

**Minutes for Approval at the Regular October 2022  
Meeting of the Milwaukee Board of School Directors**

**PLEASE REVIEW PRIOR TO THE  
OCTOBER 27, 2022, BOARD MEETING**

Pages

September 29, 2022, Regular Monthly Board Meeting..... 307-354



# BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN SEPTEMBER 29, 2022

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

Present — Directors Carr, Garcia (5:44 p.m.), Gokalgandhi, O'Halloran, Siemsen, and President Peterson — 6.

Absent and Excused — Directors Herndon, Leonard, and Taylor — 3.

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

- Susan Bahrke, a retired teacher at Forest Home Avenue School;
- Prestin Gill-Pate, a student at Madison High School;
- Bobbie Killins, a retired assistant principal at Kagel School;
- Edward Lee, a retired steamfitter with the district pipe shop;
- Brandon Lloyd, Jr., a student at Thoreau School;
- Amalia Villagomez, a teacher at Hamilton High School;
- Peggy Ward, a retired teacher at Grantosa Drive School; and
- Jeremiah Williamson, a student at Hamilton High School.

## APPROVAL OF MINUTES

The minutes of the special and regular board meetings of August 2022 were approved as printed.

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## REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

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

#### Background

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

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

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

#### Superintendent's Report, September 2022

#### **Day One Kickoff Starts the Traditional Start School Year at AAL**

The Academy of Accelerated Learning rolled out the red carpet on September 6, 2022, as thousands of excited students returned to nearly 100 MPS schools. Principal Eric Rian welcomed guests and families at the Day One Kickoff. Special guests welcoming and cheering on students as they arrived included Superintendent Dr. Keith P. Posley; Governor Tony Evers; Lieutenant Governor Mandela Barnes; State

Superintendent Jill Underly; Milwaukee Board of School Directors' President Bob Peterson; Board Director Marcela Garcia; Board Director Henry Leonard; Board Director Erika Siemsen; County Executive David Crowley; the Milwaukee Teachers' Education Association's President, Amy Mizialko; the Administrators and Supervisors Council's Executive Director, Steven Lubar; City Year's Senior Vice President/Executive Director, Dr. Stephanie Maney-Hartlaub; district administrators; state officials; and guests.

Children were excited to see their teachers and friends, to start a fresh school year, and to get ready for hands-on learning. Families watched the excitement, waved good-bye to children, and even shed a few tears as their little ones started a new adventure.

"Our teachers and staff have been prepared with professional development and are ready to deliver Ambitious Instruction again this year," said Dr. Posley. "We have high expectations and want every student to achieve their personal best."

Everyone was excited and full of energy, anticipating the wonderful year of learning that lies ahead for our students.

### **M-Cubed (M<sup>3</sup>) and Milwaukee Public Schools**

Milwaukee Public Schools continues to build connections with Milwaukee Area Technical College (MATC) and the University of Wisconsin-Milwaukee (UWM) through the M<sup>3</sup> (M-Cubed) partnership. This partnership is another collaboration developed to provide students with more opportunities that will help impact their future successes. Currently, M<sup>3</sup> has 12 active projects focused on three overarching goals.

- Connected learning:
  - Academic and career planning (ACP) that focuses on building and supporting students' ACPs;
  - English, math, and science pathways that create curricular alignment across kindergarten through college;
  - Teaching and learning that brings faculty from all three institutions together to improve teaching practices
- Supporting transitions:
  - Transition program Smart Start, which provides support to MPS students as they transition to MATC and UWM;
  - College Connections, a dual-enrollment program with general, education, and nursing pathways;
  - Concurrent enrollment, which expands dual-enrollment across all three institutions; and
  - Milwaukee Parent Institute, which empowers families to support their children's success
- Driving completion:
  - Financial support to increase FAFSA completion, financial aid, and scholarships so that students can access college; and
  - Work-based learning, which creates work-based and experiential learning, including internships across institutions.

We look forward to more students participating each year and want to make the 2022–23 school year the most successful to date.

### **Open House and Spirit Week across the District**

As we welcomed students and families back to school this fall, schools hosted a variety of family-engaging open houses that afforded families a chance to receive books, to participate in activities and games, to meet their mascots, to visit the school carnival, to receive flu shots, to eat popcorn and snacks, and, most important, to visit classrooms and to meet the staff while receiving information for academic success and school expectations.

To help students adjust to the school year and to their student communities, schools participated in Spirit Week from September 12 to 16. Schools had themed days that included crazy socks, bad hair,

backwards, school color, jersey, or best homeroom participation day. Spirit Week allows students an opportunity to get into the spirit of school while keeping focus on their academic program.

All schools will host a spring open house and spirit day. So, rest assured, if you missed the fall activities or had so much fun that you want to do it again, schools will be preparing all winter for their spring events. Check individual schools' home pages for more information.

### **Ronald Reagan and Washington High Schools Break Ground**

Reagan High School will soon begin work on expansions to its school and athletic facilities. MPS hosted a ground-breaking ceremony on September 7, 2022, to unveil the upcoming projects to neighbors, media, and the community.

The many improvements are divided into three phases:

- Phase I
  - Science wing addition with labs
  - Gymnasium addition, including hardwood floor, bleachers, audio system, and more
  - New team locker rooms
  - Large lobby, concessions stand, and bathrooms
  - Six tennis courts
- Phase II
  - Fitness center addition
  - Construction of soccer field and two additional tennis courts
  - Storage space, parking lot, and stormwater management
- Phase III
  - Construction of fieldhouse with turf athletic field

With funding secured through MPS's ESSER funds, MPS Recreation, school fundraising, and private philanthropy, Phase I construction is ready to begin. The school and the district will continue their efforts to secure funds for Phases II and III.

Washington High School hosted a ground-breaking ceremony on September 8, 2022, to begin work on the replacement of its existing track and athletic field. Community members and the media were on hand to kick off the construction. Milwaukee Public Schools, Common Ground, and the Milwaukee Public Schools Foundation have forged a partnership to finance the project and bring these exciting improvements to the community.

Project highlights include the following:

- installation of a new synthetic turf play field suitable for football and soccer practice
- green infrastructure underground stormwater-retention system below the turf play field
- installation of a new practice running/walking track with a rubberized surface
- construction of a new storage shed
- installation of two new basketball half-courts
- practice area for running long jump.

Slated improvements are made possible by fundraising efforts of Common Ground, the MPS Foundation, and numerous grants and funding sources.

MPS administration, staff, and students are grateful to those who worked hard at fundraising and for the generous donations of community members who will make these projects possible. Students, families, and staff are excited to see these projects get under way. The renovations will provide dedicated spaces for student athletes to train and compete.

### **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**

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

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**(Item 2) Report with Possible Action Regarding Transportation Services for the 2022-23  
School Year**

**Background**

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While we ended last school year with about 535 yellow school buses and about 90 non-yellow buses (such as vans and human-service vehicles), we are now at about 580 buses and more than 180 vans and human-service vehicles. We processed about 16,000 bus changes this past month. The biggest challenge we have is keeping up with the volume of requests.

Currently we have more drivers than routes. We have drivers for each of our buses, and we plan for about 10-15% reserve ratio. When we have a higher-than-predicted amount of absenteeism, however, that can be a challenge. The employment market is highly competitive right now, and drivers do tend to shop around employers when they first come back for the start of school. This means quite a bit of movement, and we may think we have drivers lined up, only to have to make last-minute resets. This usually works itself out over the first few weeks of the school year, however. Our staff continues to try to address this and keep the pieces put together to minimize the unavoidable. The actions that we took last year (tiering, helping bus companies to attract and to retain drivers) has helped us reap the benefits this year.

Issues concerning the differential between the transportation system and the classroom information on Infinite Campus has been resolved.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 4.04, Student Transportation Services

**Fiscal Impact Statement**

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N/A

**Implementation and Assessment Plan**

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N/A

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

**(Item 1) Monthly Report, with Possible Action, on Legislative Activities Affecting MPS**

**Background**

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On September 15, 2022, the Department of Public Instruction (DPI) submitted its proposed budget for the 2023-24 and 2024-25 fiscal years. After two years in which per-pupil funding dropped \$715 below the rate of an inflationary adjustment, and 14 years in which per-pupil funding has not kept pace with the rate of inflation, the proposal has been framed as a “recovery budget.” The DPI’s proposal adjusts per-pupil funding upward by \$1,069 over the next two years and improves the reimbursement rate for special education from a still historically low 29% to 45% in the first year and 60% in 2024-25. The DPI recommends increasing the rate to 90% over the following two years in order to achieve the same level of support as that currently provided to private schools.

Additional elements of the proposal are highlighted in the document provided by the DPI, which has been submitted to the Board under separate cover.

### **Strategic Plan Compatibility Statement**

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

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

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Board Governance Policy BG 2.13, Board Legislation Program

### **Fiscal Impact Statement**

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This item does not authorize expenditures.

### **Implementation and Assessment Plan**

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

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

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

#### **Background**

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The monthly report of the Office of Accountability and Efficiency's (OAE) 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 August through mid-September.

#### **Report to the Milwaukee Board of School Directors, September 2022**

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

During the reporting period, the Office of Accountability and Efficiency continued to implement its FY23 Work Plan.

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

Between August 13, 2022, and September 17, 2022, Accountability and Efficiency Services fulfilled three requests for information/research, five constituent inquiries, and one special project. Accountability and Efficiency Services also satisfied three independent hearing officer (IHO) assignment requests.

Additionally, Accountability and Efficiency Services continued to collaborate with the MPS Department of Recreation and Community Services on updating the Equity-based Prioritization Model, which is used to ensure an equitable distribution of resources within the playfield-improvement process. Accountability and Efficiency Services provides support and guidance in spatial and strategic data analysis.

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

### **Contract Compliance Services (CCS)**

During the reporting period, Contract Compliance Services (CCS) staff members attended the American Contract Compliance Association's (ACCA's) training institute in Charlotte, North Carolina. The training institute is designed to provide compliance administrators with comprehensive training from nationally recognized experts within the following fields: contract compliance, supplier-diversity initiatives, public initiatives, public administration management, project goal setting, and legal updates impacting federal and state diversity programs.

As a result of participating, one CCS staff member successfully completed 4.2 continuing education units (42 hours of training) and obtained Certified Compliance Administrator certification. The certification requires two years of attending the training institute.

ACCA's training allows CCS's staff to assess our current processes to ensure efficiency within district operations where contract-compliance requirements are assigned to district bids and requests for proposals. Any necessary adjustments based on industry trends are implemented accordingly.

Additionally, CCS provided one abbreviated job-readiness session to Grandview High School.

Finally, CCS collaborated with the Division of Facilities and Maintenance to discuss strategically aligning both training and resources to better support MPS's high-school juniors and seniors interested in careers within the skilled trades.

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

### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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

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

The Board Clerk presented 12 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors for the following dates and times.

- September 7, 2022, at 9:00 a.m. and 11:00 a.m.
- September 9, 2022, at 9:00 a.m., 10:00 a.m., 11:00 a.m., and 12:00 p.m.
- September 14, 2022, at 11:00 a.m.
- September 15, 2022, at 9:00 a.m., and 10:00 a.m.
- September 19, 2022, at 9:00 a.m.
- September 21, 2022, at 9:00 a.m.
- September 23, 2022, at 9:00 a.m.

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

Director Garcia moved to accept the reports of the Independent Hearing Officers of September 7, 9, 14, 15, 19, 21, and 23, 2022.

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

Ayes — Directors Carr, Garcia, Gokalgandhi, O'Halloran, Siemsen, and President Peterson — 6.  
Noes — None.



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## REPORTS OF THE STANDING COMMITTEES

No items having been set aside for separate consideration, on the motion of Director Siemsen the balance of the Committees' Reports was approved, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, O'Halloran, Siemsen, and President Peterson — 6.  
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
<b>New Hires</b>				
2	Tiffany Brown	Building Service Helper I	\$15.90/hr.	08/22/2022
2	Rayzjon Eison	Building Service Helper I	\$15.90/hr.	08/08/2022
2	Dionne Foster	Building Service Helper I	\$16.43/hr.	08/08/2022
2	Ray Gray	Building Service Helper I	\$15.90/hr.	08/22/2022
2	Brittanie Gregory	Building Service Helper I	\$15.90/hr.	08/29/2022
4	Jasmin Jiminez-Rico	Building Service Helper I	\$15.90/hr.	08/29/2022
2	Shirley Manns	Building Service Helper I	\$16.43/hr.	08/08/2022
4	Luis Martinez Delgado	Building Service Helper I	\$15.90/hr.	08/08/2022
2	Michael Ramsey	Building Service Helper I	\$18.02/hr.	08/08/2022
4	Jorge Mercado	Boiler Attendant Trainee	\$38,846.00	08/08/2022
2	Denise Beck	Children's Health Assistant	\$22,662.00	08/22/2022
2	Tranice Burks	Children's Health Assistant	\$22,662.00	08/29/2022
2	Gail Carroll	Children's Health Assistant	\$22,050.00	08/29/2022
2	Alegra Combs	Children's Health Assistant	\$20,827.00	08/29/2022
2	Essence Cross	Children's Health Assistant	\$18,992.00	08/29/2022
2	Hahmya Johnson	Children's Health Assistant	\$20,214.00	08/29/2022
2	Darsha Jones	Children's Health Assistant	\$20,214.00	08/08/2022
2	Dominique Powell	Children's Health Assistant	\$20,214.00	08/29/2022
2	Sarita Griffin	Food Service Assistant	\$15.90/hr.	08/24/2022
5	Brett Hanisko	Instrument Specialist — 10-month	\$34,792.00	08/29/2022
5	Danielle Burroughs	Interpreter	\$35,932.00	08/09/2022
2	Kylie Leverette	Interpreter	\$39,464.00	08/29/2022
5	Frances Moe	Interpreter	\$39,464.00	08/29/2022
4	Karley Marcelina Vega	Paraprofessional — Parent Involvement	\$26,345.00	08/08/2022
2	Devin Adekunle-Greenwood	Paraprofessional	\$19,758.00	08/08/2022
2	Rosa Adong	Paraprofessional	\$23,876.00	08/29/2022
2	Adebisi Agoro	Paraprofessional	\$19,758.00	08/29/2022
2	Olivia Banks	Paraprofessional	\$19,758.00	08/29/2022
5	Vanessa Boston	Paraprofessional	\$19,758.00	08/29/2022
2	Tiffany Bowen	Paraprofessional	\$20,970.00	08/30/2022
2	Natasha Burnham	Paraprofessional	\$20,970.00	08/08/2022
4	Andrea Cervantes	Paraprofessional	\$22,418.00	08/29/2022

