Fifth Street School	Donors Choose	220.36	Kargol Pre-K Supplies
Ninety-Fifth Street School	Donors Choose	183.34	Mcilhone Books
Ninety-Fifth Street School	Donors Choose	180.98	Mcilhone Books
Ninety-Fifth Street School	Donors Choose	169.17	Stangel Reading Materials
Ninety-Fifth Street School	Donors Choose	167.91	Kargol Supplies
North Division High School	Donors Choose	476.35	Hip Hop History Book
North Division High School	Donors Choose	437.02	Cubes/Room Dividers
North Division High School	Donors Choose	277.64	Logitech/Bose Speakers
North Division High School	Donors Choose	267.27	Light Tracing Pads
North Division High School	Donors Choose	267.10	Crayons, Fabric, Muffin Pans
North Division High School	Donors Choose	230.05	Hip Hop History Books
Project Stay Senior Institute	Black White Barbershop	350.00	Haircuts
Project Stay Senior Institute	Reina Rose Nails Aesthetics	220.00	Beauty Services
Project Stay Senior Institute	Starbucks	125.00	Coffee & Danish
Project Stay Senior Institute	Calvary Presbyterian Church	50.00	Personal Hygiene Products
Project Stay Senior Institute	Restoration Church	35.00	Water
Project Stay Senior Institute	Sarah Deneve	30.00	One Large Bag of Toys
Riverside High School	Donors Choose	703.31	Non-Fiction AP Books
Riverside High School	Donors Choose	561.97	YA Books
Riverside High School	Donors Choose	495.63	Mobile Books
Riverside High School	Donors Choose	327.82	Feminine Hygiene Supplies
Siefert School	Donors Choose	361.63	Poetry Books
Siefert School	Donors Choose	326.63	Workbooks

Location	Donor	Amount	Gift or Purpose
Siefert School	Donors Choose	158.15	Teaching Materials
Spanish Immersion School	Donors Choose	154.71	Classroom Supplies
Story School	Donors Choose	195.87	Classroom Supplies
Story School	Donors Choose	143.43	Classroom Supplies
Trowbridge School	Donors Choose	379.35	Classroom Supplies
Trowbridge School	Donors Choose	313.99	Classroom Supplies
Trowbridge School	Donors Choose	168.95	Classroom Supplies
Trowbridge School	Donors Choose	150.29	Classroom Supplies
Victory School	Donors Choose	588.85	Classroom Supplies
Vincent High School	Donors Choose	656.37	Classroom Furniture
Vincent High School	Donors Choose	323.44	Literacy Language
Vincent High School	Donors Choose	316.62	Volleying for Greatness
Walt Whitman School	Donors Choose	1,317.12	Student Books
Walt Whitman School	Donors Choose	220.81	Student Chairs
Walt Whitman School	Green Bay Packers	90.00	Green Bay Packers Football Sign
Walt Whitman School	Costco	25.00	Gift Card
Wisconsin Conservatory	Donors Choose	244.78	Covid Won't Stop Our Learning
Wisconsin Conservatory	Donors Choose	214.66	Keeping It Together
Zablocki School	Donors Choose	1,052.24	Science & Community Garden Supplies
Zablocki School	Donors Choose	768.94	Calm Down & Sensory Room Materials
Zablocki School	Donors Choose	426.49	Water Bottles/Stickers
Zablocki School	Donors Choose	344.81	Math Manipulatives
<i>Total Non-monetary Donations</i>		<i>\$64,342.35</i>	
Total Value of Donations for October 2021		\$103,710.85	
<i>*Donations from MPS Alumni</i>		<i>\$5,771.28</i>	

Committee's Recommendation

Your recommends that the Board:

1. authorize the purchases, and
2. accept the donations as listed, 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 7) Action on the Award of Professional Services Contracts

RFP 965 Authorization to Contract with Occupational Health Centers of the Southwest P.A., d/b/a Concentra Medical Centers, for Occupational Medical Services

The Administration is requesting authorization to enter into a contract with Occupational Health Centers of the Southwest P.A., d/b/a Concentra Medical Centers ("Concentra"), for occupational medical services. Concentra will be used to deliver pre-employment physicals and exams; fitness-for-duty exams; occupational medical surveillance and testing, where required; follow-up care and medical surveillance relating to occupational exposure to bloodborne pathogens; coordinate the District's reasonable-suspicion drug and alcohol testing protocols; and workers'-compensation medical care for all MPS schools and departments. Timely scheduling and delivery of pre-employment exams and physicals is essential to achieve full staffing of schools.

Concentra was chosen as the highest-ranked vendor pursuant to RFP 965, which closed on October 26, 2017. In December 2017, the Board approved a contract with Concentra with an initial term of January 1, 2018, through December 31, 2020, with two additional one-year options to extend if certain performance metrics incorporated into the contract are met. Concentra has met the performance metrics codified in the contract;

therefore, MPS is exercising the second one-year option to extend the contract. This contract renewal will run from January 1, 2022, through December 31, 2022.

The total cost of the contract in this second extension will not exceed \$250,000.

Budget Code: DWC-0-0-EMB-DW-ECTS (Contracted Services — Employee Benefits)
\$250,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
10,539	5,763	7,775	No	NA	NA	NA	NA	400	20

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 is the following professional services contract:

- Occupational Health Centers of the Southwest P.A., d/b/a Concentra Medical Centers (“Concentra”), for occupational medical services;
DWC-0-0-EMB-DW-ECTS \$250,000

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 contract 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 8) Action on the Award of Exception-to-bid Contracts

Authorization to Extend a Contract with the Board of Regents of the University of Wisconsin System on Behalf of University of Wisconsin-Milwaukee’s Center for Urban Population Health for Research Evaluation

The Administration is requesting authorization to extend a contract with the Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin-Milwaukee’s Center for Urban Population Health for Research Evaluation (CUPH) to conduct both process (formative) and outcome (summative) evaluation of the Milwaukee Public Schools’ AIMing for Quality Arts and Achievement project. The services include:

- identifying sources for evaluation data and creating data-collection systems as needed;

- attending project meetings with stakeholders to stay informed of changes in the project and progress;
- analyzing qualitative and quantitative data to track the project’s progress and to determine its impact on students;
- preparing performance-feedback memos and annual reports to inform project ‘sstaff of evaluation results; and
- providing ongoing support to the project team through a developmental-evaluation approach.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are required pursuant to a grant (Administrative Policy 3.09(2)(c)).

The original contract provided for two one-year options to extend upon mutual consent. This will be the second extension of this contract. This second contract extension will run from January 1, 2022, through December 31, 2022.