Code	Name	Position	Salary	Date
4	Guadalupe Creapeau	Paraprofessional	\$26,345.00	08/29/2022
5	Abigail Foote	Paraprofessional	\$20,241.00	08/08/2022
5	Tami Hetzel	Paraprofessional	\$19,758.00	08/29/2022
5	Lillian Hock	Paraprofessional	\$20,970.00	08/24/2022
5	Renee Hoefer	Paraprofessional	\$21,699.00	08/29/2022
5	Azariah Horowitz	Paraprofessional	\$20,970.00	08/29/2022
2	Jamona Irving	Paraprofessional	\$19,758.00	08/29/2022
2	Conaniah Jackson	Paraprofessional	\$23,876.00	08/08/2022
4	Maritza Jiminez	Paraprofessional	\$20,970.00	08/29/2022
2	Dessa Jones	Paraprofessional	\$22,418.00	08/08/2022
2	Jonita Jones	Paraprofessional	\$19,758.00	08/29/2022
5	Scott Kinter	Paraprofessional	\$20,970.00	08/29/2022
5	Tanya Knutson	Paraprofessional	\$22,418.00	08/29/2022
5	Mary Larkin	Paraprofessional	\$22,418.00	08/29/2022
5	Kirstin Larson	Paraprofessional	\$19,758.00	08/29/2022
5	Jessica Leitheim	Paraprofessional	\$19,758.00	08/29/2022
2	Shahidah Malone	Paraprofessional	\$19,758.00	08/29/2022
2	Amani McClellan	Paraprofessional	\$19,758.00	08/08/2022
5	Molly McKee	Paraprofessional	\$19,758.00	08/29/2022
5	Emily Merkt	Paraprofessional	\$22,418.00	08/08/2022
5	Luka Milosevic	Paraprofessional	\$19,758.00	08/29/2022
4	Barbara Montano	Paraprofessional	\$20,970.00	08/29/2022
4	Tomasita Morales	Paraprofessional	\$19,758.00	08/29/2022
2	Jeffrey Morris	Paraprofessional	\$19,758.00	08/08/2022
4	Stephanie Munguia	Paraprofessional	\$19,758.00	08/29/2022
4	Wilma Murphy	Paraprofessional	\$23,876.00	08/29/2022
4	Wendy Orozco Luna	Paraprofessional	\$21,699.00	08/29/2022
5	Anna Pajunen	Paraprofessional	\$19,758.00	08/15/2022
3	Kiranmaye Reddy	Paraprofessional	\$19,758.00	08/29/2022
4	Zuleiky Rodriguez Morales	Paraprofessional	\$19,758.00	08/29/2022
4	Yachira Rosemond	Paraprofessional	\$19,758.00	08/29/2022
4	Ebenezer Rubio Morales	Paraprofessional	\$20,970.00	08/08/2022
2	Devonna Scherr	Paraprofessional	\$19,758.00	08/08/2022
3	Morgan Scot	Paraprofessional	\$19,758.00	08/29/2022
5	Elizabeth Sliga	Paraprofessional	\$19,758.00	08/29/2022
5	Katelyn Smith	Paraprofessional	\$19,758.00	08/30/2022
5	Jodie Spence	Paraprofessional	\$22,418.00	08/24/2022
4	Michael Tapia	Paraprofessional	\$19,758.00	08/29/2022
5	Jennifer Thor	Paraprofessional	\$22,418.00	08/29/2022
5	Nicolas Uvena-Stefanovich	Paraprofessional	\$19,758.00	08/29/2022
2	Takiea Walker	Paraprofessional	\$20,970.00	08/08/2022
5	Katherine Walters	Paraprofessional	\$19,758.00	08/29/2022
2	Jada Williams	Paraprofessional	\$19,758.00	08/29/2022
2	Toni Williams	Paraprofessional	\$19,758.00	08/29/2022
5	Alexandra Zach	Paraprofessional	\$20,241.00	08/08/2022
5	Jessica Ziegler	Paraprofessional	\$22,418.00	08/29/2022
2	Dennis Brown	School Safety Assistant	\$24,624.00	08/08/2022
2	Andrew Coleman	School Safety Assistant	\$24,624.00	08/16/2022
2	Dashun Cooper	School Safety Assistant	\$24,624.00	08/08/2022
2	Albany Doss	School Safety Assistant	\$25,238.00	08/08/2022
2	Savannah Hacket	School Safety Assistant	\$24,624.00	08/08/2022
2	Tangela Hawkins	School Safety Assistant	\$24,624.00	08/16/2022
2	Tirika King	School Safety Assistant	\$26,165.02	08/08/2022
2	Trinity Mckinnie	School Safety Assistant	\$24,624.00	08/08/2022
2	Shaqita Morehouse	School Safety Assistant	\$24,624.00	08/16/2022
2	Kyle Saffold	School Safety Assistant	\$24,624.00	08/08/2022
2	Gregory Singleton	School Safety Assistant	\$27,108.00	08/08/2022
2	Danielle Smith	School Safety Assistant	\$24,624.00	08/08/2022
2	Veronica Ademoye	Secretary I — 10-month	\$32,338.00	08/19/2022
4	Denisse Hernandez Gastelum	Secretary I — 10-month	\$27,331.00	08/22/2022
2	Salome Salahdyn	Secretary I — 10-month	\$26,329.00	08/18/2022

Code	Name	Position	Salary	Date
5	Meghan Staples	Secretary I — 10-month	\$30,335.00	08/22/2022
4	Lorenzo Vasallo	Secretary I — 10-month	\$26,329.00	08/19/2022
2	Gina Heil	Secretary I — 11-month	\$33,368.00	08/22/2022
4	Yanima Hernandez	Secretary I — 11-month	\$32,266.00	08/29/2022
4	Cozby Martinez	Secretary I — 11-month	\$31,165.00	08/18/2022
2	Denise Warren	Secretary I — 11-month	\$30,064.00	08/19/2022
2	Ashley Webb	Secretary I — 11-month	\$31,165.00	08/08/2022
5	Kattie Appleton	School Kitchen Manager II	\$34,138.00	08/29/2022
2	Tiera Smith	School Kitchen Manager Trainee	\$17.22/hr.	08/16/2022
4	Natalia Mercado	Social Work Aide II	\$18,212.00	08/31/2022

**Promotions**

2	Marion Poindexter	Building Service Helper I	\$15.90/hr.	08/22/2022
2	Natalie Sanders	Boiler Attendant Trainee	\$41,262.00	08/08/2022
2	Bennie Young	Boiler Attendant Trainee	\$40,054.00	08/22/2022
2	Jazzmen Aldridge	Human Resources Assistant	\$39,090.00	08/29/2022
2	Jasmine Bowers	Paraprofessional	\$19,758.00	08/29/2022
2	Danise Doll	Paraprofessional	\$22,418.00	08/29/2022
2	Dante Fuller	Paraprofessional	\$21,699.00	08/08/2022
5	Mallory George	Paraprofessional	\$19,758.00	08/29/2022
2	Nolita Nutt	Paraprofessional	\$20,970.00	08/29/2022
5	Robin Parker	Paraprofessional	\$19,758.00	08/30/2022
4	Behlen Casillas	School Bookkeeper — 10-month	\$33,888.00	08/01/2022
4	Sheila Rivera	School Bookkeeper — 10-month	\$36,048.00	07/26/2022
5	Morgan Guenther	Secretary — 10-month	\$30,335.00	08/08/2022
2	Consuela Kirkendoll Flowers	Secretary — 10-month	\$29,333.00	08/19/2022
2	Latisha Rogers	Secretary — 10-month	\$31,336.00	08/01/2022
2	Theresa Lewis	School Engineer II	\$58,857.00	08/08/2022
2	Betty Ross	School Engineer II	\$61,407.00	08/08/2022
5	Paula Chartier	School Kitchen Manager III	\$38,949.00	08/10/2022
2	Sherry Grant	School Kitchen Manager Trainee	\$21.52/hr.	08/08/2022
2	Bernita Kizer	School Kitchen Manager Trainee	\$21.52/hr.	08/01/2022
4	Meressa Mendoza	School Kitchen Manager Trainee	\$18.65/hr.	08/01/2022
2	Bradford Handley	School Safety Assistant II	\$32,390.40	08/08/2022

**Rehires**

2	Sierra Davis	Building Service Helper I	\$18.02/hr.	08/22/2022
2	Rajshaun Hawkins	Building Service Helper II	\$39,541.00	08/29/2022
2	Rasheeda Luna	Children's Health Assistant	\$30,216.00	08/08/2022
2	Mysonie Taylor	Children's Health Assistant	\$21,438.00	08/29/2022
2	Cassandra Holmes	Paraprofessional — Parent Involvement	\$30,862.00	08/08/2022
2	India Blunt	Paraprofessional	\$20,241.00	08/08/2022
2	Tarsha Carter	Paraprofessional	\$19,758.00	08/29/2022
2	LaShawndra Cooper	Paraprofessional	\$20,970.00	08/29/2022
2	Latoya Davis	Paraprofessional	\$23,876.00	08/29/2022
4	Migdalia Diaz	Paraprofessional	\$20,970.00	08/29/2022
2	Darlene La Mar	Paraprofessional	\$23,147.00	08/08/2022
2	Sharon Multani	Paraprofessional	\$20,970.00	08/29/2022
4	Yuliana Robles-Estrada	Paraprofessional	\$20,970.00	08/08/2022
4	Martha Ruiz	Paraprofessional	\$23,147.00	08/29/2022
2	Philip Scott-Dotson	Paraprofessional	\$20,241.00	08/29/2022
5	Christopher Simon	Paraprofessional	\$22,803.00	08/08/2022
2	Lawanda Steward	Paraprofessional	\$21,699.00	08/29/2022
4	Dora Elena Vargas	Paraprofessional	\$27,511.00	08/29/2022
2	Shatavia Walker	Paraprofessional	\$27,960.00	08/29/2022
2	Johnny Allen	School Safety Assistant	\$24,624.00	08/08/2022
2	Quwan Booker	School Safety Assistant	\$28,978.00	08/16/2022
2	Toriyana Buford	School Safety Assistant	\$24,624.00	08/08/2022
2	Shatavia Ellis	School Safety Assistant	\$24,624.00	08/29/2022
2	Sharetta Evins	School Safety Assistant	\$28,035.00	08/08/2022
2	La'Zhareya Giles	School Safety Assistant	\$26,165.00	08/08/2022
2	Jazzmine Johnson	School Safety Assistant	\$24,624.00	08/16/2022

Code	Name	Position	Salary	Date
2	LaTisha Kirk	School Safety Assistant	\$24,624.00	08/16/2022
2	Jasmine Mills	School Safety Assistant	\$27,108.00	08/08/2022
4	Aquania Ramirez	School Safety Assistant	\$25,238.00	08/16/2022
2	Ashia Turner	School Safety Assistant	\$24,624.00	08/08/2022
2	Alexis Veasley	School Safety Assistant	\$25,238.00	08/08/2022
2	Christine Virgil	School Safety Assistant	\$25,238.00	08/08/2022
2	Nasif Bowie	Secretary I — 10-month	\$28,332.00	08/19/2022
5	Alexis Guzinski	Secretary I — 10-month	\$27,331.00	08/01/2022

## Codes:

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

**Certificated Appointments**

Codes	Name	Appointment	Level	Salary	Date
<b>School Support Teachers</b>					
5, nr	Darby, Krysta	School Support Teacher	01/MA	\$59,658.00	8/29/2022
2, r	Peterson, Wynona S	School Support Teacher	01/MA	\$84,207.00	8/29/2022
<b>Teachers</b>					
5, r	Altobelli, Jason	AMP Art	01/BA	\$46,979.00	8/29/2022
2, r	Bankhead, Dextie C	Gen'l Elem & K8 — All Grades	01/MA	\$82,318.00	8/29/2022
5, r	Bonner, Molly K	Gen'l Elem & K8 — All Grades	01/BA	\$46,979.00	8/29/2022
5, r	Borga, Hannah	Early Childhood — Spec Ed	01/BA	\$46,979.00	8/29/2022
2, r	Butler, Ida F	Gen'l Elem & K8 — All Grades	01/MA	\$87,984.00	8/29/2022
4, r	Carranza, Angelica	Day-to-day Teacher	01/BA	\$46,979.00	8/29/2022
5, r	Dickler, Jane	Gen'l Elem & K8 — All Grades	01/BA	\$52,158.00	8/29/2022
5, r	Fischer, Todd J	AMP Art	01/BA	\$60,791.00	8/29/2022
5, r	Hartmann, Shanen John	Multicategorical Comp. SEN	01/BA	\$72,876.00	8/29/2022
5, r	Ingram, Salvador	Health — Phy Ed	01/BA	\$48,705.00	8/29/2022
2, nr	Koehnen Eley, Johannah	Gen'l Elem & K8 — All Grades	01/BA	\$55,611.00	8/29/2022
5, r	Larsen, Jaden Nicole	AMP Art	01/BA	\$46,979.00	8/29/2022
5, r	Lentz, Alexis	Gen'l Elem & K8 — All Grades	01/BA	\$48,705.00	8/29/2022
5, nr	Marks, Amy L	AMP Art	01/BA	\$65,970.00	8/29/2022
5, r	McElligott, Maxwell	Gen'l Elem & K8 — All Grades	01/BA	\$55,611.00	8/30/2022
5, r	McGair, Sarah Kristen	Spec Ed Multicategorical	01/BA	\$46,979.00	8/30/2022
2, r	Mejia Rodriguez, Evelinda Betty	Multicategorical Comp. SEN	01/BA	\$46,979.00	8/29/2022
2, r	Morehouse, Cynthia	Multicategorical Comp. SEN	01/MA	\$50,216.00	8/29/2022
5, r	Neubauer, Kane	Gen'l Elem & K8 — All Grades	01/MA	\$65,323.00	8/29/2022
5, nr	Olson, Emily	Regular (Five-year-old) Kindergarten	01/BA	\$52,158.00	8/29/2022
5, nr	Paul, Kayla	Gen'l Elem & K8 — All Grades	01/BA	\$46,979.00	8/29/2022
5, r	Shinkle, Sarah A	Bilingual Education	01/BA	\$60,791.00	8/29/2022
3, r	Tupta, Tamika	Gen'l Elem & K8 — All Grades	01/BA	\$46,979.00	8/29/2022
3, r	Villanueva, Yesenia	Kindergarten (Four-year-old)	01/MA	\$57,769.00	8/29/2022
<b>School Counselors</b>					
5, r	French, Sara	Guidance — Various	01/C	\$67,211.00	8/29/2022
5, nr	Vottero, Ashley S.J.	Guidance	01/MA	\$65,323.00	8/29/2022
<b>Speech Pathologists</b>					
3, r	Meehleib, Kelly	Speech Pathology	01/SLP	\$54,762.00	8/29/2022
5, r	Miles, Jenna	Speech Pathology	01/SLP	\$52,875.00	8/29/2022
<b>School Social Worker — IB Calendar</b>					
2, r	Graves, Elexsis A	School Social Work	01/2A	\$58,971.00	8/29/2022
<b>Occupational Therapist</b>					
5, nr	Heinlein, Jessica	Therapist — Occupational	01/OTM	\$56,027.00	8/29/2022
<b>Teachers — IB Calendar</b>					
4, r	Alvarez Gonzalez, Montserrat	Educational Operations	01/BA	\$46,979.00	8/8/2022

Codes	Name	Appointment	Level	Salary	Date
4, r	Arellano, Tony L	Foreign Language	01/BA	\$52,158.00	8/8/2022
2, r	Bennett, Mortimer George	AMP HPE	01/B	\$64,244.00	8/29/2022
5, r	Buchberger, Jenna	English	01/BA	\$46,979.00	8/8/2022
5, r	Catalano, Ted A	Mathematics	01/BA	\$64,244.00	8/8/2022
4, r	Cisneros-Zapen, Jessica	Gen'l Elem & K8 — All Grades	01/BA	\$46,979.00	8/29/2022
2, r	Cohen-Dixon, Angela	Business Ed	01/BA	\$65,970.00	8/16/2022
2, nr	Crawford, Jamie L	Foreign Language	01/BA	\$46,979.00	8/8/2022
2, r	Crawford, Lenzy L	English	01/MA	\$52,105.00	8/8/2022
5, nr	Davis, Jesse K.	Mathematics	01/MA	\$76,653.00	8/8/2022
2, r	Dodd, Maxwell L	Health & Phy Ed	01/BA	\$50,432.00	8/8/2022
5, nr	Domanico, Greg C	Mathematics	01/MA	\$67,211.00	8/8/2022
5, r	Erler, Emily	English	01/MA	\$59,658.00	8/8/2022
5, r	Fritsch, Jonathan	AMP Art	01/BA	\$60,791.00	8/8/2022
5, nr	Goyette, David	Mathematics	01/MA	\$50,216.00	8/8/2022
2, nr	Jennings, Kasheah	Gen'l Elem & K8 — All Grades	01/BA	\$46,979.00	8/8/2022
5, r	Jicha, Alyssa	Kindergarten (Four-year-old)	01/BA	\$59,064.00	8/15/2022
6, r	Johnson, Alicia R	Foreign Language	01/MA	\$55,882.00	8/15/2022
2, r	Johnson, Emmanuel	English	01/BA	\$46,979.00	8/15/2022
5, nr	Kasten, Justin	Health & Phy Ed	01/MA	\$86,095.00	8/22/2022
5, r	Manzke, Shannon R	Bilingual Education	01/BA	\$46,979.00	8/8/2022
4, nr	Nivia, Carlos	Foreign Language	01/MA	\$70,989.00	8/8/2022
2, nr	Palmer, Cameika	English	01/MA	\$74,765.00	8/22/2022
4, nr	Raygoza, Marco E.	Foreign Language	01/MA	\$87,984.00	8/15/2022
5, nr	Reichhart, Jackie	Health & Phy Ed	01/MA	\$70,989.00	8/8/2022
5, r	Schreiber, Jason	Music	01/MA	\$70,989.00	8/8/2022
5, r	Schreier, Lena	Social Studies	01/BA	\$59,064.00	8/8/2022
5, r	Subotnik, Daniel M	English	01/BA	\$46,979.00	8/8/2022
5, nr	Taylor, Nancy J	Middle School — General	01/MA	\$80,431.00	8/24/2022
3, r	Thao-Yang, Gao Hmong	Gen'l Elem & K8 — All Grades	01/MA	\$63,435.00	8/8/2022
5, nr	Verfueth, Brian J	Science	01/BA	\$74,603.00	8/8/2022
<b>Library Media Specialists — IB</b>					
5, nr	Kastilahn, Jennifer	AMP Lib	01/2FB	\$49,193.00	8/17/2022
5, r	Kemp, Sara A	Library	01/2FM	\$90,152.00	8/8/2022
5, r	Sims Gray, Jenna K	Library	01/2FB	\$49,193.00	8/10/2022
5, nr	Vaccarella, Deborah L	Library	01/2FB	\$49,193.00	8/10/2022
<b>School Counselor — Early Start</b>					
5, r	Bolle, Jeffery	Guidance	01/MA	\$84,207.00	8/8/2022
<b>Teacher — Trauma-informed Coach</b>					
2, r	Buford, Nakkitta D	General Operations	01/2FM	\$56,537.00	8/19/2022
<b>District Teacher Mentor — Early Start</b>					
5, r	Daroszeski, Amy L	General Operations	1D/MA	\$101,572.00	8/29/2022
<b>Permit Teachers</b>					
4, nr	Acosta, Gabriela	Gen'l Elem & K8 — All Grades	XX/4W2	\$46,144.00	8/30/2022
2, r	Addison, Vanessa R	Multicategorical Comp. SEN	XX/4W2	\$46,144.00	8/29/2022
5, r	Blundon, Brianna M	Gen'l Elem & K8 — All Grades	XX/4W2	\$46,144.00	8/29/2022
5, r	Charfi, Nihel	Kindergarten (Four-year-old)	XX/4W2	\$46,144.00	8/29/2022
2, r	Cherry, Marc Anthony Anthony	Gen'l Elem & K8 — All Grades	XX/4W2	\$46,144.00	8/29/2022
5, nr	Cornette, Dillon	Gen'l Elem & K8 — All Grades	XX/4W2	\$46,144.00	8/29/2022
5, r	Denzel, Samantha	Gen'l Elem & K8 — All Grades	XX/4W2	\$46,144.00	8/29/2022
2, r	Edwards, Jeffrey L	AMP HPE	XX/4W2	\$46,144.00	8/29/2022
4, r	Esparza, Jennifer	SAGE	XX/4W2	\$46,144.00	8/29/2022
2, nr	Gentry, Tammie Lisa	Gen'l Elem & K8 — All Grades	XX/4W2	\$46,144.00	8/29/2022
5, r	Gilmore, McKenna	Gen'l Elem & K8 — All Grades	XX/4W2	\$46,144.00	8/29/2022
2, r	Gully, Arsenio L	Bilingual Education	XX/4W2	\$46,144.00	8/29/2022
2, r	Johnson, Warnetta C	Regular (Five-year-old) Kindergarten	XX/4W2	\$46,144.00	8/29/2022
2, nr	Jones, Amiyah N	Gen'l Elem & K8 — All Grades	XX/4W2	\$46,144.00	8/29/2022
2, r	Jones, Naomi G	Kindergarten (Four-year-old)	XX/4W2	\$46,144.00	8/29/2022
5, r	Kellogg, Liam Turner	AMP HPE	XX/4W2	\$46,144.00	8/29/2022

Codes	Name	Appointment	Level	Salary	Date
4, nr	King, Nina	Kindergarten (Three-year-old)	XX/4W2	\$46,144.00	8/29/2022
5, r	Kubacki, Jennifer S	Gen'l Elem & K8 — All Grades	XX/4W2	\$46,144.00	8/29/2022
1, nr	Martinez, Abigail Y Y	Gen'l Elem & K8 — All Grades	XX/4W2	\$46,144.00	8/29/2022
2, r	McKnight, Selena A	Gen'l Elem & K8 — All Grades	XX/4W2	\$46,144.00	8/29/2022
5, r	Myers, Christina Marie	Gen'l Elem & K8 — All Grades	XX/4W2	\$46,144.00	8/29/2022
2, nr	Nation, Najmah	Gen'l Elem & K8 — All Grades	XX/4W2	\$46,144.00	8/29/2022
1, nr	Ramirez, Ruben J	Multicategorical Comp. SEN	XX/4W2	\$46,144.00	8/29/2022
2, r	Rios-O'Hallorans, Juliana	Gen'l Elem & K8 — All Grades	XX/4W2	\$46,144.00	8/29/2022
4, r	Scartozzi, Rafael A	Spec Ed Multicategorical	XX/4W2	\$46,144.00	8/29/2022
3, nr	Vang, Madeline	Bilingual Education	XX/4W2	\$46,144.00	8/29/2022
5, r	Vaughan, Emma	Spec Ed Multicategorical	XX/4W2	\$46,144.00	8/29/2022
5, r	Wade, Jeffery M	AMP HPE	XX/4W2	\$46,144.00	8/29/2022
5, r	Weissenfluh, Claire	Gen'l Elem & K8 — All Grades	XX/4W2	\$46,144.00	8/29/2022
2, r	Wilson, Latisha D	Gen'l Elem & K8 — All Grades	XX/4W2	\$46,144.00	8/29/2022
3, r	Xiong, Mai See	Gen'l Elem & K8 — All Grades	XX/4W2	\$46,144.00	8/29/2022

**Permit Teachers — IB Calendar**

2, r	Coffee, Dontrae Davon	English	XX/4W2	\$46,144.00	8/29/2022
5, nr	Daadoucha, Boutheina Belhiba	Foreign Language	XX/4W2	\$46,144.00	8/8/2022
5, nr	Dannelly-Schenck, April	AMP Music	XX/4W2	\$46,144.00	8/11/2022
5, r	DeWolff, Grace	Specialty Program	XX/4W2	\$46,144.00	8/8/2022
2, r	Donalson, Nicole R	Foreign Language	XX/4W2	\$46,144.00	8/8/2022
1, nr	Evans, Bruce A	Specialty Program Implementor	XX/4W2	\$46,144.00	8/8/2022
5, nr	Gauthier, Salvator	Cat Math High	XX/4W2	\$46,144.00	8/8/2022
5, nr	Harizaj, Fatmir	Science	XX/4W2	\$46,144.00	8/8/2022
5, r	Hennessy LaBonte, Cecilia	Science	XX/4W2	\$46,144.00	8/19/2022
1, nr	Lyon, Diana P	AMP Art	XX/4W2	\$46,144.00	8/8/2022
2, r	McDowell, Sydnee	Health & Phy Ed	XX/4W2	\$46,144.00	8/11/2022
2, r	Rivas, Erika M	Foreign Language	XX/4W2	\$46,144.00	8/29/2022
3, nr	Rivera, Daniel S	Social Studies	XX/4W2	\$46,144.00	8/15/2022
5, nr	Schatzman, Christopher	Social Studies	XX/4W2	\$46,144.00	8/29/2022
5, r	Witt, Donaven	AMP Music	XX/4W2	\$46,144.00	8/8/2022
2, r	Woods, Jonathan M	Multicategorical Comp. SEN	XX/4W2	\$46,144.00	8/29/2022
5, nr	Zanoni, Anthony		XX/4W2	\$46,144.00	8/12/2022

Codes:	<u>Count</u>				
	Teachers	SSWs	Psychs	Other	Total
1 Native American	3	0	0	0	3
2 African American	31	1	0	0	32
3 Asian/Oriental/Pacific Islander	9	0	0	1	10
4 Hispanic	11	0	0	0	11
5 White	53	0	0	8	61
6 Other	1	0	0	0	1
7 Multi-ethnic	0	0	0	0	0
Males	52	0	0	1	
Females	56	1	0	8	

- r Resident who must remain resident  
nr Non-resident who must become resident  
a Reappointment without tenure  
b Reappointment with tenure

**Certificated Leaves of Absence**

	<u>Present Assignment</u>	<u>Effective From</u>
Illness Leave, August 2022		
Rochelle Sandrin	Central Services	August 10, 2022
Tania Miennert	R. King High school IB	August 25, 2022

### Report on Certificated Resignations and Classified Retirements

Reason	Code	Yrs		Name	Position	Location	Date
		Svc					
<b>Certificated Resignations</b>							
Retire	5	29.6		Christine Anderson	Teacher	81st Street	08/17/2022
Personal	4	6.0		Tony Arellano	Teacher	Rufus King MS	09/02/2022
Other Dist	5	13.0		Katie Arguello	Teacher	Fratney	08/12/2022
Personal	5	4.0		Madison Ashman	Teacher	Bradley Tech	08/03/2022
Personal	5	2.0		Amber Baker	Teacher	MACL	08/17/2022
Other Dist	5	16.0		Jeanette Boehm	Teacher	Whittier	08/15/2022
Other Dist	2	2.0		Jasper Brown	Teacher	Bethune	08/18/2022
Other Dist	2	11.9		Sharee Brown	Teacher	Obama SCTE	09/02/2022
Personal	2	0.1		Ida Butler	Teacher	Grantosa	08/29/2022
Personal	2	23.0		Dannette Calvin	Teacher	Obama SCTE	09/06/2022
Personal	4	0.1		Arianna Campbell	Teacher	Douglas	08/18/2022
Other Dist	5	13.5		Heidi Charles	Teacher	Burdick	08/22/2022
Personal	3	5.0		Jie Chen	Teacher	MACL	08/09/2022
Personal	5	9.0		Sean Clark	Teacher	Burdick	08/18/2022
Personal	5	7.1		Leiloni Cloutier	Teacher	Story	08/29/2022
Personal	5	20.0		Katherine Dunbeck	Teacher	Morgandale	08/22/2022
Personal	2	0.1		Jeff Edwards	Teacher	Kagel	08/29/2022
Personal	5	2.0		Kristen Frisch	Teacher	Milw Sign Lang	08/08/2022
Personal	5	19.0		Nathan George	Teacher	81st Street	08/19/2022
Personal	5	9.0		Daniel Glewen	Teacher	Burbank	09/19/2022
Personal	5	11.0		Michael Gotsch	Teacher	Maple Tree	08/26/2022
Personal	2	17.0		David Guyton	Teacher	Washington HS	08/26/2022
Other Work	2	3.0		Luther Hall	Teacher	Lancaster	08/18/2022
Other Dist	5	1.0		Olivia Halterman	Teacher	ALBA	08/12/2022
Personal	5	0.1		Fatmir Harizaj	Teacher	Bradley Tech	08/26/2022
Personal	2	9.6		Tameka Haynes	AP	Pulaski	10/03/2022
Other Dist	5	1.0		Alison Hoppe	Teacher	Zablocki	08/22/2022
Personal	2	0.1		Kasheah Jennings	Teacher	Pratt	08/17/2022
Personal	5	2.7		Sharon Jensen Rugaber	Teacher	Riverside	08/19/2022
Other Work	2	5.7		Nicole Johnson	Coord II	Recreation	08/26/2022
Retire	5	36.0		Paul Kroog	AP	Washington	10/13/2022
Other Dist	5	0.1		Jaden Larsen	Teacher	Alcott	08/29/2022
Other Dist	5	15.8		Stefaney Maloney	Teacher Leader	Central Svcs	08/18/2022
Other Dist	5	6.0		Shannon Manzke	Teacher	Audubon MS	08/16/2022
Other Dist	5	3.0		Ashley Markowiak	Teacher	Wedgewood Park	08/19/2022
Personal	2	6.8		Patricia McGowan	Teacher	Auer	09/02/2022
Other Dist	5	11.0		Austin Moore Gotsch	Teacher	Vincent	08/15/2022
Other Dist	5	14.6		Despina Papageorge	Teacher	Jackson	08/29/2022
Personal	2	3.0		Jordan Phillips	Teacher	Cass	09/02/2022
Other Dist	5	9.0		Heather Plucinski	Teacher	Fairview	08/29/2022
Other Dist	5	9.0		Heather Restivo	Teacher	Forest Home	08/26/2022
Personal	5	7.0		Joanne Richards	SST	MACL	08/26/2022
Other Dist	5	1.0		Madeline Rydholm	Teacher	MACL	08/15/2022
Personal	5	14.0		Rochelle Sandrin	Curr Spec	Central Svcs	09/30/2022
Retire	2	26.2		Candyce Schomisch	Ex Ed Sup	Central Svcs	09/30/2022
Personal	5	9.0		Katharine Schumacher	Teacher	Milw Sign Lang	08/12/2022
Personal	5	4.0		Ashley Smith	SST	Maple Tree	08/24/2022
Personal	5	0.1		Samantha Spelker	Teacher	Rufus King HS	08/18/2022
Personal	4	2.0		Asalia Subia	Teacher	Bradley Tech	09/09/2022
Personal	5	2.0		Rachel Sutphen	Teacher	Lincoln MS	08/19/2022
Personal	2	3.0		ShaKayla Telford	Teacher	Rufus King MS	09/16/2022
Personal	2	17.0		Lisa Thompson	Teacher	Marshall	09/09/2022
Other Dist	5	8.4		Kristina Thull	Teacher	Siefert	08/15/2022
Personal	5	4.0		Brandie Waletzko	Teacher	Siefert	08/12/2022
Personal	5	16.6		Tammy Wilcox	Teacher	Victory	08/23/2022

Reason	Code	Yrs Svc	Name	Position	Location	Date
Personal	5	3.9	Jordan Wolf	Teacher	Honey Creek	06/16/2022
Personal	2	29.0	Yvette Woods	SST	Green Tree Prep	08/11/2022
Other Work	5	25.5	Amy Zych	Teacher	Goodrich	08/26/2022

**Classified Retirements**

Retire	5	22.8	Therese Armbruster	Para	Parkside	08/17/2022
Retire	2	27.0	Barbara Conner	FSA	Rufus King HS	08/16/2022
Retire	5	10.5	Renee Dudley	Comptroller	Finance	08/11/2022
Retire	5	28.2	Douglas Gall	Groundskeeper	Recreation	08/13/2022
Retire	2	6.7	Mattie Harrison	Para	Greenfield	08/11/2022
Retire	2	23.6	Lea Lewis	Para	Obama SCTE	08/11/2022
Retire	5	28.0	Todd Mallegni	Spec II	Student Svcs	09/06/2022
Retire	2	31.0	Bethel Staten	Safety Asst	School Safety	08/14/2022
Retire	5	24.7	Linda Ziegler	CHA	Parkside	09/02/2022

Codes:

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

Reasons

Other District.....	17
Other Work.....	3
Personal.....	36
Retirement.....	12 (9 Classified; 3 Certificated)

**Affirmative Action Report**

The Affirmative Action monthly personnel transaction report for August 2022 is attached to the minutes of your Committee’s meeting. This is an informational item, and no action is required.