The total cost of the contract in this extension year will not exceed \$63,000.00.

Budget Code: SDV-0-S-QU2-CI-ECTS (AIMing for Quality Arts — Contracted Services) \$63,000.00

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	NA	NA	NA	0	10

Authorization to Extend a Contract with devX, LLC, for the Development of STEM Fabrication Labs

The Administration is requesting authorization to extend the contract with devX, LLC, (“devX”) to develop and to furnish digital fabrication labs in up to six schools. The fabrication labs will serve as a place for students to play, to create, to learn, and to invent through hands-on STEM activities. The contractor will provide customized, detailed digital fabrication lab design and a framework for implementation. Additionally, the contractor will provide consulting services related to the acquisition and installation of equipment. To ensure that staff maximize the use of the fabrication labs, devX will provide strategically-designed professional development.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are required pursuant to a grant (Administrative Policy 3.09(2)(c)).

The original contract provided for two one-year options to extend upon mutual consent. This will be the second, and final, extension of this contract. This second contract extension will run from January 1, 2022, through December 31, 2022.

The total cost of the contract in this extension year will not exceed \$95,000.00.

Budget Code: SDV-0-S-7S2-EO-ECTS (Contracted Services) \$95,000.00

devX, LLC

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

Authorization to Issue a Contract to C&S Transportation, Inc., for Yellow Bus Services

The Administration is requesting authorization to issue a contract to C&S Transportation, Inc., for yellow bus services to address the school bus/bus driver shortage. C&S Transportation, Inc., is the only vendor that has drivers and buses available to fill the needs of our students.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are required pursuant to delivery and emergency need (Administrative Policy 3.09(7)(E)(1)(b)(viii) and (3.09 (14)).

The contract will run from November 19, 2021, through July 1, 2022. The total cost of the contract will not exceed \$100,000.00.

Budget Code: RTS-0-0-TRS-DW-EPPT \$100,000.00

C & S Transportation, Inc. HUB PARTICIPATION

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

— Authorization to Issue a Contract to Johnson Controls, Inc., to Upgrade Hardware for Outdated Engines and to Move to New Virtual Servers at Various Sites

The Administration is requesting authorization to issue a contract to Johnson Controls, Inc., to upgrade hardware for updated engines and to move from old server to new virtual servers at various sites. Johnson Controls, Inc., will also update hardware for outdated engines for schools that are already on the newer server at various sites.

Johnson Controls, Inc., is the manufacturer of the Metasys Building Automation System, and its direct-service branch office is the only channel in Milwaukee County authorized by Johnson Controls to install a Metasys virtual server to supply Metasys-branded controllers and to migrate MPS site controls onto the new server.

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

The contract will run from December 1, 2021, through November 30, 2022. The total cost of the contract will not exceed \$172,127.00.

Budget Code: OPR-0-0-7G2-FM-ECNCCOVD (Construction Contracts — Covid Operations) \$172,127.00

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

- Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin Milwaukee Center for Urban Population Health, for research evaluation; SDV-0-S-QU2-CI-ECTS \$63,000
- devX, LLC, for the Development of STEM Fabrication Labs; SDV-0-S-7S2-EO-ECTS \$95,000

- C&S Transportation, Inc., for yellow bus services;
RTS-0-0-TRS-DW-EPPT \$100,000
- Johnson Controls, Inc., to upgrade hardware for outdated engines
and to move to new virtual servers for various sites;
OPR-0-0-7G2-FM-ECNCCOVD \$172,127

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 9) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend Contracts with Follett School Solutions, Inc., and Mackin Educational Resources for Library Books and Materials

Background

The Administration is requesting authorization to waive Administrative Policy 3.09(9)(e) and to extend contracts with Follett School Solutions, Inc., and Mackin Educational Resources for library books and library materials.

The request for a third extension and fourth year is based on projected supply-chain issues resulting in greater start-up costs. Schools throughout the district will be able to place purchase orders as needed throughout the term of these contracts. These contractors will be used to deliver library books and library materials throughout MPS.

Contractors were chosen pursuant to RFP 986, which closed October 3, 2018. The original contracts provided for two one-year options to extend if certain performance metrics were met. The performance metrics codified in the contracts have been met. MPS is exercising a stand-alone item for a waiver for the fourth year with the intent to issue a bid for these services during the 2021-22 school year.

Each contract will run from January 1, 2022, through December 31, 2022. The total cost of the contracts in this extension will not exceed \$1,600,000, which reflects awards of \$800,000 to Follett School Solutions, Inc., and \$800,000 to Mackin Educational Resources.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Budget Code: Various School Budget Accounts — Library Resources \$1,600,000

Follett School Solutions, Inc.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
1,200+	150	720	No	5%	5%	TBD	NA	300	10

Mackin Educational Resources

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
525	144	338	No	5%	5%	TBD	NA	300	10

Implementation and Assessment Plan

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

Committee’s Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve contract extensions for Follett School Solutions, Inc. and Mackin Educational Resources, 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 Request to Waive Administrative Policy 3.09(9)(e) and to Issue Contracts to ENA Services, LLC; CDW Government, LLC; and Sentinel Technologies, Inc., for eRate Services

Background

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to enter into contracts with ENA Services, LLC, for internet access service and connectivity; CDW Government, LLC, for wireless access points, switches, controllers, transceivers, and licenses; and with Sentinel Technologies, Inc., for installation of wireless access points and switches.

Three separate competitive RFPs — 1055, 1058, and 1060 — were issued in July, August, and September, respectively, and were posted for the time period required by E-Rate’s rules.

It is anticipated that E-Rate will pay an estimated 90% of the amount deemed E-Rate-eligible for internet access service and connectivity; and 85% of the wireless access points, switches, controllers, transceivers and licenses; however, due to the E-rate’s budget cap based on \$167 per student times the 2020 student enrollment for this category of service, sufficient E-rate funds are not available to pay for the installation of wireless access points and switches.

Given the significant amount of work required to implement a new vendor for these complex services, the Administration requests a waiver of Administrative Policy 3.09(9)(e) to allow for the possibility of contract terms longer than three years. The contracts will run from July 1, 2022, through June 30, 2023, (the “Initial Term”) with four additional one-year options to extend. The Administration will return to the Board each year to request authorization.