**Committee’s Recommendation**

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

*Approved with the roll call vote to approve the 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	Renita Robinson	Assistant Principal III, MacDowell Montessori	Office of the Chief of School Administration	03	12C	\$106,650
5, nr	Jason Wilke	Recreation Coordinator II, Design & Development	Office of the Chief of Operations	03	07A	\$99,824
5, r	Gabriele Green	Early Childhood Curriculum Specialist	Office of the Chief of Academics	03	11A	\$86,599
5, r	Rebecca Alt	Research Analyst III	Office of the Chief of Communications & School Performance	03	07A	\$70,406



Codes	Name	Appointment	Assignment	Salary		
				Sched	Range	Amount
2, r	Pierre Torrence	Technology Support Technician I	Office of the Chief of Communications & School Performance	03	03A	\$74,422
5, nr	Thor Templin	Assistant Principal I, Milwaukee German Immersion	Office of the Chief of School Administration	03	10C	\$69,859
5, r	Keith Genke	Planning Assistant II, MPSU	Office of the Chief of Human Resources	03	02A	\$69,224
2, r	Shavonda Bethly	Supervisor I, Special Education	Office of the Chief of Academics	03	09C	\$68,670
2, r	Carmen McBride	Supervisor I, Special Education	Office of the Chief of Academics	03	09A	\$68,670
5, r	Heather Vargas	Supervisor I, Special Education	Office of the Chief of Academics	03	09C	\$66,688
4, r	Hector Santiago	Supervisor I, Special Education	Office of the Chief of Academics	03	09C	\$66,688
2, r	Lydia Nimke	Associate II, Records Management	Office of the Superintendent	03	04A	\$64,974
2, r	Yvette Leonard-Newton	Accountant II, MPSU	Office of the Chief of Human Resources	03	04A	\$55,749
2, r	Morgan Coleman	Planning Assistant II	Office of the Chief of School Administration	03	02A	\$49,905

### Recommended LTE Contracts Exceeding 60 Days

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

Codes	Name	Position	Assignment	Hourly	
				Wage	Dates
5, r	Denise Sather	School Psychologist	Office of the Chief of Academics	\$50.00	08/15/2022-12/23/2022
5, nr	Michelle Gozdecki	Audiologist	Office of the Chief of Academics	\$45.00	07/01/22-12/23/22
2, r	Jeanne DeMint	School Support Administrator	Office of the Chief of School Administration	\$40.00	09/12/22-02/06/23
5, r	Carol Arendt	School Nurse	Office of the Chief of Academics	\$40.00	09/01/2022-12/23/2022
5, r	Lynn O'Dell	School Nurse	Office of the Chief of Academics	\$40.00	09/30/2022-12/23/2022
5, nr	Susan Hebner	Graphic Design/Marketing Support	The Office of the Chief of Communication and School Performance	\$40.00	09/12/22-03/12/23
1, r	Kathleen Porter	Science Lab Resource Instructor	Office of the Chief of School Administration	\$40.00	09/01/22-02/01/23
5, nr	Katharine Zabors	Lead the Way Launch Instructor	Office of the Chief of Academics	\$30.00	09/12/22-03/12/23
5, nr	Dave Siekmann	Math Counts	Office of the Chief of Academics	\$30.00	09/01/2022-02/01/2023
2, r	Tuwania Anderson	Professional Development Specialist	Office of the Chief of School Administration	\$30.00	08/01/22-02/28/23
5, r	Karen Green	Computer Science Instructional Coach	Office of the Chief of Academics	\$30.00	07/01/22-12/31/22
4, r	Gabriella Sustach	Music Choreographer	Office of the Chief of School Administration	\$30.00	10/16/22-12/21/22
4, r	Gabriella Sustach	Music Choreographer	Office of the Chief of School Administration	\$30.00	01/03/23-01/30/23
2, r	Archie Ivy	Independent Hearing Officer	Office of the Chief of School Administration	\$30.00	08/01/22-02/28/23
2, r	Cortez Vanfelder	Independent Hearing Officer	Office of the Chief of School Administration	\$30.00	08/01/22-02/28/23

Codes	Name	Position	Assignment	Hourly Wage	Dates
2, r	Vivian King	Independent Hearing Officer	Office of the Chief of School Administration	\$30.00	08/01/22-02/28/23
5, r	Geoffrey Carter	Expulsion Online Services	Office of the Chief of School Administration	\$30.00	08/01/22-02/28/23
2, r	Tia Moore	Secretary	Office of the Chief of School Administration	\$30.00	08/08/22-10/31/22
5, r	Doreen Nehmer	Grant Support	Office of the Chief of School Administration	\$30.00	10/01/22-12/31/22
5,	Sallyanne Krueger	Reading Interventionist	Office of the Chief of School Administration	\$30.00	10/03/22-04/28/23
2, r	Stephen Gonzalez	Truck Driver/Mailroom Service	Office of the Chief of School of Administration	\$27.00	08/15/22-12/15/22
5, nr	Kris Bertram	Records Scanner	Office of the Chief of Human Resource	\$25.00	09/01/22-02/24/23
5, nr	Angela Chojnacki	School Kitchen Manager Mentor	Office of the Chief of Operations	\$24.25	08/09/22-02/09/23
5, r	Dawn Butler	School Kitchen Manager Mentor	Office of the Chief of Operations	\$22.51	08/09/22-02/09/23
5, r	Julie Kenney	Climate Assistant	Office of the Chief of Academics	\$23.00	08/01/22-02/01/23
5, r	Paula Kais	Records Scanner	Office of the Chief of Human Resource	\$22.00	08/29/22-02/17/23
2, r	Lavenia Shorter	School Safety Assistant	Office of the Chief of School Administration	\$22.00	08/15/22-02/15/23
5, r	Cheryl Egan	Office Assistant	Office of the Chief of School Administration	\$18.00	08/22/22-09/30/22
5, r	Samone Washington	Data Support Analyst	Office of the Chief of Academics	\$16.00	08/22/22-02/02/23

Codes:

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

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

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**(Item 3) Action on Resolution 2223R-004 by Director Taylor on Onboarding New Paraprofessionals**

**Background**

At its regular meeting on May 26, 2022, the Board referred Resolution 2223R-004 by Director Taylor, to create an onboarding policy for newly-hired paraprofessionals within the Milwaukee Public Schools, to your Committee on Accountability, Finance, and Personnel:

WHEREAS, Administrative Policy 6.01, states that the Board is committed to employing the most effective staff possible for all schools and departments and that the Board endorses the development of specific factors and conditions that make schools and departments more effective; and

WHEREAS, Paraprofessionals have responsibilities that vary widely and may include providing small- group instruction, providing one-on-one instruction, providing behavior support, supervising students, and doing clerical work; and

WHEREAS, Paraprofessionals often report that their roles are unclear and many are unprepared for the work schools ask of them, leading to job dissatisfaction; and

WHEREAS, Clearly defining the role of the MPS paraprofessional positions and providing proper onboarding will set our paraprofessionals up to be effective in their roles, and can increase retention of effective paraprofessionals; and

WHEREAS, A well-rounded onboarding includes, but is not limited to:

- the philosophy or mission of the school or program

- specificity around the roles and job duties the paraprofessional will fill
- conveying a sense of responsibility to maintain student confidentiality
- schedules, school calendars, and workplace expectations relative to working hours and use of sick/vacation time
- other workplace expectations such as dress code, employee breaks, employee parking
- relevant district policies or procedures
- a tour of the worksite and parking, including specific safety and emergency procedures
- equipment and essential phone numbers/contact information
- family, child, student, and classroom orientation specific to the paraprofessional's individual assignment; and

WHEREAS, Onboarding should also include a description of professional learning opportunities as well as a description of a path for career development; now, therefore be it

RESOLVED, That the Administration is directed to develop an onboarding program for new paraprofessionals to be presented to the Board by the October 2022 board cycle.

Prior to the referral of resolution 2223R-004, the Administration had established a workgroup regarding the professional development of paraprofessionals. The initial workgroup included representatives from Central Services departments, the Office of Academics, the Office of Human Resources, and the Office of Finance. Discussion at the first meeting centered on how the Milwaukee Public Schools currently supports newly-hired paraprofessionals and plans for additional supports for newly-hired paraprofessionals.

On July 20, 2022, members of the workgroup met with Director Taylor to share how MPS currently introduces paraprofessionals to their work/assignments within the various programs in the schools and centrally-assigned locations. As MPS's paraprofessionals serve as assistants to teachers, we agree that paraprofessionals can benefit from the same training sessions that we offer to our teachers.

We propose using and reimagining the current New Educators Institute model to include newly-hired paraprofessionals. The new model would allow newly-hired paraprofessionals to accompany new teachers during two days of the institute and an additional day for new-hire information specific to the role of a paraprofessional.

### **Paraprofessional Onboarding**

Onboarding is the process by which new employees acquire the skills, knowledge, and behaviors to become effective contributors to an organization. Onboarding of paraprofessionals is in line with Administrative Policy 6.01, which states that the Board is committed to employing the most effective staff possible for all schools and departments and that the Board endorses the development of specific factors and conditions that make schools and departments more effective.

Knowing that MPS paraprofessionals serve as assistants to teachers, we understand that paraprofessionals could benefit from many of the same training sessions that are offered to our teachers. We are proposing to use and to reimagine the current New Educator Institute (NEI) model, including newly-hired paraprofessionals.

In meeting with Director Taylor, we spoke about our current New Educator Institute, which is a five-day orientation for all newly-hired teachers. We also spoke about the services that the Department of Organizational Development currently provides and about continuing a partnership with Human Resources and Specialized Services to provide additional services for paraprofessionals in the future.

### **Proposed Three-day Onboarding**

- Ambitious Instruction: Accelerating Learning Overview
- Courageous Conversations about Race, Parts 1, 2, & 3
- Classroom Management
- Introduction to Special Education and Inclusive Practices
- Gender and Identity Inclusion
- Human Resources
- School Site visits

### **School-based Onboarding (site visits) — In-person Only**

This experience allows new paraprofessionals the opportunity to connect with their assigned schools.

- School initiatives
- School Tour
- Introductions to Support Staff

- Resources & Logistical Support
- Buddy Staff/School-based support Introductions

### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 6.01, General Personnel Policies

### **Fiscal Impact Statement**

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Three-day professional development @ 7.5 hours daily will equal a total of 22.5 hours. The average paraprofessional's salary, with benefits, is \$25.64 per hour. The total three-day salary for each paraprofessional will be \$576.90. The estimated number of paraprofessionals is 350, for a total cost of \$201,915 for the three-day professional development.

### **Implementation and Assessment Plan**

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#### September 2022

Seek the Milwaukee Board of School Directors' approval for the three-day onboarding institute to begin for all newly-hired paraprofessionals prior to the beginning second semester of the 2022-23 school year.

#### October/November 2022

Meet with the Finance Department to determine potential centralized budgets to compensate paraprofessionals who attend the paraprofessional institute for the second semester.

#### November/December 2022

Draft initial New Educator and Paraprofessional Institute agenda and seek initial approval from immediate supervisor and Chief of Academics.

#### October/November 2022

Convene a meeting for institute's facilitator to discuss.

#### December 2022

Seek final approval of the institute's agenda.

### **Committee's Recommendation**

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Your Committee recommends that the Board:

1. adopt Resolution 2223R-004; and
2. approve the Paraprofessional Onboarding Plan 2022 as outline above.

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

\* \* \* \* \*

**(Item 4) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess of \$25,000; Report on Budget Transfers; Report on Contracts Under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations**

**Purchases**

\_\_\_\_\_ Authorization to Purchase Ford Vehicles for the Departments of Facilities and Maintenance and Recreation from Ewald’s Hartford Ford, LLC

The Administration is requesting authorization to use a state contract to purchase from Ewald’s Hartford Ford, LLC, four Ford vehicles for use by the Departments of Facilities and Maintenance and Recreation. Four vehicles to be purchased are:

- two 2023 Ford T-350 Transit Cargo Vans, 148”-high roof, RWD, (state contract bid item number F117) at \$47,334, for a subtotal of \$94,668;
- one 2023 Ford F-250 Super Duty 4 WD Super Cab with 8-foot box (state contract bid item number F55) at \$46,000 each; and
- one Ford F-150 XL, 4 WD Regular Cab with 6.5-foot box (state contract bid item number F39) at \$37,317 each.

This will be a one-time purchase, and funds expended will not exceed \$177,985. This purchase will be made under the State of Wisconsin’s Contract #505ENT-M21-VEHICLES-00.

Budget Codes: STS-0-0-FGR-RC-ERVH (Vehicle Replacement — Recreation Fund)..... \$130,651.00  
 PRC-0-S-9T3-RC-ERVH (Vehicle Replacement — Recreation Fund) ..... \$47,334.00

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

\_\_\_\_\_ Authorization to Issue a Purchase Order to Lexia Learning Systems, LLC, for a Personalized Reading-development Subscription

The Administration is requesting authorization to issue a purchase order to Lexia Learning Systems, LLC, for personalized reading-development subscription licenses. Lexia Core5 provides at-risk, on-level, and advanced students an opportunity to work at their own pace as they develop their skills in the six areas of reading.

The personalized learning paths enhance reading development and assist the teacher in providing appropriate reading resource to the student.

MPS acknowledges the need to continue use of this program due to the success demonstrated by students in the FY21 pilot schools (Auer, Clarke, Hi Mount, Hopkins Lloyd, Jackson, Keefe, LaFollette, Metcalfe, Sherman, and Westside).

This purchase is made under The Interlocal Purchasing System (TIPS) Contract #210301. The total cost of this purchase will not exceed \$125,900.00.

Budget Code: SDV-E-S-8G3-CI-ECTS (Purchase Goods) ..... \$125,900.00

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	100	10

\_\_\_\_\_ Authorization to Issue a Purchase Order to ETA hand2mind, Inc., for Custom-made Counting Collections Kits for All 3K, 4K, and 5K Classrooms

The Administration is requesting authorization to issue a purchase order to ETA hand2mind, Inc., for 450 custom-designed Counting Collections Kits for use in all pre-K and kindergarten classrooms. The MPS

Counting Collections initiative is a collaborative project between the Mathematics and Early Childhood Departments. One primary goal of the project is to support early childhood educators to become more intentional and adaptive in moving children toward meeting important learning goals in mathematics. The Counting Collections Routine is easily adapted for all levels of learners and establishes a personalized learning path for each student. The personalized learning paths enhance counting and number sense and assist the teacher in providing developmentally-appropriate instruction to each student.

This purchase is made under The Interlocal Purchasing System (TIPS) Contract #180902. The total cost will not to exceed \$220,272.65.

Budget Code: MTH019B3CIESUP (Math Materials/Supplies) ..... \$220,272.65

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

**RFB 5809 Authorization to Contract with Virtucom, Inc., for Interactive Touch Flat Panels and Stands**

The Administration is requesting authorization to enter into a blanket contract with Virtucom, Inc., for interactive touch flat panels and stands. This vendor will be used to provide interactive flat panels (“IFPs”) and stands to schools for use in classrooms.

The District is continuing to replace all existing Smartboards in schools with IFPs, which are more cost-effective: they do not require bulb replacement, and the images are brighter and clearer than those of Smartboards. This technology also does not require frequent alignment of images to projection. IFPs are used by teachers as well as students in the daily instructional processes in the classroom.

Contractor was chosen pursuant to RFB 5809, which closed on August 19, 2022. The contract will run from October 1, 2022, through September 30, 2025. The total cost of the contract will not exceed \$8,500,000.

Budget Code: Varies by location ordering goods..... \$8,500,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
203	109	37	Yes	0	NA	NA	NA	600	10

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

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

**C030745 One on One Learning Corp**

Original Contract Amount ..... \$850,000  
 Increase..... \$250,000  
 Ending amount ..... \$1,100,000

On July 1, 2022, the Milwaukee Board of School Directors and One on One Learning Corp entered into professional services contract number C030745, with a term of July 1, 2022, through June 30, 2023, for one-to-one reading; math, group reading, and group math.

Additional funds are now needed due to an additional tutoring format, peer-to-peer tutoring services, having been added.

**C030721 Hey Tutor Inc**

Original Contract Amount .....	\$850,000
Increase.....	<u>\$250,000</u>
Ending amount .....	<u>\$1,100,000</u>

On July 1, 2022, the Milwaukee Board of School Directors and Hey Tutor Inc entered into professional services contract number C030721, with a term of July 1, 2022, through June 30, 2023, for one-to-one reading; math, group reading, and group math.

Additional funds are now needed due to an additional tutoring format being added.

**C029964 Language Line Services Inc**

Original Contract Amount .....	\$75,000
RCC 6/28/2022:.....	<u>\$80,000</u>
Ending amount .....	<u>\$155,000</u>

On July 1, 2021, the Milwaukee Board of School Directors and Language Line Services Inc entered into professional services contract number C029964, with a term of July 1, 2021, through June 30, 2022, for language-service providers, including phone interpreting and insight audio interpreting. The contract was subsequently extended for an additional term of July 1, 2022, through June 30, 2023.

Additional funds of \$80,000 are now needed to cover additional services.

**Routine Monthly Reports**

The report on budget transfers, the report on contracts awarded with a value under \$50,000 and cumulative total report, and the report on monthly grant awards 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
<b>Monetary Donations</b>			
Clement Avenue School	Box Tops for Education	\$20.40	General School Supplies
Clement Avenue School	Clement Avenue PTO	\$640.65	Saz's Fundraiser
LaFollette High School	HR Department	\$187.00	General School Supplies
Office of Academics-Specialized Services	Wisconsin Masonic Foundation, James M. Hayes Lodge 331	\$1,370.64	Project ADAM — AED Equipment
Strategic Partnerships and Customer Service	Tim Burns	\$100.00	School Supply Drive
Strategic Partnerships and Customer Service	Charties Aid Foundation America	\$150.00	General School Supplies
Strategic Partnerships and Customer Service	Debra Conlin	\$50.00	School Supply Drive
Strategic Partnerships and Customer Service	Susan Foley	\$75.00	School Supply Drive
Strategic Partnerships and Customer Service	Colleen McManus	\$50.00	School Supply Drive
Strategic Partnerships and Customer Service	Donald MeneFee Jr.	\$50.00	School Supply Drive
Strategic Partnerships and Customer Service	Mary Yeh	\$50.00	School Supply Drive
Washington High School	Kathleen Schiermeister	\$500.00	Cumbajin Memorial Award
Washington High School	Cumbajen Family	\$500.00	Cumbajin Memorial Award
<i>Total Monetary Donations</i>		\$3,743.69	
<b>Non-monetary Donations</b>			
Albert E. Kagel School	DonorsChoose	\$499.92	Imaginative Play Items
Alexander Hamilton High School	DonorsChoose	\$276.92	Snacks for Hungry Students
Bay View High School	DonorsChoose	\$435.95	Headphones for Kids

Location	Donor	Amount	Gift or Purpose
Bay View High School	DonorsChoose	\$785.56	Flexible Seating for Flexible Reading
Bay View High School	DonorsChoose	\$794.79	Books 4 Babies
Bay View High School	DonorsChoose	\$837.25	Headphones for Learning
Bay View High School	DonorsChoose	\$916.34	Books
Carver Academy	DonorsChoose	\$393.95	Supplies and Snacks
Pulaski High School	DonorsChoose	\$358.02	Books of Interest
Pulaski High School	DonorsChoose	\$440.63	The New Teacher's Classroom Library
Doerfler School	DonorsChoose	\$612.52	Terrific Third Grade
Dr. B. Carson Academy of Science	DonorsChoose	\$150.78	CD Player
Dr. B. Carson Academy of Science	DonorsChoose	\$160.88	General Classroom Supplies
Dr. B. Carson Academy of Science	DonorsChoose	\$179.87	Coloring Our World with Crayons
Dr. B. Carson Academy of Science	DonorsChoose	\$193.62	Art Supplies for Young Artists
Engleburg School	DonorsChoose	\$420.79	Incentives For Perseverance Reboot
Fernwood School	DonorsChoose	\$269.46	General Classroom Supplies
Fernwood School	DonorsChoose	\$362.30	Expanding our Montessori Hearts
Fernwood School	DonorsChoose	\$530.28	Final Projects Flourish
Gaenslen School	DonorsChoose	\$284.60	Make Math Fun
German Immersion School	DonorsChoose	\$428.71	Take a Seat
German Immersion School	DonorsChoose	\$507.66	Let Me Tell You About It
Goodrich School	DonorsChoose	\$176.15	It's Getting Hot
Goodrich School	DonorsChoose	\$177.75	Supply Refresh
Goodrich School	DonorsChoose	\$280.59	Can I Have a Pencil?
Goodrich School	DonorsChoose	\$374.41	Captivating Classroom Books
Goodrich School	DonorsChoose	\$417.51	Keep Them Reading
Goodrich School	DonorsChoose	\$475.71	Art Supplies
Goodrich School	DonorsChoose	\$667.32	General Classroom Supplies
Goodrich School	DonorsChoose	\$682.49	General Classroom Supplies
Grantosa Drive School	DonorsChoose	\$143.22	Staying Active
Greenfield School	DonorsChoose	\$215.32	My Dog Ate My Writing Materials
Greenfield School	DonorsChoose	\$495.86	Books
Greenfield School	DonorsChoose	\$732.17	Books
Gwen T. Jackson School	DonorsChoose	\$156.88	General Classroom Supplies
Gwen T. Jackson School	DonorsChoose	\$344.93	Books
Gwen T. Jackson School	DonorsChoose	\$362.10	Cube Seating for Kids
Gwen T. Jackson School	DonorsChoose	\$670.80	Books for Beginning Readers
Gwen T. Jackson School	DonorsChoose	\$791.62	Learning in First Grade Is Fun
Hartford University School	DonorsChoose	\$848.18	Makerspace for Middle School
Hayes Bilingual School	DonorsChoose	\$200.14	Chapter Books for Small Group Reading
Hayes Bilingual School	DonorsChoose	\$270.58	General Classroom Supplies
Hayes Bilingual School	DonorsChoose	\$400.12	General Classroom Supplies
Hayes Bilingual School	DonorsChoose	\$429.30	Bad Guys Chapter Books
Hayes Bilingual School	DonorsChoose	\$537.92	Today a Reader, Tomorrow a Leader
Thoreau School	DonorsChoose	\$484.67	Library Magazines



Location	Donor	Amount	Gift or Purpose
Hi-Mount School	DonorsChoose	\$492.79	Rewards For A Challenging Year
Holmes School	DonorsChoose	\$537.50	Show Me the Displays
Kilbourn School	DonorsChoose	\$136.53	Watch Me Grow
King High School	DonorsChoose	\$346.99	Real Life Reading
King High School	DonorsChoose	\$380.04	General Classroom Supplies
King High School	DonorsChoose	\$398.02	Who Am I: Reading Themes of Identity
King High School	DonorsChoose	\$446.35	Modern Text for the Classroom
King High School	DonorsChoose	\$451.61	Art Supplies
Kluge School	DonorsChoose	\$162.91	Food, Clothing & Hygiene
Kluge School	DonorsChoose	\$330.90	Diversity and Inclusion
Kluge School	DonorsChoose	\$417.64	Math Centers for All
Kluge School	DonorsChoose	\$445.71	Let's Make a Garden
Kluge School	DonorsChoose	\$615.34	Fresh at School
Kluge School	DonorsChoose	\$700.87	Flexible Seating
Lancaster School	DonorsChoose	\$766.57	Food, Clothing & Hygiene
Lincoln Middle School	DonorsChoose	\$407.65	Student Tech Team
Lloyd Barbee Montessori	DonorsChoose	\$390.34	Volcanoes ... Oh Yeah
MacDowell Montessori	DonorsChoose	\$307.24	Classroom Fish Tank Fun
MacDowell Montessori	DonorsChoose	\$621.58	Upgrading Our Classroom Essentials
Marshall High School	DonorsChoose	\$468.40	General Classroom Supplies
Marshall High School	DonorsChoose	\$553.49	Read more in the Science World
Milwaukee Academy of Chinese Language	DonorsChoose	\$250.81	Making Sense of Our Emotions
Milwaukee Academy of Chinese Language	DonorsChoose	\$295.80	We Are Ballin'
Milwaukee High School of the Arts	DonorsChoose	\$161.39	Self-care and Stress Reduction
Milwaukee High School of the Arts	DonorsChoose	\$264.86	Bookshelf for Learners
Milwaukee High School of the Arts	DonorsChoose	\$537.50	Artful Learning
Milwaukee Sign Language School	DonorsChoose	\$187.32	Polka Dot Paradise
Milwaukee Sign Language School	DonorsChoose	\$244.06	Infusing PRIDE Into Our Books
Milwaukee Sign Language School	DonorsChoose	\$282.02	Slither, Hop, & Crawl Into a Book
Milwaukee Sign Language School	DonorsChoose	\$299.57	Classroom Interactive Library
Milwaukee Sign Language School	DonorsChoose	\$307.02	One Fish, Two Fish...Whale
Milwaukee Sign Language School	DonorsChoose	\$334.50	Cover Me
Milwaukee Sign Language School	DonorsChoose	\$382.29	Lions, Tigers, and Bears, Oh My
Milwaukee Sign Language School	DonorsChoose	\$425.76	Ready, Set, WIGGLE
Milwaukee Sign Language School	DonorsChoose	\$635.81	Set Up 6th Grade for Success
Milwaukee Sign Language School	DonorsChoose	\$795.30	General Classroom Supplies
Mitchell School	DonorsChoose	\$964.26	Books
Morgandale School	DonorsChoose	\$179.19	Becoming Butterflies
Hawthorne School	DonorsChoose	\$176.88	Celebrating Matters

Location	Donor	Amount	Gift or Purpose
Hawthorne School	DonorsChoose	\$234.68	Junie B. for my own Junie Bs
Neeskara School	DonorsChoose	\$342.31	Education on Fire
Neeskara School	DonorsChoose	\$395.45	Hands-on Learning Fun
Ninety-fifth Street School	DonorsChoose	\$134.64	Preschool Needs Vacuum
Ninety-fifth Street School	DonorsChoose	\$178.36	Books for at Home
Ninety-fifth Street School	DonorsChoose	\$210.25	Let's Learn About Animals
Ninety-fifth Street School	DonorsChoose	\$244.62	We Love Books
Ninety-fifth Street School	DonorsChoose	\$252.51	A Trip Around the World
Ninety-fifth Street School	DonorsChoose	\$296.92	We Love Books #2
Ninety-fifth Street School	DonorsChoose	\$335.63	General Classroom Supplies
Ninety-fifth Street School	DonorsChoose	\$357.27	Playing Our Way to Better Speech
Ninety-fifth Street School	DonorsChoose	\$550.22	Books
Ninety-fifth Street School	DonorsChoose	\$561.33	Standing to Teach and Learn
Ninety-fifth Street School	DonorsChoose	\$585.31	Let Me Show You What I Learned
Parkside School	DonorsChoose	\$410.29	Books
Parkside School	DonorsChoose	\$442.90	The Superpower of Being Mindful
Parkside School	DonorsChoose	\$487.28	Organization All-Stars
Parkside School	DonorsChoose	\$492.70	Fluency Friday Essentials
Parkside School	DonorsChoose	\$649.52	Flexible Seating for All
Parkside School	DonorsChoose	\$751.64	Let's Get Organized
Parkside School	DonorsChoose	\$837.52	Flexible Seating for Math Wiggles
Parkside School	DonorsChoose	\$839.84	Hazardous History
Parkside School	DonorsChoose	\$993.13	General Classroom Supplies
Parkview School	DonorsChoose	\$375.02	Math and Literacy Stations
Parkview School	DonorsChoose	\$375.02	Learning Should Be Fun
Parkview School	DonorsChoose	\$593.53	Instructional Technology
Parkview School	DonorsChoose	\$760.64	Sensory Play
Riverside High School	DonorsChoose	\$860.68	Books
Riverwest Elementary	DonorsChoose	\$246.30	Fidget Toys for Emotional Regulation
Riverwest Elementary	DonorsChoose	\$337.48	Educational Kits & Games
Riverwest Elementary	DonorsChoose	\$387.76	Social Emotional Books and Games
Riverwest Elementary	DonorsChoose	\$483.22	Materials at Our Finger Tips
Riverwest Elementary	DonorsChoose	\$644.63	Help Us Build a Sensory Room
Riverwest Elementary	DonorsChoose	\$988.08	Help Get Our Wiggles Out
Townsend School	DonorsChoose	\$734.81	Essentials for a New School Year
Trowbridge School	DonorsChoose	\$136.13	Food and Water Is Our "Gasoline"
Trowbridge School	DonorsChoose	\$136.52	General Classroom Supplies
Trowbridge School	DonorsChoose	\$178.54	A World Full of Color
Trowbridge School	DonorsChoose	\$224.64	Colorful Classroom
Trowbridge School	DonorsChoose	\$233.45	Comfy Kiddos
Trowbridge School	DonorsChoose	\$256.63	Living in Color
Trowbridge School	DonorsChoose	\$278.28	Language and Literacy
Trowbridge School	DonorsChoose	\$282.28	Kleenslate to Make Learning Fun
Trowbridge School	DonorsChoose	\$328.92	The Power of Reading
Trowbridge School	DonorsChoose	\$440.88	Diving Into Some Good Books
Trowbridge School	DonorsChoose	\$484.30	Learning Language Through Play

Location	Donor	Amount	Gift or Purpose
Trowbridge School	DonorsChoose	\$489.37	General Classroom Supplies
Vieau School	DonorsChoose	\$139.52	General Classroom Supplies
Vieau School	DonorsChoose	\$187.65	Kindergarten Is Supposed To Get Messy
Vieau School	DonorsChoose	\$193.49	Keep Summer School Cool
Vieau School	DonorsChoose	\$234.43	Ready, Set, Welcome
Vieau School	DonorsChoose	\$244.94	Quench Our Thirst for Knowledge
Vieau School	DonorsChoose	\$262.21	Planning Ahead for Next Year
Vieau School	DonorsChoose	\$279.49	Relaxing Reading
Vieau School	DonorsChoose	\$282.46	Farewell Friends
Vieau School	DonorsChoose	\$334.29	Summer Is in the Bag
Vieau School	DonorsChoose	\$334.50	Teaching Through Technology
Vieau School	DonorsChoose	\$338.55	Celebrating Diversity in Kindergarten
Vieau School	DonorsChoose	\$355.79	Diversity in Literature
Vieau School	DonorsChoose	\$368.39	Reviving Recess
Vieau School	DonorsChoose	\$373.07	Read Begins with "R"
Vieau School	DonorsChoose	\$376.55	Life Cycle is Amazing
Vieau School	DonorsChoose	\$384.20	Learning with Fun Manipulatives
Vieau School	DonorsChoose	\$406.30	Explore freely to create new ideas
Vieau School	DonorsChoose	\$408.05	Diversity for Us
Vieau School	DonorsChoose	\$543.49	Stop the Summer Slide
Vieau School	DonorsChoose	\$573.42	Comfy Clothing Choices
Vieau School	DonorsChoose	\$636.97	Reading Nooks, Desks & Storage
Vieau School	DonorsChoose	\$646.24	Stress and Anxiety Relief
Vieau School	DonorsChoose	\$1,802.04	General Classroom Supplies
Vincent High School	DonorsChoose	\$186.88	Back-to-school Basics
Vincent High School	DonorsChoose	\$233.00	Instructional Technology
Vincent High School	DonorsChoose	\$343.02	Sending Future Leaders
Vincent High School	DonorsChoose	\$425.59	End-of-year Hoodie Surprise
Wisconsin Conservatory	DonorsChoose	\$134.87	General Classroom Supplies
Wisconsin Conservatory	DonorsChoose	\$146.81	Supply Refill for Scholars
Wisconsin Conservatory	DonorsChoose	\$216.20	Books
Wisconsin Conservatory	DonorsChoose	\$235.79	Computer Science to the Rescue
Wisconsin Conservatory	DonorsChoose	\$243.46	General Classroom Supplies
Wisconsin Conservatory	DonorsChoose	\$261.72	Ready to Learn
<i>Total Non-monetary Donations</i>		\$69,254.24	
Total Value of Donations		\$72,997.93	

### **Committee's Recommendation**

Your Committee recommends that the Board :

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

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

\* \* \* \* \*

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

**RFP 1019 Authorization to Contract with Sedgwick Claims Management Services, Inc., for Family Medical Leave Act (FMLA) Administration**

The Administration is requesting authorization to enter into contract with Sedgwick Claims Management Services, Inc., (Sedgwick) to provide Family Medical Leave Act (FMLA) administration and accommodation support under the American with Disabilities Act Amendments Act in compliance with federal and state regulations. This contract will provide continuity for employees and efficiency for the District, since Sedgwick is the current vendor and is familiar with MPS’s leave plans and policies.

Contractor was chosen pursuant to RFP 1019, which closed on June 27, 2019. The District partnered with Hays (Benefit Consultants) to develop and to evaluate RFP 1019 for the FMLA administration. At the time of the RFP, the vendor was known as York Risk Services Group, Inc. York was subsequently purchased by Sedgwick Claims Management Services, Inc., and the change in name was brought to the Board on February 27, 2020.