RFP Service	Total Contract Amount	Anticipated E-Rate Reimbursement	MPS’s Anticipated Share
1055 Internet Access Service and Connectivity	\$247,200	\$222,480	\$24,720
1058 Wireless Access Points, Switches, Controllers, Transceivers, and Licenses*	\$11,419,422	\$9,394,952	\$2,024,470
1060 Installation of Wireless Access Points and Switches**	\$148,806	\$0	\$148,806

RFP Service	Total Contract Amount	Anticipated E-Rate Reimbursement	MPS's Anticipated Share
Total	\$11,815,428	\$9,617,432	\$2,197,996.00

*\$366,537 of total costs are ineligible under E-Rate. As such, the 85% E-Rate share is based on total E-Rate-eligible costs of \$11,052,884.

**Unless the FCC changes its five-year budget formula, E-rate funds based on a per-student formula are insufficient to pay for the installation of equipment.

Upon the Board's approval, the District will sign the contracts prior to filing E-Rate applications. The Administration will make a request for funds to pay its share of the contract costs during the FY22-23 budget process.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Budget Code: PIN-0-0-TLN-DW-ETEL (E-Rate Contracts) \$11,815,428.00

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

Implementation and Assessment Plan

Upon approval by the Board, Contracts will be executed as indicated in the attachments to the minutes of your Committee's meeting.

Committee's Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve contracts for ENA Services, LLC; CDW Government LLC; and Sentinel Technologies, Inc., 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 11) Action on Monthly Facilities Matters: FMS Award of Construction Contracts, Report with Possible Action on Air Quality

Construction Contracts

Energy-conservation Corridor Ceiling & Lighting Upgrade

Wedgewood Park Multi-Plex

Prime Contractor

ALLCON, LLC
 12704 West Arden Place
 Butler, WI 53007

Low Bidder, Base Bid of \$979,797.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
34	10	4	Yes	20%	60%	\$611,750.00	20%	100	10

Funds are available for the Energy-conservation Corridor Ceiling & Lighting Upgrade project from account code FCM 00 ECE CT ECNC7 (Project No. 7181). The project’s start date is scheduled for November 19, 2021, and completion date is August 5, 2022.

Riverside University High School

Prime Contractor

Burkhart Construction Corporation
 3271 Endeavor Drive
 Richfield, WI 53076

Low Bidder, Base Bid of \$1,356,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
10	3	5	No	20%	43%	\$583,800.00	20%	100	10

Funds are available for the Energy Conservation Corridor Ceiling & Lighting Upgrade project from account code FCM 00 ECE CT ECNC7 (Project No. 7182). The project’s start date is scheduled for November 19, 2021, and completion date is August 5, 2022.

South Division Multi-plex

Prime Contractor

ALLCON, LLC
 12704 West Arden Place
 Butler, WI 53007

Low Bidder, Base Bid of \$2,259,233.00, plus \$79,793.00 for Mandatory Alternate #1, to provide and to install new exterior lighting, for a total cost of \$2,339,026.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
34	10	4	Yes	20%	66%	\$1,496,793.00	20%	100	10

Funds are available for the Energy-conservation Corridor Ceiling & Lighting Upgrade project from account code FCM 00 ECE CT ECNC7 (Project No. 7532). The project’s start date is scheduled for November 19, 2021, and completion date is August 5, 2022.

Summary

Total construction contract dollars awarded \$4,674,823.00
 Total dollars HUB participation \$2,692,343.00
 % of HUB participation 58.59%
 % Minority employees within company 29.29%
 % Women employees within company 22.31%

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 MPS’s buildings are safe

and clean. DFMS is contracting with consultants to update documentation necessary to complete testing and to balance 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 report to the Board monthly. The report will include updates on procuring consultants and the status of findings during the site investigations as part of their scope, steps toward procuring contractors to perform testing and balancing and 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

Construction Contracts Requested for Approval:

- ALLCON, LLC, for energy-conservation corridor ceiling and lighting upgrade at Wedgewood Park Multi-Plex; Code: FCM 00 ECE CT ECNC7 \$979,797.00
- Burkhart Construction Corporation, for energy-conservation corridor ceiling and lighting upgrade at Riverside University High School; Code: FCM 00 ECE CT ECNC7 \$1,356,000.00
- ALLCON, LLC, for energy-conservation corridor ceiling and lighting upgrade at South Division Multi-plex; Code: FCM 00 ECE CT ECNC7 \$2,339,026.00

Total \$4,674,823.00

Implementation and Assessment Plan

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

Committee’s Recommendation

Your recommends that the Board approve the construction contracts 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 12) Report with Possible Action Regarding School Safety Plans as Required by Wisconsin State Statutes, §118.07(4)(bm), and Other Associated Requirements

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

Background

Wisconsin Statutes, §118.07(4)(bm), requires all public and private schools in Wisconsin to have school safety plans to be followed in the case of emergency situations:

118.07(4)(bm)
(4)

- (a) Each school board and the governing body of each private school shall have in effect a school safety plan.
- (b) A school safety plan shall be created with the active participation of appropriate parties, as specified by the school board or governing body of the private school. The appropriate parties may include the department of justice, local law enforcement officers, fire fighters, school administrators, teachers, pupil services professionals, as defined in s. 118.257 (1) (c), and mental health professionals. Before creating or updating a school safety plan, a school board or governing body of a private school shall, in consultation with a local law enforcement agency, conduct an on-site safety assessment of each school building, site, and facility that is regularly occupied by pupils. The on-site assessment shall include playgrounds, athletic facilities or fields, and any other property that is occupied by pupils on a regular basis.
- (bm) A school safety plan shall include all of the following:
 1. An individualized safety plan for each school building and facility that is regularly occupied by pupils. The individualized safety plan shall include any real property related to the school building or facility that is regularly occupied by pupils.
 2. General guidelines specifying procedures for emergency prevention and mitigation, preparedness, response, and recovery.
 3. Guidelines and procedures to address school violence and attacks, threats of school violence and attacks, bomb threats, fire, weather-related emergencies, intruders, parent-student reunification, and threats to non-classroom events, including recess, concerts and other performances, athletic events, and any other extracurricular activity or event.
 4. The process for reviewing the methods for conducting drills required to comply with the plan.

The respective school board is to review and to approve the safety plans every three years, or when changes are made, and to provide a letter of certification to the Wisconsin Department of Justice’s Office of School Safety prior to January 1, 2022.

All MPS schools have prepared school safety plans (see example attached to the minutes of your Committee’s meeting) and are consistent with prior years’ plans.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 4.03, Security

Fiscal Impact Statement

N/A

Item was deferred to the end of the agenda.