The initial contract had a term of January 1, 2020, through December 31, 2022, (the “Initial Term”) with an additional one-year option to extend if certain performance metrics incorporated into the contracts were met. The Administration wishes to now extend the contract for the final term of January 1, 2023, through December 31, 2023.

The total cost of the contract with Sedgwick in the final term will not exceed \$275,000.

Budget Code: DWC-00-EMB-DW-ECTS (FMLA Administration — Contract Services) ..... \$275,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
4,986	848	3,398	No	0	NA	NA	NA	600	10

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

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

The original contract, which resulted from RFP 1031, was authorized by the Board for a term of November 1, 2020, through June 30, 2021, (the “Initial Term”) with two additional one-year options to extend if certain performance metrics incorporated into the contract were met. WCM has met the performance metrics codified in the contract; therefore, MPS is exercising the second option year of the contract.

The original contract specified that the subsequent extensions would run from July 1, 2021, through June 30, 2022, and July 1, 2022, through June 30, 2023; however, this was incorrect: there are no services from June through October. The first extension ran from November 1, 2021, through June 30, 2022; therefore, the second extension will run from November 1, 2022, through June 30, 2023.

The total cost of the contract in the second, and final, extension will not exceed \$700,000.

Budget Code: IMS-0-0-IMC-DW-ECTS (Instrumental Music — Contract Services) ..... \$700,000.00

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

**RFP 1032 Authorization to Extend a Contract with EdTech Strategies, LLC, for E-Rate Advisement and Consulting Services**

The Administration is requesting authorization to extend the contract with EdTech Strategies, LLC, for E-Rate Advisement and consulting services. This contractor provides comprehensive advisement and consulting services on all aspects of MPS’s application for E-rate funding from the FCC, including pre-application, application period, and post- commitment services. This consultation and advisement are needed to continue the District’s successful participation in this program from 2003 through 2020. MPS has received funding commitments of more than \$94 million dollars from this program.

The E-Rate program is a federal program administered by the Universal Service Administrative Company under the direction of the FCC to provide funding to schools and libraries to obtain broadband and related services. Given the stringent rules and regulations governing the E-Rate program, the District engages a consultant to advise on all aspects of the application process for E-Rate funding and the continuing obligations faced after funding has been received.

This vendor was chosen pursuant to RFP 1032, which closed on October 21, 2020. The original contract provided for four one-year options to extend if certain performance metrics were met. The Contract was previously extended for a second, one-year term, from October 1, 2021, through September 30, 2022. Ed-Tech has met the performance metrics codified in the contract; therefore, MPS is exercising the extension option for Years 3, 4, and 5 for the contract.

This contract extension will run from October 1, 2022, through September 30, 2025. The total cost of the contract for the extension will not exceed \$847,380, or \$282,460 per year.

Budget Code: PIN-0-0-TLN-DW-ETEL (Purchased Services — Contract Services)..... \$847,380.00

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

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

The Administration is requesting authorization to extend a blanket contract with Proximity Learning, Inc., (“Proximity”) for a vendor-hosted virtual online interactive learning course system for world languages for grades K-12. MPS seeks online interactive world language courses due to graduation requirements, which now include two years of a world language which all high-school students must fulfill. For the purposes of direct-to-student online courses with provision of layered levels of support for each course — such as teacher-to-student, student-to-teacher, student-to-student, teacher-to-teacher, and teacher-to-paraprofessional interaction — MPS requires a qualified and developed self-learning, vendor-hosted online interactive learning course system for world languages for grade bands K-12.

Proximity will be used to deliver services for at least American Sign Language (ASL), Chinese/Mandarin, French, German, and Spanish to a maximum estimated 10,264 students throughout the district during the 2022-23 school year. All courses will be administered by licensed content-certified instructors.

Proximity was chosen pursuant to RFP 1047, which closed on July 5, 2021. The original contract ran from October 1, 2021, through September 30, 2022, (the “Initial Term”) with two additional one-year options to extend if certain performance metrics were met. Proximity Learning, Inc., has been met these performance metrics; therefore, MPS is exercising the first extension option, which will run from October 1, 2022, through September 30, 2023. The total cost of the contract in this year will not exceed \$1,000,000.

Budget Code: GEN-0-0-INV-DW-ECTS ..... \$1,000,000.00

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

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

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

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

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

MPS is looking to build on successes and lessons learned during the COVID-19 pandemic. including the need to provide consistent messaging available in various communication formats to ensure that our families, students, staff, and community members are well informed. MPS’s ability to attract and to retain students and staff in a highly competitive marketplace is critical to securing the resources needed to deliver world-class education and to achieve successful academic outcomes for students.

Contractor was chosen pursuant to RFP 1057 which closed on July 15, 2021. The contract ran from October 1, 2021, through September 30, 2022, (the “Initial Term”) with two additional one-year options to extend if certain performance metrics incorporated into the contract were met. The performance metrics codified in the contract have been met; therefore, MPS is exercising the first extension option, which will have a term of October 1, 2022, through September 30, 2023, and will not exceed \$120,000.00

Budget Code: INF-0-S-9G3-IC-ECTS ..... \$120,000.00

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

**RFP 1079 Authorization to Contract with CH Coakley & Co., Inc., for Technology-moving Services**

The Administration is requesting authorization to enter into a contract with C H Coakley & Co., Inc., for technology-moving services. This contractor will be used to provide moving services as needed at a variety of MPS sites. Items to be moved will consist primarily of computers and other technological equipment. These moving services are critical to operations in the Department of Technology. They are to be used on a routine basis to deliver computers and other electronic equipment to schools, as well as to pick up obsolete equipment at schools and to deliver it to the 7th St. Warehouse facility for recycling.

Contractor was chosen pursuant to RFP 1079, which closed on July 22, 2022. The contract will run from December 1, 2022, through November 30, 2025, and will not exceed \$450,000.00.

Budget Code: TSV-0-0-TLN-DW-EMTC (Technology — Contracted Services) ..... \$450,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
94	41	26	No	25%	25%	TBD	NA	100	10

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

- Sedgwick Claims Management Services, Inc., for Family Medical Leave Act (FMLA) Administration, DWC-00-EMB-DW-ECTS ..... \$275,000
- Wisconsin Conservatory of Music, for Music Instruction Support, IMS-0-0-IMC-DW-ECTS ..... \$700,000
- EdTech Strategies, LLC, for E-Rate Advisement and Consulting Services, PIN-0-0-TLN-DW-ETEL..... \$847,380
- Proximity Learning, Inc., for Online Interactive Learning Course System for World Languages Grades K-12, GEN-0-0-INV-DW-ECTS ..... \$1,000,000
- Kane Communications Group, for an Integrated Marketing and Communication Strategy INF-0-S-9G3-IC-ECTS..... \$120,000
- CH Coakley & Co., Inc., for Technology Moving Services, TSV-0-0-TLN-DW-EMTC ..... \$450,000.

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 contracts as set forth in the attachments to the minutes of your Committee's meeting.

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

\* \* \* \* \*

**(Item 6) Action on the Award of Exception-to-bid Requests**

\_\_\_\_\_ Authorization to Issue a Purchase Order to CDW Government, LLC, for Soundtrap Suite Subscription Licenses

The Administration is requesting authorization to issue a purchase order to CDW Government, LLC, for Soundtrap Suite Subscription Licenses. Soundtrap is a platform that gives students access to a digital audio workstation for music composition. We began using this platform during the 2021-22 school year. Renewal of this license will allow continuous use in all MPS schools without interruption of service.

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

The total cost of the goods purchased will not exceed \$57,300.00. The subscription will run from October 1, 2022, through September 30, 2025.

Budget Code: MUS-0-I-8G3-CI-ECTS (ESSER)..... \$57,300.00

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

————— Authorization to Issue a Contract to Edu, Inc., for College and Scholarship Application Assistance

The Administration is requesting authorization to issue a contract to Edu, Inc., for 3,500 access codes for the Common Black College Application (CBCA) to be used by the graduating classes of 2023 and 2024 to apply to historical Black colleges and universities (HBCUs). The CBCA is a college-application portal. Students are able to apply to 68 HBCUs through one application. The CBCA provides an opportunity to streamline the college-and-scholarship-application process for both students and educational staff. Based on research, HBCUs foster students’ success by meeting the needs of first-generation and low-income students. HBCUs outperform predominantly White institutions in retention and graduating low-income African-American students.

The Common Black College Application will allow Milwaukee Public Schools’ students access to the portal for 2022-24 academic school years. The staff from CBCA will deliver professional development during the 2022-24 academic years and provide direct outreach to students and families through workshops.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this purchase are considered one-of-a-kind, and competitive vendors do not exist (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The term of the contract will run from October 1, 2022, through July 31, 2024, and will not exceed \$70,000.00.

Budget Code: GDC-0-S-9B3-E0-ECTS (Curriculum & Instruction — Purchases)..... \$70,000.00

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

————— Authorization to Contract with Facing History and Ourselves, Inc, for Professional Development Services

The Administration is requesting authorization to enter into a contract with Facing History and Ourselves, Inc., for professional development services. Contractor will be used to deliver the Schools Where We Belong program at Andrew S. Douglas Middle School. The goal of the program is to create schools that center equity, social emotional learning, and civic education as key design elements of instruction. Students will gain critical thinking skills, empathy and tolerance, civic responsibility, and the belief that they can make a difference in the world. Teachers will be more confident and skilled at fostering students’ academic, civic, and social and emotional learning. School leaders will be equipped to shape and to maintain a student-centered, brave, and inclusive school culture. Classrooms and schools will gain more equity mindsets and be respectful, reflective, and participatory — necessary conditions for deep learning.

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 considered one-of-a-kind, and competitive vendors do not exist (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The contract will run from October 1, 2022, through June 30, 2024. The total cost of the contract will not exceed \$58,000.

Budget Code: SDV-0-S-9F3-DE-ECTS (Specialized Services Contracted Services)..... \$58,000.00



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

Authorization to Contract with HIR Wellness Institute, Inc., for Talking Circles with First Nation Studies

The Administration is requesting authorization to enter into a contract with HIR Wellness Institute, Inc., for virtual and in-person Talking Circles with First Nations studies. Contractor will provide pre-and post-surveys to assess participants’ understanding and use of culturally-specific coping strategies and interventions: The Seven Grandfather teachings, Medicine Wheel teachings, and Generation Red Road curriculum for Native youth with issues with mental health and substance use, as well as cultural practices such as smudging. The Talking Circles will teach new skills and knowledge from these teachings, peer-to-peer mentorship, and leading group exercises.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that this vendor is required to be used for these services, pursuant to an existing grant (Administrative Policy 3.09(2)(c)).

The original contract ran from October 1, 2021, through September 30, 2022, (the “Initial Term”) with two additional one-year options to extend if certain performance metrics incorporated into the contract were met. The first extension (“Year 2”) will run from October 1, 2022, through September 30, 2023. The total cost of the contract will not exceed \$85,554.00.

Budget Code: SDV-0-S-D83-DW-ECTS ..... \$85,554.00

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

Authorization to Enter into a Contract with Milwaukee Education Partnership, Inc., to Enhance Teaching and Learning in Milwaukee Public Schools

The Administration is requesting authorization to extend the contract with Milwaukee Education Partnership, Inc., (“MEP”) to support MPS’s efforts to enhance the quality of teaching and learning in Milwaukee Public Schools. The broad initiative of the MEP is to ensure that every child in MPS is performing at or above grade level in reading, writing, mathematics, and science through shared responsibility for student success. The framework for the initiative is a balanced, comprehensive literacy program that provides skills development across all curricular areas and focuses on reading, writing, listening, speaking, deep thinking, and research skills. Programmatic initiatives include teachers’ and administrators’ professional development as well as students’ character and academic skills enhancement. Additionally, MEP will support district initiatives to recruit highly-qualified teachers in high-need certification areas.

The Board has supported the work of the Milwaukee Education Partnership from its inception and maintains an MEP representative.

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 considered one-of-a-kind, and competitive vendors do not exist (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The original contract ran from October 1, 2021, through June 30, 2022. The first extension (“Year 2”) will run from October 1, 2022, through September 30, 2023, with one additional one-year option to extend if certain performance metrics incorporated into the contract are met. The total cost of the contract in the Initial Term will not exceed \$75,000.

Budget Code: GSP-0-0-CTG-DW-ECTS (Contract Services General Support)..... \$75,000

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

Authorization to Enter into a Contract with Milwaukee Education Partnership, Inc., to Enhance the Pipeline of Graduates from Historically Black Colleges and Universities (HBCUs) to Milwaukee

The Administration is requesting authorization to enter into a contract with Milwaukee Education Partnership, Inc., (“MEP”) to enhance the pipeline of graduates from historically Black colleges and universities (HBCUs) to Milwaukee. MEP will collaborate with MPS to address workforce challenges related to the need and loss of African Americans in staffing. MEP, in partnership with MPS, will provide 10 graduating students who are completing their degrees and certifications in education with semester-long (16 weeks) paid internships, course credit, professional mentoring, housing, and transportation.

The Board has supported the work of the Milwaukee Education Partnership from its inception and maintains an MEP representative.

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 considered one-of-a-kind, and competitive vendors do not exist (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The original contract will run from October 1, 2022, through September 30, 2023, with the option for two additional one-year terms if certain performance metrics are met.

For the 2022-23 school year, the cost per intern will be \$6,417, and the total cost of the contract in the initial term will not exceed \$64,170.

Budget Code: OSC-0-S-1TS-LS-ECTS (Contract Services) ..... \$64,170.00

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

Authorization to Contract with Charter Communications Holdings, LLC, DBA Charter Communications Operating, LLC, for Telephone Communication Services

The Administration is requesting authorization to enter into a contract with Charter Communications Holdings, LLC, DBA Charter Communications Operating, LLC, for telephone communication services. Contractor will be used to provide 480 concurrent call paths for all district inbound and outbound telephone communication, and to provide 105,000 monthly minutes of usage for long distance and local calls. These services are necessary to support the more than 20,000 telephone numbers the district uses in all schools and departments to make and receive telephone calls internally and externally.

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

The contract will run from October 1, 2022, through September 30, 2023, with two additional one-year options to extend. Monthly estimated charges are \$7,904.85 before any fees or surcharges. The total cost of the contract in the initial term will not exceed \$99,600.

Budget Code: PIN-0-0-TLN-DW-ETEL (Technology — Contracted Services). ..... \$99,600.00

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

————— Authorization to Issue a Purchase Order to Tools for Schools, Inc., to Provide the Book Creator 1000 Book Premium License for a 24-month Subscription

The Administration is requesting authorization to issue a purchase order to Tools for Schools, Inc., to provide a 24-month subscription to Book Creator 1000 book premium license. This subscription, which will include premium features for every teacher in the MPS domain, includes full professional development support and a dedicated Teacher Success Manager for onboarding and implementation.

There are 1,203 active teacher Book Creator users in Milwaukee Public Schools. These teachers are spread across all content areas and grade levels. Library media specialists have already received training in Book Creator and are in a position to support the teachers in the schools they serve. More than 6,000 MPS students have engaged with Book Creator since August 1, 2021. Together, both teachers and students have created over 22,100 books.

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 considered one-of-a-kind, and competitive vendors do not exist (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The subscription will run from October 1, 2022, through September 30, 2024, and will not exceed \$171,000.

Budget Code: DTI-0-8G3-CI-ETRS ..... \$171,000.00

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

————— Authorization to Extend a Contract with College Board to Provide Advanced Placement Assessments

The Administration is requesting authorization to enter into a contract with College Board for Advanced Placement Assessments. College Board, the the sole-source provider of the Advanced Placement (AP) Exams taken by the students in Milwaukee Public Schools, will provide and deliver to Milwaukee high schools the number of its standard national AP exams ordered by students in up to 36 subject areas.

College Board will provide each school's AP coordinator, AP teachers, and designated school district administrator with access to the AP Online Score Reports and MyAP websites by the first week of August in each contract year. College Board will provide each student with his/her score results for all AP exams taken in electronic form no later than July 20 of each contract year. Additional fees for AP exam scoring, processing, late order fees, or unused/canceled exams will be charged to the individual schools in accordance with the list of fees detailed in the District Pay contract. The District collects test fees from students that are not economically disadvantaged and pays the fees for all students that are identified as economically disadvantaged. This contract would cover the 2022-23 school year.

This contract is an exception-to-bid based on one-of-a-kind status, since there is no alternative contractor. 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 comply with an established MPS standard and meet the quality required (Administrative Policy 3.09(7)(e)(1)(b)(v) and 3.09(7)(e)(1)(b)(vi)).

This contract will run from October 1, 2022, through December 31, 2023 and will not exceed \$250,000.

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

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

**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:

- CDW Government, LLC, for Soundtrap Suite Subscription Licenses,  
MUS-0-I-8G3-CI-ECTS ..... \$57,300
- Edu, Inc., for College and Scholarship Application Assistance,  
GDC-0-S-9B3-E0-ECTS..... \$70,000
- Facing History and Ourselves, Inc., for Professional Development Services,  
SDV-0-S-9F3-DE-ECTS..... \$58,000
- HIR Wellness Institute, Inc., for Talking Circles with First Nation Studies,  
SDV-0-S-D83-DW-ECTS..... \$85,554
- Milwaukee Education Partnership, Inc., to Enhance Teaching and Learning in Milwaukee Public Schools,  
GSP-0-0-CTG-DW-ECTS ..... \$75,000
- Milwaukee Education Partnership, Inc., to Enhance the Pipeline of Graduates from Historically Black Colleges and Universities (HCBUs) to Milwaukee;  
OSC-0-S-1TS-LS-ECTS ..... \$77,000
- Charter Communications Holdings LLC, DBA Charter Communications Operating, LLC, for Telephone Communication Services,  
PIN-0-0-TLN-DW-ETEL..... \$99,600
- Tools for Schools, Inc., for Subscription to Book Creator;  
DTI-0-8G3-CI-ETRS..... \$171,000
- College Board for Standard National AP Exams,  
SYS-0-0-AMT-RH-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 exception-to-bid requests as set forth in the attachments to the minutes of your Committee’s meeting, inclusive of the revisions made to contract with Milwaukee Education Partnership, Inc., to enhance the pipeline of graduates from Historically Black Colleges and Universities (HBCUs) to Milwaukee (attachment #8 to the minutes of your Committee’s meeting).

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

\* \* \* \* \*

**(Item 7) Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with Boelter, LLC, for Nutrition Services**

**Background**

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Boelter, LLC, will provide food-service equipment and insulated food carriers for breakfast in the classroom.

The vendor was chosen pursuant to RFB 5775. Boelter, LLC, was the lowest-complying bidder. The initial blanket agreement ran from October 1, 2019, through September 30, 2020, with the possibility of two annual renewals based on performance measures. The blanket agreement provided for two one-year options to extend if performance measures codified in the bid were met. MPS exercised both one-year options to extend, with the second, and final, extension running from October 1, 2021, through September 30, 2022 (Year 3).

The request to waive administrative policy and issue the contract for a third extension, or fourth year, is being made to ensure availability of product for the school year, as the supply chain is still volatile, and this vendor is able to ensure product availability at reasonable prices.

This contract extension will run from October 1, 2022, through September 30, 2023. The total cost of the contract in this extension year will not exceed \$1,090,000.00,

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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Budget Code: Varies by location ordering goods..... \$1,090,000.00

**Implementation and Assessment Plan**

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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**

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Your Committee recommends that the Board waive Administrative Policy 3.09(9)(e) and extend the contract as set forth in the attachments to the minutes of your Committee’s meeting.

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

\* \* \* \* \*

**(Item 8) Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with Gallagher Bassett Services, Inc., for Third-party Administration of the District’s Self-insured Workers’ Compensation Program**

**Background**

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The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and extend a contract with Gallagher Bassett Services, Inc., (“Gallagher Bassett”) for third-party administration of the District’s self-insured workers’ compensation program.

In 2015, a Request for Proposal (RFP) was issued for the third-party administration of the District’s self-insured workers’ compensation program. At the conclusion of the RFP process, Gallagher Bassett was selected as the awardee. In September 2016, the Board authorized a three-year contract with Gallagher Bassett, with two one-year options to extend.

In 2019, while in discussions with Gallagher Bassett to use the first one-year extension, the Administration was able to negotiate better pricing upon the agreement of a three-year extension. The Board approved the three-year extension, which ran from October 1, 2019, through October 1, 2022.

The Administration is now requesting that we extend the contract for an additional year, as we are able to use the CoProcure cooperative agreement 7161804REN1. The contract would run from October 1, 2022, through October 1, 2023, and will not exceed \$240,770.

**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: INJ-0-0-DIJ-DW-EWCM ..... \$240,770.00

**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 waive Administrative Policy 3.09(9)(e) and approve the contract as set forth in the attachments to the minutes of your Committee’s meeting.

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

\* \* \* \* \*

**(Item 9) Action on Monthly Facilities Matters: FMS Award of Construction and Professional Service Contracts and Report with Possible Action Regarding Air Quality**

**Construction Contracts**

**Fire Alarm System Replacement**

Department of Facilities & Maintenance

Prime Contractor

ALLCON LLC  
12704 West Arden Place  
Butler, WI 53007

Low Bidder, Base Bid of ..... \$540,055.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
44	12	7	Yes	0	90%	\$486,049.00	0	200	10

Funds are available for the fire alarm replacement project from account code FAR 00 MM2 11 ECNC (Project No. 7922). The project contract start date is scheduled for September 30, 2022, and completion date is April 28, 2023.

Total construction contract dollars awarded..... \$540,055.00  
 Total dollars HUB participation ..... \$486,049.00  
 % of HUB participation .....90%  
 % Minority employees within company .....27%  
 % Women employees within company.....16%

**Professional Services Contracts**

**RFP #21-015 Moving Services — Design & Construction**

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide moving services — design & construction. The selected firm is Ace World Wide Moving & Storage Co., Inc.

The contract period will be October 28, 2022-May 31, 2024. Contracts will be issued on an as-needed basis based on pre-approved rate schedule.

Budget Code: Various, annually not to exceed ..... \$1,000,000.00

**RFP #7331 2023 Green Infrastructure Upgrades, Cohort 5, at Various MPS Sites**

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design services for the 2023 green infrastructure upgrades, Cohort 5, at various MPS sites. Selected firm is Stormwater Solutions Engineering, LLC.

The contract period will be September 30, 2022 – August 15, 2023

Budget Code: Various ..... \$224,675.50

**Air-Quality Report**

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 (later quarterly) reports regarding air quality, with priority to be given to classrooms and schools without window access to outside air.

The Department of Facilities and Maintenance Services (DFMS) continues to monitor mechanical systems throughout the district and to perform any necessary repairs to make sure that MPS's buildings are safe and clean. The Administration will continue to pursue measures to ensure good air quality in MPS's buildings and will report to the Board monthly. The report will include updates on procuring consultants and on the status of findings during the site investigations as part of their scope, steps toward procuring contractors to perform testing and balancing, to identify any deficiencies in mechanical systems, and then to evaluate potential deficiencies and to establish remediation plans if necessary. This defined process equates to performing a ventilation audit.

DFMS is continually working with the Integrated Project Delivery contractors, along with the contracted Owner's Representative, in finalizing scopes at each school building. Following is a report of project activities through September of 2022.

**Esser II Projects related to Air Quality**

*Summary of Project Activities through September of 2022*

**Project Design Status**

Since the last project status update in June 2022, MPS, the Owner's Representative, and the Integrated Project Delivery (IPD) teams continued meeting regularly on a weekly basis, in project status update meetings, and with school staff as necessary to coordinate specific items of work. Those meetings continue to provide the IPD's, and the MPS team an opportunity to raise issues or questions, address critical items, and resolve any outstanding scope related action items. In conjunction with the ongoing team meetings, each of the IPD teams has continued drafting Schematic Design, 95% and 100% drawings, and plan sheets for each of the scope phases.

In addition to general project oversight, MPS design related coordination activities in 2022 has focused primarily on abatement, and working with the City of Milwaukee on the zoning and code language impacts that will affect the outdoor classroom scopes. The MPS Environmental team has been working diligently in coordination with the IPD teams since January to identify project specific abatement needs, locations and quantities, to ensure that the work required to facilitate the flooring replacement and capital projects is bid out and completed in advance of the IPD teams proceeding on schedule with their planned work.

The Owner's Representative team, led by the Concord Group (CG), alongside MPS Department of Facilities & Maintenance Services (DFMS) personnel, is providing review and oversight of the IPD teams

design process and plan sets, and continues to work with those teams through the process of completion of bid packages and the release of those scopes of work to the subcontractor market.

Each of the teams approached the timing of the completion of various design phases; which include the bottle filling stations, outdoor classrooms, capital projects for Heating, Ventilation & Air Conditioning (HVAC) upgrades, unit ventilators, temperature control systems, window and security screen replacements, and carpeting and flooring, in a slightly different sequence. Each of the teams has been progressing towards the completion of drawing sets and scope specifications for inclusion in bid packages for release to bidding by subcontractors.

The Outdoor Classroom design process continues, with the City of Milwaukee having completed the review of the structural shop drawings as a precursor to the IPD plan review submission and permitting process.

**Project Procurement Status**

The procurement of bottle filling stations has been nearly completed with the final orders having been placed with Ferguson by MPS, and the submission of the outdoor classroom structure orders is also well underway with a portion of the plan sets already submitted to the City for plan review.

The IPD teams continue to release bid packages and award work for the other scopes, and the teams are targeting completion of the issuance of the remaining packages for the Esser II work by early November 2022.

**Project Construction Update**

MPS coordinated abatement removal activities across the district in parallel with the carpet/flooring replacement design, bidding and installation, and will continue in the immediate future and in the initial planning stages for abatement required for Capital replacement projects. To date, 102,750 square feet of flooring has been removed and abated in advance of replacement flooring being installed. This is broadly the equivalent to an area that would encompass just under 2.25 football fields in size.

Construction activities have been initiated by several of the IPD teams. Current ongoing work involves the replacement of outdated water fountains with new water bottle filling stations. That work will continue to take place during the school year. To date, 117 bottle fillings stations have been replaced with new units. Flooring replacement activities have been ongoing over the last several months, and to date 171,572 square feet of flooring has been replaced. This is the equivalent to the area of approximately 3.5 football fields.

IPD Testing and Balancing of school HVAC systems is currently ongoing at various school sites, with the remainder to follow as soon as feasible and that work continues to be coordinated with school staff. The other construction activities anticipated to continue during the next 4 months are the installation of window and security screens, carpet and resilient flooring installation as we are able to coordinate with the schools. Preparation for the outdoor classroom related site work is anticipated to begin in September 2022 at sites that have the design and bidding activities completed.

For work that is anticipated to take place during the school year, MPS, CG, and the IPD teams will be meeting with schools on an individual basis to minimize disruption and inconvenience to school staff and students.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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This item authorizes expenditures for:

- Construction Contracts Requested..... \$540,055.00
- Professional Services Contracts Requested..... \$1,224,675.50



## **Implementation and Assessment Plan**

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

## **Committee's Recommendation**

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

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

\* \* \* \* \*

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

Director Garcia 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) Action on the Report Regarding Discipline Disproportionality & Progress**

#### **Background**

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In September 2020, the Board directed the Administration to report progress and updates on discipline disproportionality on a monthly basis.

This work is aligned with the Five Priorities for Success, with the vision of creating a positive school climate for all students. Schools use proactive strategies to support students and engage with alternatives to suspension when appropriate. Administration uses this data to strategize the best use of the resources at hand, servicing all schools with Tier 1 supports and focusing on those demonstrating a need for additional supports.

The September 2022 report follows.

#### **Monthly Discipline Disproportionality Report, August 2022**

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The following is an update of activities undertaken to support a proactive approach to realizing accelerated outcomes in reducing disproportionality within Milwaukee Public Schools for the 2022-23 school year. The monthly reporting associated with disproportionality for the 2022-23 school year will focus on the following proactive approaches:

- providing proactive supports & interventions
- strengthening student, staff, & community collaboration
- reconceptualizing the role of school leaders within discipline
- developing staff integration of Courageous Conversations about Race.

#### **Providing Proactive Supports & Interventions**

All Discipline Champions received guidance and best practices in supporting the start of the year and addressing discipline disproportionality. Discipline Champions received the Culture, Climate & Alternatives to Suspension Toolkit, Director of Support, Discipline Disproportionality Teams Processes Guide, as well as some opening week community building activities to utilize with students.

The district PBIS team presented "PBIS in the Classroom" for traditional and early start teachers as part of the Teacher Institute organization week. Teachers were provided best practices within the PBIS framework to implement in the classroom to support a positive climate for all students starting the first day of school. All schools have a PBIS Tier 1 Team and Building Intervention Team (BIT) that meet monthly to address systems, strategies, and specific students in need of support. Teams submit minutes within their School Improvement Plans (SIP). The district PBIS team also met with all school psychologists and school social workers to discuss Tier 2 and Tier 3 intervention within their BIT framework.

In August, the Violence Prevention Program provided professional development to paraprofessionals and CHAs on integrating social emotional learning and academics, as well as best practices in classroom management. K-8 teachers and SEL Champions received professional development in the new digital Second Step program. High-school teachers were provided information on Question, Persuade, Refer (QPR)-suicide prevention. During the New Educators Institute, new educators participated in sessions on the fundamentals of classroom management and mindfulness.

A schedule with topics was created to introduce a different practice from within the Culture, Climate and Alternatives to Suspension Toolkit with school principals as part of their Regional Leadership meeting. Topics will include community building, proactive strategies, restorative strategies, function of behavior, validating and affirming students, addressing bias, and engaging student voice in classroom climate, among other topics.

The use of specific strategies for classroom-managed behaviors are documented within Infinite Campus. Total documented strategies for August 2022 across all early-start schools are included in the table below.

Strategy	Total	Strategy	Total	Strategy	Total
One-on-one conversation	1,517	Collecting Property	56	Reflection sheet	10
Redirection	682	Behavioral Contract	28	Rewind/Broken Record	8
Parent Contact	677	Brain Breaks	23	Referral to BIT	6
Support staff consultation	393	Buddy Classroom	22	Independent work	3
Moving their seats	103	Go Guardian	19	Restorative Circle	2
Proximity Control	103	Engagement opportunities	19	Community Service	2
Planned ignoring	75	Mindfulness	18	Secret Signal	2
Tangible Acknowledgement		Self-monitoring	15	Praise 5:1	2
System	62	Recovery area (within		VABB	1
Restorative conversation	57	room)	15		

All schools have Building Intervention Teams (BITs) which ensure that students in need of additional support are offered Tier 2 and Tier 3 interventions within the PBIS framework. Below are the numbers of Tier 2 and Tier 3 interventions provided year to date for the 2022-23 school year.

Tier 2/Tier 3 Intervention	Students	Tier 2/Tier 3 Intervention	Students
Check-In/Check-Out (CICO)	46	FBA/BIP	5
Individualized CICO	2	RENEW	2
Social Academic Instructional Group (SAIG)	2		
Behavioral Assessment/ Intervention Plan (BAIP)	1		

**Strengthening Student, Staff, & Community Collaboration**

The Department of Gender & Identity Inclusion will be partnering with Girls on the Run to support six schools, as well as partnering with Welcoming Schools to provide LGBTQ+ inclusiveness training across the district. The Department is also proving a book cohort with the Success Center’s staff members reading “The 57 Bus,” a true story about gender, identity, race, and two teenagers’ lives intersecting around these themes.

The Department of Black and Latino Male Achievement (BLMA) is establishing mentoring systems for male students of color at district schools. BLMA is continuing to work with the Milwaukee community to identify additional mentors to work within district schools.

All Discipline Response Teams have created a communication channel with schools that includes a form for schools to complete to request additional support from the team.

**Reconceptualizing the Role of School Leaders within Discipline**

School-based administrators attended the annual Discipline Overview professional development from the Department of Student Services. Administrators attended three breakout sessions on alternatives to suspension, elements of due process, and data quality.

School-based administrators will be surveyed by the Restorative Practices Team regarding activities in which they have engaged in using Restorative Practices to create their school communities and what additional support school leaders would like to receive in this area.

In August 2021, there were 682 suspensions, compared with 425 suspensions in August 2022. Below are all behavioral events that led to out-of-school suspensions or Student Services suspensions across the district from August 1, 2022, through August 31, 2022, as documented in Infinite Campus.