* * * * *

(Item 13) Report with Possible Action Regarding the Task Force on Strategies and Guidelines to Develop Capacity in Attracting, Retaining, and Developing Bilingual Teachers and Support Staff

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

Background

The Bilingual Task Force has met twice since the start of the 2021-22 school year. The Bilingual Task Force met on Wednesday, October 27, 2021, for the first meeting of the school year. During this meeting, there was an overview of the progress made toward the four points of focus asked for by the Milwaukee Board of School Directors:

1. financial support from MPS and the specific out-of-pocket costs to future bilingual and world language teachers;
2. protocols so that bilingual and world language teachers complete their student teaching on the job at MPS;

3. alternative ways of assessing the language proficiency of bilingual employees and how to engage DPI on standards for bilingual and related certification; and
4. the most efficient and effective way to reorganize programs and support systems to advocate and to nurture educators for the expansion of bilingualism in MPS.

There was time for questions and answers, and next steps were discussed. The information shared at this meeting was shared again on Monday, November 1, 2021.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.23, Recruitment and Hiring: Staff

Fiscal Impact Statement

N/A

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REPORT OF THE COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Peterson presented the following report for the Committee on Legislation, Rules and Policies:

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

Background

In order to continue to promote the opportunity for individuals to student teach in Milwaukee Public Schools, the Administration is proposing the necessary revisions to Administrative Policy 6.33, Clinical Education, Student Teaching, Student Administrator, and Field-placement Students, below.

ADMINISTRATIVE POLICY 6.33
CLINICAL STUDENTS EDUCATION, STUDENT TEACHING, STUDENT
 ADMINISTRATOR,
 PRACTICUM STUDENTS, INTERNS, AND FIELD-PLACEMENT STUDENTS

(1) GENERAL

(a) As one of its contributions to the development and strengthening of the education profession, the Milwaukee Public Schools recognizes its responsibility for providing opportunities for ~~clinical education students~~, student teachers, student administrators, practicum students, interns, and field-placement students to be placed within our district upon request from colleges and universities with approved certification programs in education.

(b) Clinical ~~students education~~, student teachers, student administrators, practicum students, interns, and field-placement students shall not be assigned to buildings in which their spouses, significant others, domestic partners, or dependents are otherwise assigned.

(c) Clinical ~~students education~~, student teaching, placement of student administrators, practicum students, interns, and field placement are done on a credit basis through an arrangement between the student and the college or university. ~~Consequently, clinical education, student teachers, student administrators, or field placement students shall not be on the payroll of the Milwaukee Public Schools at any time during which credits are being earned.~~

(d) Staff members of the Milwaukee Public Schools who are ~~enrolled in~~, clinical students education or are student teachers, student administrators, practicum students, interns, or field-placement students may, upon agreement with the college or university involved, fulfill this

requirement by taking a personal leave of absence for the period of time while working in their current position. Employees that need to complete the requirements may work in their current position to satisfy required hours unless a reassignment is required in order to meet program licensing requirements. during which the credits shall be earned. The procedure for getting an approved personal leave is as follows:

1. ~~The employee must submit the Request for Study Leave to the Benefits Office of the Office of Human Resources.~~
2. ~~Upon approval, the Benefits Office of the Office of Human Resources shall provide the policy regarding leaves of absence for the employee's review and reference.~~
3. ~~The unpaid leave will impact on the employee's Board paid benefits status.~~
4. ~~The employee shall be off the payroll, and any fringe benefits which the employee may wish to continue may be purchased through direct payment to the Benefits Office of the Office of Human Resources.~~

(e) Monetary stipends from the college or university for placement of students shall be given to the Milwaukee Public Schools Foundation.

(2) STUDENT TEACHING, STUDENT ADMINISTRATOR, AND FIELD-PLACEMENT PROCESS

(a) When a college or university wishes to place students with MPS, the college/university must contact the Department of Procurement and Risk Management -Contract Law Specialists. The college/university must sign the Global Agreement between the Milwaukee Board of School Directors (MBSD) and Educate Wisconsin LLC f/k/a Norda, Inc. for conducting clinical education and/or field placement/student teacher programs. This signed agreement is reviewed by the Department of Procurement and Risk Management the Benefits Office of the Office of Human Resources. ~~The MPS Benefits Office of Human Resources~~ The Department of Procurement and Risk Management sends the signed agreement to the MPS's Superintendent for approval and signature.

(b) Upon the approval of the Global Agreement the college or university then submits the criminal background check student's application for Participation in a Clinical students, Education, student teaching, student administrator, practicum students, interns, or field-placement students Program to the Classified Staffing Office of Human Resources for a background check.

(c) The MPS Classified Staffing Office of Human Resources will notify the college or university of the approval or non-approval of the student.

(d) If the student request for placement has been approved, the Office of Human Resources will forward it district sends the request for placement to the Division of Induction and Support. ~~MPS principal or school leader.~~

(e) The principal or school leader will submit a list of recommended cooperating teachers to the Division of Induction and Supports who will match approved requests for placement with approved cooperating teachers. ~~contacts the potential MPS cooperating teacher for acceptance of student.~~

(f) ~~The MPS principal or school leader sends acceptance of student placement to the Office of Human Resources.~~

(g) The Division of Induction and Supports Human Resources will contacts the college or university with approval of request for student placement.

(h) Once the process is completed, the college or university then may works directly with the MPS principal or school leader and cooperating teacher where the student(s) have been placed.

(3) CLINICAL EDUCATION PLACEMENT PROCESS

The process outlined below is for school counselors, school nurses, occupational therapists, physical therapists, speech language pathologist, school psychologists, and school social workers.

(a) When a college or university wishes to place students with MPS, the college/university must contact the Department of Procurement and Risk Management -Contract Law Specialists. ~~The college or university requests the Milwaukee Board of School Directors Agreement from MPS Office of Human Resources.~~

(b) ~~The Office-Department~~ of Procurement and Risk Management sends the Global Agreement between the Milwaukee Board of School Directors (MBSD) and Educate Wisconsin LLC f/k/a Norda, Inc. for conducting clinical education. ~~The MPS Office of Procurement and Risk Management Human Resources~~ sends the Milwaukee Board of School Directors Agreement to the college or university. Once signed, the agreement is returned to the district for the Superintendent's approval and signature.

(c) The MPS ~~Office~~ Department of Procurement and Risk Management Human Resources notifies the college or university and the MPS Program Coordinator that the agreement is in place.

(d) The college or university contacts the MPS Pre-Service and Licensing Coordinator to request a student placement.

~~(e) The MPS Pre-Service and Licensing Coordinator Program Coordinator conducts an interview or uses the program selection process to select the student.~~

~~(f) Upon the approval of the Global Agreement the college or university then submits the criminal background check student's application for Participation in a Clinical students, Education, student teaching, student administrator, practicum students, interns, or field placement students Program to the Classified Staffing Office of Human Resources for a background check.~~

~~(g) The MPS Pre-Service and Licensing Coordinator Program Coordinator sends the student's application for Participation in a Clinical students Education, Student Teaching, Student Administrator, practicum students, interns, or Field Placement students Program to the MPS Classified Staffing Office of Human Resources for a background check.~~

~~(h) The MPS Classified Staffing Office of Human Resources notifies the MPS Pre-Service and Licensing Coordinator of the approval or non-approval of the student~~

~~(i) If approved, the MPS Pre-Service and Licensing Coordinator Program Coordinator notifies the college or university of the student's approval and assigns a clinical instructor to the student.~~

~~(j) The MPS Pre-Service and Licensing Coordinator Program Coordinator notifies the Office of Human Resources and the school principal or school leader of the placement.~~

The proposed revisions will allow our employees to learn and to grow while on the job by providing them with the necessary authentic experiences needed to learn the art of teaching and learning from experienced K12 educators who are highly qualified to model and to teach the next generation of educators for Milwaukee Public Schools. This is also aligned with the District's efforts to build the MPSU programs within the district.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.33, Clinical Education, Student Teaching, Student Administrator, and Field-placement Students

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon the Board's approval, the Office of Board Governance will make and publish the necessary revisions.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed revisions to Administrative Policy 6.33, Clinical Education, Student Teaching, Student Administrator, and Field-placement Students.

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

* * * * *

(Item 2) Action on a Request to Revise and Reaffirm Board Governance Policies

Background

In accordance with the provisions of Wisconsin Statutes, Chapter 119, and with other applicable statutes governing Cities of the First Class, the Milwaukee Board of School Directors is empowered to establish rules for its own governance.

Board Governance Policy 2.03, Board Powers and Duties, requires that the Board Governance Policies be revisited periodically to determine their coherence and appropriateness to the present mission of the school district. The Office of Board Governance has completed its review and is proposing certain revisions to the Board Governance Policies for adoption by the Board. The Office of Board Governance has conferred with the Administration on applicable policies.

The following are the highlights of the revisions:

- consistent with the Board’s previous action, updates to the titles of the Senior Director, Office of Accountability and Efficiency, and Board Clerk/Chief Officer, Office of Board Governance, have been made;
- broadcasting of information for meetings of the Board and its committees has been updated; and
- the list of certified bargaining units has been updated to reflect the units currently certified.

As part of the review, it has been determined that the following Board Governance Policies need no revisions; therefore, these policies are being recommended for reaffirmation:

- Board Governance Policies BG 1.01 and 1.02
- Board Governance Policies BG 2.02, 2.04, 2.05, and 2.13
- Board Governance Policies BG 4.05 through 4.11
- Board Governance Policies BG 4.16 and 4.17

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.11, Amendments to the Rules

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

Upon Board’s approval, the Office of Board Governance will make and publish the necessary revisions and reaffirmations.

Committee’s Recommendation

Your Committee recommends that the Board approve the revisions to the Board Governance Policies as attached to the minutes of your Committee’s meeting and reaffirm those for which no revisions are necessary as part of the five-year review process.

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

* * * * *

(Item 3) Action on a Request to Reaffirm Administrative Policies

Background

Per Board Governance Policy BG 2.11, every fifth year, the Board and its designee shall revisit all of the District’s policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the District. Policies, rules, and procedures are reviewed in an ongoing bases.

The Office of Board Governance, in consultation with the Administration, has reviewed the following policies:

- Administrative Policy 2.09, Loaned Executives
- Administrative Policy 2.13, Relations with Other Schools
- Administrative Policy 4.02, Buildings and Grounds
- Administrative Policy 5.03, Wireless Communication Facilities
- Administrative Policy 7.42, Inter-Library Loan

It has been determined that all of these policies are still appropriate to the mission of the District and, therefore, do not need modifications at this time. It is being recommended, however, that the Board reaffirm these policies.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

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

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

Upon the Board's approval, the Office of Board Governance will republish the policies the administrative policies above with a notation of their reaffirmation.

Committee's Recommendation

Your Committee recommends that the policies specified above be reaffirmed.

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

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REPORT OF THE COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

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

Background

In 2014-15, the U.S. Department of Education's Office for Civil Rights (OCR) conducted a biennial review of data and discovered that a disproportionality of African American students had been 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 November 2021 report follows.

Monthly Discipline Disproportionality Report, October 1-31, 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 regarding 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; and
- forming district committees to identify, to develop, and to implement strategies to reduce suspensions.

Promoting and Providing Resources to Schools Regarding Alternatives to Suspension

A district-wide directory of climate and behavioral supports available to schools and students has been created which lists available supports, their descriptions, their availability, and contact information for more information. This directory has been shared through Thursday Updates and emailed to all school discipline champions.

All discipline champions receive a monthly Why Race Matters update from the District Discipline Manager, which focuses on specific best practices to support positive student behavior. The October update focused on classroom strategies, including holding one-on-one conferences, mindfulness, using "start" requests instead of "stop" requests, and praising positive choices.

A practice shared with schools from the Culture & Climate Toolkit is the 2X10 strategy by which a staff member identifies a student who may be struggling in the classroom or other setting and could benefit from increased community building. Once such a student has been identified, staff members set aside two minutes a day for ten days straight to meet with and talk to the student about any topic he/she chooses and is interested in. This time is used to ensure that the student feels connected and valued in the school community. The strategy also allows for the staff member to learn more about the student and to make connections to the student's interests within academic instruction.

Ensuring That Counseling and Support Services Are Being Used by Schools

The District Discipline Disproportionality (3D) Leadership Team met on October 7, 2021, to review September's disciplinary data by school, race, grade level, type of behavior, and response to behavior. Reviewing and discussing this data through small-group discussion allowed the Team to create next steps from its specific locus of influence.

Next steps

- support schools with PBIS professional development;
- determine next steps for 15 schools participating in the Restorative Practices cohort by using school-specific data;
- engage school- and district-level communities in conversations; and
- support schools in accomplishing the School Improvement Plan's (SIP's) Goal 7, that during the 2021-22 school year, the school will significantly reduce the racial/ethnic disproportionality in referrals, identifications, and disciplinary procedures through the use of equitable practices (e.g., culturally- and linguistically-responsive practices, restorative practices) as part of a multi-tiered system of support.

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

Below are all behavioral events that led to out-of-school suspensions or Student Services suspensions across the district from October 1, 2021, through October 31, 2021, as documented in Infinite Campus. There were 2,420 suspensions in the month, compared with 2,710 suspensions in October 2019.

	American				Pacific			Total
	Hispanic	Indian	Asian	Black	Islander	White	Multiple	
Arson				2		1		3
Assault	2			34			2	38
Battery	15		7	54		4		80
Bullying	3			13				16
Chronic Disruption or Violation of School Rules	37	3	2	297		14	2	355
Disorderly Conduct	87	8	4	385		22	5	511
Endangerment of Physical Safety/Mental Well-being	15	3	3	155		5	1	182
False Fire Alarms				4				4
Fighting	79	4	2	552		10	6	653
Gambling				28				28
Inappropriate Personal Property	5			7		2	1	15
Inappropriate use of electronic communication devices	6		1	24		1		32
Intent to Distribute Drugs/Alcohol/Meds				2				2
Leaving the Classroom without Permission				4			1	5
Loitering				20		2		22
Other Substances/Materials	2		2	31		1		36
Personal Threat	3	1		66		3	1	74
Possession of Drug Paraphernalia	1		1	10				12
Possession/Ownership/Use of Alcohol	2							2
Possession/Ownership/Use of Drugs	9	1		35		1	2	48
Possession/Ownership/Use of Gun				2				2
Possession/Ownership/Use of Weapon Other than Gun	8			20	1	1		30
Possession/Use of Fireworks				1				1
Reckless Vehicle Use				3				3
Sexual Assault	2			15	1	1	2	21
Sexual Harassment	2	1		19		1		23
Skipping Class	2	1		8				11
Substantial Environmental Disruption	16	3	1	76		2	3	101
Theft	1	1		5		2		9
Trespassing				9				9
Use of Tobacco, Including Chewing	8	1		19		1	3	32
Vandalism	2	2		20		1		25
Verbal Abuse/Profanity/Harassment	3			31			1	35
Grand Total	310	29	23	1,951	2	75	30	2,420

The following alternatives to suspension were used by schools when handling disciplinary events.

	American				Pacific			Total
	Hispanic	Indian	Asian	Black	Islander	White	2+ Races	
Conference	37	1		140		6	4	188
Counsel	209	14	15	893		30	19	1,180
Detention	9	1	2	66		3	2	83
Mediation	9	1	1	69	1	4	1	86
Referral BIT	7			10				17
Repairing Harm Circle	2	3		10		1		16
Restorative Conference	4			9				13

The following charts show the District’s demographics and year-to-date disproportionality of suspensions through October 31, 2021.

	American				Pacific		
	Hispanic	Indian	Asian	Black	Islander	White	Multiple
Student Demographics	28%	0%	8%	50%	0%	10%	4%
YTD Suspension Events	12%	1%	1%	82%	0%	3%	1%

Continuing and Expanding Book Studies

All school social workers attended the one-day seminar *Courageous Conversations about Race Exploration* in October and are beginning a year-long book study as part of their Professional Learning Community's (PLC's) reading and discussion of Glenn Singleton's *Courageous Conversations about Race*. A variety of groups have begun a book cohort with Ibram X. Kendi's *How to Be an Antiracist*.

All newly-hired school psychologists and school social workers will be viewing Monique Morris's *Pushout: The Criminalization of Black Girls in School* on November 15, 2021, to be followed by discussion and identification of next steps in their roles. At the conclusion, all participants will have the opportunity to join a book cohort beginning in January.

The first meeting of the District Executive Equity Leadership Team (DELT) occurred with the Executive Director of Education at *Courageous Conversations about Race*. These meetings will occur every six weeks throughout the school year.

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

The Fall Student Leadership Summit was held October 19, 2021, engaging student discipline committees from the 30 traditional middle and high schools. There were a total of 186 student participants at the summit, who engaged in their choices from a variety of topics presented in 11 breakout rooms. Students completed a survey after the summit on their individual and school's next steps, as well as ideas for upcoming student summits.

Students completed a summit survey regarding topics and next steps. Some of the top topics students want to discuss going forward are planning for college, student leadership, mental health, bullying awareness, discipline policies and practices, role of race, and jobs and internships. Feedback from breakout sessions indicated that more than 85% of students agreed or strongly agreed that sessions engaged their interest, provided opportunities for student voice, and provided them with clear next steps. Students were also surveyed about their next steps after attending the summit, with top responses being to continue these conversations back at school, talking with peers, continuing their own understanding of the topic/research further, and working with staff members at their school on next steps.

The Community Conversations series began in October, engaging MPS community members from across the city in breakout rooms to discuss what excites them about this work and what recommendations they have for us to address discipline. Some of the topics discussed were support services for students; engaging student voice in conversation; increasing clubs, sports and other extra-curriculars to engage students; and providing strategies and support to teachers.

Committees will begin meeting in November to look at the District's code of conduct and action levels. There will be focus groups held for school leaders, teachers, students, parents, and the community. Invitations have begun to go out to individuals, with focus groups starting this week. Committees will be looking at the District's code of conduct, behavioral definitions, and disciplinary levels for all behaviors.

The December 1, 2021, Community Conversations will be centered on looking at the code of conduct and action levels. Recommendations will be compiled throughout the year in each of the focus groups and presented formally later in the school year for potential adoption for the 2022-23 school year.

Next Steps

As Student Discipline Committees continue to meet and to take their experiences at the Student Summit back into their schools, traditional middle and high schools will begin to implement.

The Wisconsin Disproportionality Technical Assistance Network is beginning its 2021-22 Educational Equity Leadership Series with live webinars on Thursdays throughout the year. These opportunities are open to all educators in the state and have been advertised throughout MPS.

Sessions of DELT and *Courageous Conversations about Race Exploration* for teachers at identified elementary schools will continue.

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 2) Report with Possible Action Regarding Follow up to Resolution 2021R-022 by
Director Taylor Regarding the School-to-Prison Pipeline**

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 meeting on June 24, 2021, the Board adopted Resolution 2021R-022 by Director Taylor regarding the school-to-prison pipeline. An emphasis of the Board's action was to engage the community and governmental partners under the One Milwaukee Initiative to explore and to address the systems that support and perpetuate the pipeline to prison.

The Administration will continue to support the Board as it continues to partner with the One Milwaukee Initiative, particularly as it concerns eliminating the school-to-prison pipeline. Efforts underway in working toward elimination of the school-to-prison pipeline include academic programs and achievements, progress in reducing disproportionality, personal efficacy and systemic change, community support, and youth engagement.

An overview of the District's current efforts underway in alignment with the Board's action relative to eliminating the school-to-prison pipeline follows.

**Efforts Underway to Support Resolution
2021R-022**

The Department of Curriculum and Instruction is committed to providing all students with equitable access to high-quality, grade-appropriate instruction aligned to the Wisconsin State Standards. Through our Ambitious Instruction: Accelerating Learning initiative, we explicitly acknowledge the critical role all content areas play in ensuring that students acquire essential knowledge, skills, and dispositions for success in school, college, and careers. More specifically, programs are in place in the Advanced Academic Program to offer students in Advanced Placement programs a college-level readiness orientation through our Advanced Placement Summer Bridge Program. Riverside University High School and Milwaukee High School of the Arts were the first to pilot this program summer of 2021.

In addition, our work in Advanced Academics is to recognize, to respond to, and to nurture students' potential. We offered talent-development camps in the summer (Young Ornithologists and STEM Carnival), and two more will be provided in November and December. We are building teachers' capacity to recognize and to nurture students' abilities because we know that building teachers' knowledge of how to meet our students' needs is a way to mitigate the school-to-prison pipeline.

The Department of Specialized Services is supporting the elimination of the school-to-prison pipeline through an increased focus on providing preventative mental health services to students. Our School Community Partnership for Mental Health (SCPMH), which collaborates with local community providers to put licensed community therapists in our schools, has expanded this year to 38 sites under the direction of the MPS Violence Prevention Program.

District-wide trauma care specialists have been providing intensive supports to 30 of our schools and broad supports across the district. This includes collaborating with Building Intervention Teams (BIT) to consider the impact of traumatic events on the lives of our students and their families, and problem-solving ways to mitigate their effects. The Team recently started integrating with the District's Crisis Response Team to enhance services to schools and families following any tragedy, which includes collaboration with the MPS Success Center in increasingly impactful ways.

The Black Lives Matter (BLM) Initiative is helping to work toward eliminating the school-to-prison pipeline through an emphasis on personal efficacy and systemic change, community support, and youth engagement. One of the ways in which the BLM Initiative is helping is by engaging the youth in projects and activities that help them use their voice. Youth engagement and advocacy is encouraged and promoted with the BLM Initiative. Students have been encouraged to write to political figures, school administration, and others to help advocate for change and equity.

Another way in which the Black Lives Matter Initiative is helping to work towards eliminating the school-to-prison pipeline is through personal efficacy and systemic change by promoting a positive school culture and climate. Through BLM, students experience culturally-relevant curriculum, projects, and activities that challenge students to excellence. This helps students feel a sense of belonging. This in turn leads to students wanting to be at school because the school community is caring and supportive and the students see themselves as a part of the school community.

The Department of Student Services continues to support school communities and students through efforts to reduce disproportionality. These include a number of approaches such as focus groups for school leaders, teachers, students, parents, and the community to review the District’s code of conduct and disciplinary action levels. The December Community Conversations series will also focus on reviewing the code of conduct. Other approaches include providing schools with resources on alternatives to suspension such as the Alternatives to Suspension Toolbox, analyzing and evaluating individual schools’ data related to suspensions to determine the best course of action to address disproportionality, continuing and expanding book studies, and forming district committees to identify, to develop, and to implement strategies to reduce suspensions.

The Administration will continue its efforts to eliminate the school-to-prison pipeline and provide support to the Board as requested relative to the One Milwaukee Initiative.

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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REPORT OF THE COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report with Possible Action Regarding the Community Schools Work Group

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

Background

At its meeting on June 24, 2021, the Board adopted Resolution 2122R-005 regarding establishment of a community schools work group. The work group, which comprises representatives of the Administration, the United Way, the MTEA, and community schools coordinators, was established to develop an administrative policy regarding community schools.

The Community Schools Workgroup includes various stakeholders to support equity in voice throughout the process. The workgroup includes parents/guardians, teachers, parent coordinators, children’s health assistants, and principals of current Community Schools. Furthermore, MPS central administration, Community School coordinators, MTEA representatives, and partners also are included in the workgroup. Student voice of current Community Schools will be incorporated through a community conversation process that will be facilitated by the Community School coordinators.

The workgroup is represented by three sub-committees: Cultural Relevance, Equity, and Shared Leadership. Each sub-committee analyzes Community School implementation data and Community Conversations data to identify common themes or concerns. Each committee follows a series of questions that would allow the committees’ members to know if the Milwaukee Community School Partnership’s rubrics address or do not address the themes. Furthermore, all three committees discuss if there is a system or process within the rubrics that may address identified concerns or wants. The workgroup has met on August 26, 2021; September 9, 2021; September 23, 2021; and October 5, 2021.

An advisory committee that includes Community School coordinators, partners, school principals, central administration, and MTEA representatives from the workgroup exists to carry out the Board’s action by supporting the crafting of the administrative policy regarding Community Schools. The advisory committee is also divided into three sub-committees that mirror the workgroups to maintain focus of the Milwaukee Community School key practices. Each sub-committee is responsible for following a consistent process to support the crafting of the community schools policy based on themes identified from the data analyzed from the workgroup and the workgroup discussions that were documented from the notetakers. The advisory committee has met on September 1, 2021; September 15, 2021; and September 29, 2021

The workgroup is making progress in developing the Community Schools policy and is on track to bring it before the Board in December 2021 for referral to the Committee on Legislation, Rules and Polices, as directed by the Board’s action.

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 2) Report with Possible Action on Resolution 2021R-018 Regarding Standardized Testing

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

Background

This report will provide information related to the working group on standardized testing that was part of the discussion related to Resolution 2021R-018, which requested a report on the cost and time related to standardized testing in schools. The presentation will provide information related to the process of the working group, key findings, and recommendations.

Report on Resolution 2021R-018

Background and Purpose

- Review data related to standardized testing
- Collaborate and seek stakeholder input
- Make recommendations

Membership

There were 56 members. All regions were represented. Every level was represented. 75% of membership was school-based.

Meeting Structure & Process

Four meetings were held between July and October. The group presented information, engaged in discussion, collected and analyzed feedback, and made recommendations.

Ranking of Key Findings

1. Clear guidelines and understanding around analysis of assessment data.
2. Differing opinions on the degree of alignment between assessments and curriculum.
3. Students are not academically prepared for state assessments.
4. More time is needed for professional development.
5. Varying approaches to assessment cause discrepancies in test practice and use of assessments' results.
6. Assessment-coordination tasks are time-consuming and often need to occur outside of the workday.
7. Recent changes to the assessment calendar and plans for test administration this year have been well-received.
8. Cost of test materials is not a great concern.

Recommendations

- Reallocate professional development time.
- Allocate resources to support students' academic growth.
- Implement common formative and common summative classroom assessments aligned to the grade-level curriculum at all grade levels.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.38, Balanced Assessment Systems

Fiscal Impact Statement

No Fiscal Impact

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(Item 3) Report with Possible Action on the Regional Showcase — East 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 2021-22 monthly Regional Showcase item will provide a thorough picture of each region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the region and that may be replicated will be included.

This month, the East Region is featured. The East Region comprises 24 schools and serves 9,594 students in diverse settings to meet the varied needs of our students. Schools in the East Region include Bay View Montessori, Brown Street, Burdick, Carver Academy, Cass Street, Clement Avenue, Cooper, Elm, Fernwood Montessori, Fratney, Gaenslen, Garland, Hartford Avenue, Humboldt Park, IDEAL, Maryland Montessori, Milwaukee Academy of Chinese Language, O.W. Holmes, Parkside, Riverwest, Siefert, Trowbridge, Victory, and Whittier.

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

East Region

Demographics

- 9,594 students
- 1,323 staff
- 24 schools
- 18.5% students with disabilities
- 10.6% English-language learners
- 73.5% economically-disadvantaged students

American Indian 0.6%
 Asian 8.7%
 Black 38.5%

Hispanic 22.6%
 Hawaiian/Pacific Islander 0.1%
 Two or More 5.4%
 White 24.1%

Diverse Regional Program Offerings

Montessori	AGR	PLTW
Arts Integration	ESL	World Languages
K3 and Headstart	Green Schools	Other Specialties

2018-19 East Region Report Card Data

Significantly Exceeds Expectations

Cooper Elementary 83.1

Exceeds Expectations

Milwaukee Parkside School 81.0
 Maryland Montessori 79.9
 Whittier Elementary 76.5
 Victory Elementary 76.3
 Garland Elementary 75.9
 Humboldt Park Elementary 74.3
 Bay View Montessori School 74.0
 Fernwood Montessori 73.8
 Burdick Elementary 73.8

Meets Expectations

Milwaukee Academy of Chinese Language 71.7

IDEAL 69.4

Carver Academy 68.3
 Trowbridge Street School 66.7

Meets Few Expectations

Clement Avenue Elementary 62.3
 Siefert Elementary 61.8
 Holmes Elementary 61.6
 Fratney Elementary 61.1
 Brown Street 60.0
 Hartford Avenue Elementary 57.5
 Cass Street Elementary 57.5

Fails to Meet Expectations

Riverwest Elementary 51.6
 Gaenslen Elementary 51.4
 Elm Creative Arts 39.8

School Spotlight: Gaenslen

Vision Statement

The Gaenslen School community envisions reaching the hearts and minds of all of our students, helping every student reach his/her highest potential. We will prepare our students to become career- and community-ready as we embrace neurodiversity through compassionate connections and equitable instruction.

Project Lead the Way

- | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> • Introduction to Engineering Design • Hour of Coding • Coding professional development for staff • Participated in 2020-21 STEM Fair | <ul style="list-style-type: none"> • sySTEMnow Conference • Use of 3D printer • Curriculum used with all students • PLTW Distinguished Gateway School |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

Arts Integration

- Partnership with Aiming for High Quality Arts Instruction
- Collaborated with Arts @ Large to receive Beyond the Box materials and teachers' professional development

- Expanded inquiry-based learning approach in social studies and writing
- Participated in STEAM Summit for Girls
- Maker Space Station and Green Screen

Opportunities and Supports for Students

- Schoolyard-redevelopment Project
- Welcome Week/Harvest Festival
- Supply pickup

- Chromebook support
- Attendance recognition
- Gardening opportunities

Opportunities and Supports for Parents

- Riverwest Food Pantry
- Gaenslen "U" for Parents

- School Engagement Council
- Parent appreciation events

Opportunities for Growth

- Increase the attendance rate as a region
- Focus on Tier 1 instruction and accelerating learning opportunities
- Provide more opportunities for parental engagement

- Maximize the use of formative assessments
- Expand the number of partnerships with community organizations

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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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the report of its delegate to the District Advisory Council (DAC).

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

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

Academic Achievement

- Met with Superintendent regarding concerns at high schools
- Attended the Middle- and High-school Equity Work Group's meeting

Effective and Efficient Operations

- Met with Dr. Posley and Sean Kane
- Milwaukee leadership table – Milwaukee Succeeds
- Briefing with Superintendent regarding State report card and staff and student recognition

Student, Family, and Community Engagement

- Met with the planning team regarding MKE desegregation
- Met with staff regarding green playgrounds
- Met with MTEA's Vice President
- Met with head of Common Ground and ASC

NEW BUSINESS

(Item 1) Action on Proposed Amendments to Various Board Rules in Accordance with Board Rule 1.11, Amendments to the Rules

Referred to the Committee on Legislation, Rules and Policies.

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ITEMS DEFERRED

The following items were previously deferred:

- Communication Three from the Superintendent of Schools: Action on a Request for a Closed Session Relative to a Report with Possible Action Regarding a District Safety Drill as Required by Wi. State Statute 118.07(4)(cp) and Other Associated Requirements
- Item 12 of the Report of the Committee on Accountability, Finance and Personnel: Report with Possible Action Regarding a School Safety Plan as Required by W. State Statute 118.07 (4)(bm) and Other Associated Requirements
- Communication One from the Office of Board Governance: Action on a Request to Retire to Closed Session Regarding Litigation in Which the Board Is, or Is Likely to Become Involved
- Communication Two from the Office of Accountability and Efficiency: Action on a Request to Retire to Executive Session in Order to Consider Information Received in Accordance with Administrative Policy 6.35, Whistleblower Protections

Director O'Halloran made a motion to consider the items in closed session, pursuant to Wisconsin statutes 19.85 (1)(c), 19.85 (1)(d), 19.85 (1)(g), and 19.85 (1)(f).

The motion passed, the vote being as follows:

Ayes — Directors Gokalgandhi, Herndon, Leonard, O'Halloran, and President Peterson — 5.
Noes — None.

The Board was in closed session from 6:43 p.m. to 8:55 p.m.

The Board resumed open session, whereupon Director Leonard moved:

1. Approval of the Superintendent's Communication #2, regarding a district safety drill; and

2. Approval of Item #12, from the Committee on Accountability, Finance and Personnel, regarding a school safety plan, inclusive of the Administration's request to repair district safety equipment.

The motion passed, the vote being as follows:

Ayes — Directors Gokalgandhi, Herndon, Leonard, O'Halloran, and President Peterson — 5.
Noes — None.

The Board adjourned at _8:58 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

DRAFT