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Assault	1			2				3
Battery	3			7			1	11
Bullying				2				2
Chronic Disruption or Violation of School Rules	2			32		1		35
Disorderly Conduct	16	1		144		6	1	168
Endangerment of Physical Safety/Mental Well-being	5	1	2	97		1	3	109
Fighting	23	2	1	179		3		208
Gambling				1				1
Inappropriate Personal Property	1			5				6
Inappropriate use of electronic communication devices	1			2				3
Other Substances/Materials	1			13				14
Personal Threat	3		1	15		1		20
Possession of Drug Paraphernalia				4				4
Possession/Ownership/Use of Drugs	3			19		1		23
Possession/Ownership/Use of Weapon Other than Gun				8				8
Reckless Vehicle Use			1					1
Sexual Assault			1	2		2		5
Sexual Harassment	1			4		1		6
Substantial Environmental Disruption	2			20		1	2	25
Theft				6				6
Use of Tobacco, Including Chewing	4			9		2	1	16
Vandalism	1			2				3
Verbal Abuse/Profanity/Harassment				4			1	5
Grand Total	67	4	6	577		19	9	682

#### Total Suspension Events by Grade Level

K4-K5	0	5 <sup>th</sup> Grade	2	10 <sup>th</sup> Grade	131
1 <sup>st</sup> Grade	0	6 <sup>th</sup> Grade	26	11 <sup>th</sup> Grade	70
2 <sup>nd</sup> Grade	0	7 <sup>th</sup> Grade	57	12 <sup>th</sup> Grade	50
3 <sup>rd</sup> Grade	2	8 <sup>th</sup> Grade	71		
4 <sup>th</sup> Grade	8	9 <sup>th</sup> Grade	265		

The following alternatives to suspension were used by administrators throughout the 2021-22 school year.

Conference	26	Mediation	27	Restorative Conference	5
Counseling	227	Referral to Support Staff	3		
Detention	22	Repairing Harm Circle	2		

#### Demographics

	Student Population	YTD Suspension Events		Student Population	YTD Suspension Events
Hispanic	24%	10%	Pacific Islander	<1%	<1%
American Indian	<1%	<1%	White	8%	3%
Asian	5%	1%	Multi-ethnic	3%	1%
Black	60%	84%			

#### Develop Staff Integration of Courageous Conversations about Race

Throughout August, a total of ten sessions of Courageous Conversations about Race Exploration were held throughout the district. These were facilitated by district staff members who have completed the steps

to become certified facilitators of this framework. These sessions were attended by a total of 738 staff members, including new teachers, school secretaries, returning regular education and special education teachers, safety aides, and staff members from specialized services. A breakout session was offered during the Teacher Institute within organizational week in which teachers networked across the district using the protocols of the Courageous Conversations about Race Compass and Above and Beyond the Line.

The Department of Gender & Identity Inclusion delivered “Miseducation of Girls of Color” during the Teacher Institute as part of organizational week as a breakout session for interested staff members to attend. A six-part series will be offered on “The Miseducation of Girls of Color” designed to provide insight into the current state of girls of color across the country and in the district and to support educators in interrupting their biases and in supporting the needs of girls of color in their schools.

The District’s PBIS Team is engaging in a book study with Sharroky Hollie’s new book *Supporting Underserved Students* and identifying best practices to share with schools within the PBIS framework.

**Next Steps**

Gender & Identity Inclusion is to begin piloting Girls of Color programming at three district schools. School principals will submit monthly data reflections identifying areas of focus and next steps regarding school climate and discipline.

The District Equity Leadership Team (DELT) will meet to set the focus for the year.

Mentoring opportunities will be expanded at the schools with the highest number of suspensions and will be focused on 9th-grade students who are transitioning into high school.

Schools with the most suspensions will create teams who will receive professional development and coaching on integrating restorative discipline within their disciplinary practices. These teams will include the schools’ principals, support staff, and instructional staff members. Schools’ PBIS Tier 1 Teams will receive professional development from the District regarding implementing PBIS Tier 1 systems and facilitating team meetings.

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

Administrative Policy 1.06, Equity in MPS

**Fiscal Impact Statement**

N/A

**Committee’s Recommendation**

Your Committee recommends that:

1. the Board direct the Administration to develop a pilot program to address discipline disproportionality by targeting chronic disruption and suspensions in schools with the highest suspension rates for the 2023-24 school year, with the plan to be presented to the Board by the March 2023 board cycle; and
2. the plan that is presented include, but not be limited to, any staffing or training needs for the program’s implementation, any needed building modifications, any other tools necessary for full implementation of this pilot, and an analysis of the efficacy of the implementation of this pilot program.

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

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

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

**(Item 1) Report with Possible Action on Comprehensive School Counseling Program**

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

**Background**

This report is being presented in compliance with Administrative Policy 7.32, Comprehensive School Counseling Program, which requires a report on the comprehensive school counseling programs' activities to improve post-secondary outcomes must be provided to the Board of Directors.

During the 2021-22 school year, the comprehensive school counseling program implemented and collaborated with multiple departments and stakeholders on activities and strategies to increase post-secondary outcomes for students in Milwaukee Public Schools. The comprehensive school counseling program is closely aligned with the Academic and Career Planning (ACP) process, which is statewide and now a graduation requirement. The 2021-22 school year — which was conducted mostly in-person, with several pandemic protocols in place to ensure the well-being of students and staff — was a year of transition in which school counselors worked to provide various levels of supports to students to ensure a successful transition. The activities implemented in 2021-22 for improving post-secondary outcomes included the following:

- School Counseling Curriculum — grades K5-12
- ACP Conferences — grades 5, 7, 9, 11
- ACP School Teams and School Plans — All schools
- Job Fair — students over 16 (in-person and virtual)
- UNCF — Empower Me Tour (virtual)
- College Application Week — grade 12
- Cash for College Campaign (Scholarship Application) — grade 12
- FAFSA (Free Application for Federal Student Aid) Campaign — grade 12
- M-cubed Milwaukee Parent Institute — Elementary, Middle & High
- Student Summit Workshops grades 6-12
- School Counselor Small Groups grades K-12
- Support for Milwaukee Virtual Education Program (MVP) grades K-12
- Decision Day — grade 12
- Virtual Mindfulness Room — grades K — 12
- National Apprenticeship Week — grades 9-12
- Historically Black College and University (HBCU) Week — K-12
- Early Admissions Virtual Parent Workshop — grade 8

The 2021-22 school year also saw increases in the number of budgeted FTEs (full-time equivalent) school counselors with the addition of five counselor FTEs through ESSER (Elementary and Secondary School Emergency Relief) II and one FTE through ESSER III. The district-level school counselor team provided direct support to schools that were short of school counselors.

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 7.32, Comprehensive School Counseling Program

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**(Item 2) Report with Possible Action on Academic Standards**

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

## **Background**

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On September 27, 2012, the Milwaukee Board of School Directors received a report on the Common Core State Standards (CCSS) and their alignment to the Comprehensive Literacy Plan (CLP) and the Comprehensive Mathematics and Science Plan (CMSP). It is to be noted that the CCSS are embedded within the CLP and CMSP and serve as the foundation of instruction in the classroom and of professional development for teachers and principals.

The Common Core Essential Elements (CCEE) were developed to provide students who have significant intellectual disabilities the opportunity to be involved in and to meet the same challenging expectations as those that have been established for all students in the CCSS.

In September 2013, the Wisconsin Department of Public Instruction released career and technical education standards that are being used in our setting high expectations for students to be prepared for college and career. These standards, which have been developed for grade bands PK-5, 6-8, and 9-12, cover six content areas:

- agriculture, food and natural resources
- business and information technology
- family and consumer sciences
- health science
- marketing, management, and entrepreneurship
- technology and engineering.

On May 27, 2014, the Board supported two initiatives aligned to the Wisconsin Model Early Learning Standards' (WMELS) plan and testing. The WMELS stresses the importance of creating a base of child-initiated and teacher-initiated activities. These standards reflect the belief that children should be provided with opportunities to explore and to apply new skills through child-initiated and teacher-initiated activities and through interactions with peers, adults, and materials.

In November 2017, the Wisconsin Department of Public Instruction adopted the Next Generation Science Standards, which identify content and science and engineering practices that all students should learn from kindergarten through 12<sup>th</sup> grade. These include elementary science, physical science, life science, earth and space science, and engineering, technology, and applications of science in middle and high school.

In 2018, the Wisconsin Department of Public Instruction adopted Standards for Social Studies, which provide a foundation for what students should know and be able to do at the appropriate grade levels.

On June 3, 2019, the Wisconsin Department of Public Instruction reaffirmed the Common Core State Standards for World Languages, which had been developed to parallel the English language arts and the development of bilingualism and biliteracy.

At its regular meeting in May 2021, the Board adopted the Wisconsin Department of Public Instruction's English Language Development (ELD) Standards, an interactive social process that occurs over time to expand what multilingual learners can do with language. The foundation of the standards is communication: students communicate information, concepts, and ideas in all aspects of learning and in every area of the school. The standards are aligned to the academic content standards to plan for both language and content learning, allowing for engagement of multilingual students in the learning process.

Per the Wisconsin Department of Public Instruction, all of the academic areas not covered by CCSS, CCEE, and WMELS are to be covered by Wisconsin Academic Standards:

- |                            |                                       |                      |
|----------------------------|---------------------------------------|----------------------|
| • art and design education | • information and technology literacy | • physical education |
| • dance                    | • music education                     | • reading            |
| • environmental education  | • nutrition education                 | • school counseling  |
| • health education         | • personal financial literacy         | • theatre education  |
|                            |                                       | • world languages.   |

## **Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Administrative Policy 7.01, Teaching and Learning Goals

## **Fiscal Impact Statement**

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N/A

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### **(Item 3) Report with Possible Action Regarding the Annual Workforce-readiness Update for the 2021-22 School Year**

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

#### **Report on Workforce Readiness, 2021-22**

The annual workforce-readiness report was last provided at the September 2021 meeting of the Committee on Student Achievement and School Innovation. The Career and Technical Education (CTE) office has continued its work to improve and to expand students' work readiness and to provide work opportunities for students throughout the district. The following are highlights from the 2021-22 school year:

Each high school had one main point of contact, which we call "Career Champions," to coordinate communication and work-based learning activities with CTE. In addition, each school had a work-based learning team to assist students with work readiness and employment. The teams, which are led by the Career Champion, include the College and Career Center's planning assistant and at least one of the following: counselor; parent coordinator; teacher; and transition coordinator.

CTE met monthly with all Career Champions and College and Career Center representatives. The meetings' purpose was to ensure efficient communication and coordination between the schools and CTE to continue growing the number of internships and youth apprenticeships for our students.

An Employer Playbook was provided to employers as a guide on how to provide high-quality work-based learning opportunities for students.

CTE used an online application system for all potential youth apprentices, making the process to apply easier and more efficient for students and for CTE to coordinate and track. Students interested in work opportunities had access to a CTE-developed work-readiness video which provided an overview of our youth apprenticeship and internship programs, as well as next steps for students to become better prepared for work.

CTE provided students with two Google Classrooms: a "Job Readiness Google Classroom" for all students interested in work opportunities, and a Google Classroom specific to youth apprenticeship. In addition, a Google Drive folder containing work-readiness resources is available for all teachers, counselors, and other staff to access.

The student job board was updated on a regular basis throughout the school year and was available for all high-school students to view and apply to work opportunities.

CTE held two job fairs attended by more than 600 students this past school year. An in-person event for juniors was held on March 9, and a virtual event for seniors was held on April 13.

At least 1,960 students gained some sort of work experience in the 2021-22 school year, including students who worked in summer 2021. This number includes experiences such as the 2021 summer employment through the Mayor's Earn & Learn Program, School-to-Work Program, work release, youth apprenticeships, and internships.

All students who successfully complete youth apprenticeships receive one credit per semester. Students who participate in internships may also receive between one-quarter and one credit per semester, depending on the number of hours worked.

CTE collaborated with the Milwaukee Metropolitan Association of Commerce to host two special career-exploration and work-readiness events for high-school students. The first, held at American Family Field on April 7, hosted approximately 300 students, who learned about local, in-demand career pathways. The second event hosted approximately 100 students, who received one-on-one career-planning and work-readiness assistance.

In winter and spring, the CTE team conducted research to procure an online tool that will enable us to improve and to scale our work-based learning program. The tool will provide greater efficiencies through more timely and seamless communication among schools, students, employers, and the CTE team, as well as provide us with a more robust student-and-employer-tracking system.

## **Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Administrative Policy 7.01, Teaching and Learning Goals

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## **REGULAR ITEMS OF BUSINESS**

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

The Board received the monthly report of its delegate to CESA #1.

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

In an effort to support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President's activities from September 2022 included the following:

#### **Academic Achievement**

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- Attended the Back-to-School Rally at Academy of Accelerated Learning. Spoke at the Press Conference
- Attended the groundbreaking at Reagan High School. Spoke at press conference
- Spoke to the gathering at the groundbreaking for the track and field at Washington High School
- Participated in the Verison parent /student fair at ALBA
- Attended the monthly meeting of the Board's Committee on Student Achievement and School Innovation
- Met with new Director of Restorative Practices
- Met with Instructional Coach on Climate Justice and the acting science specialist at Vincent HS.
- Met with and welcomed the DDMAC at Wick Field
- Planned an October visit to Bay View High School with an English teacher from the school

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

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- Met with Superintendent Posley and Gerard Randall on the HBCU recruitment proposal/grant
- Met with Sequanna Taylor and Superintendent Posley to get an update on One Milwaukee
- Attended the monthly meeting of the Board's Committee on Accountability, Finance, and Personnel
- Met with Dr. Posley, the Transportation and Bilingual Multicultural Department, and Director Gokalgandhi regarding busing for participants in the RSHS Spanish Bilingual Program

#### **Student, Family, and Community Engagement**

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- Met with the Inclusive Perspectives Social Studies (IPSSC) Committee that is heading up the work on K-6 social studies content
- Went over the survey results from participants from the April 2022 MKE desegregation mini-conference with Matt Chason and team
- Discussed car, bus, and pedestrian safety, given the road construction on Humboldt Blvd. with Gaenslen's Principal and the City of Milwaukee's Facilities and Maintenance staff
- Joined the procession at the annual Labor Day march
- Met with Dynasty Caesar of Redress Movement regarding housing segregation in Milwaukee metro area



- Joined the teleconference with The Century Foundation, at which we discussed next steps for the Metro Integration
- Attended the monthly meeting of the Board's Committee on Parent and Community Engagement
- Participated in several I Am a Voter meetings
- Attended VOCES gala
- Met with leadership from Common Ground
- Explored the A Bite of Reality Program at UW-Milwaukee
- Enjoyed connecting with Jay Rothman, President of the University of Wisconsin System, and Jennifer Mnookin, Chancellor of UW-Madison, at a reception in their honor
- Participated in the August regular board meeting
- Collaborated with Erick Shambarger, Environmental Sustainability Director, Environmental Collaboration Office (ECO) (City of Milwaukee), members of the Facilities and Maintenance Services team of MPS, and Citizen Action of Wisconsin
- Throughout September, I have responded to constituent emails, phone calls, and texts.

## **RESOLUTIONS**

### **Resolution 2223R-008**

By Director O'Halloran

WHEREAS, The Board is committed to providing an educational environment that treats homeless students with dignity which applies to all services, programs, and activities provided or made available; and

WHEREAS, Since 2002, November has been recognized as National Runaway Prevention Month and is presented each year by the National Runaway Safeline, the federally designated national crisis and communication system for youth ages 12 to 21 who have run away, are considering leaving home, or are experiencing homelessness; and

WHEREAS, Approximately one in every 30 students will experience homelessness in any given year, with Black and Latinx youth experiencing homelessness at higher rates than their non-Hispanic white peers; and

WHEREAS, Approximately 7% of youth in the United States identify as LGBTQ+, while youth who identify as LGBTQ+ make up 40% of those who are homeless; and

WHEREAS, Young adults without a high school diploma or GED are 4.5 times more likely to experience homelessness than their peers who completed high school; and

WHEREAS, Runaway youth are often ousted from their home, have experienced abuse and trauma, struggle to meet basic needs, and are more likely to be unable to or ineligible to access medical or mental health resources; and

WHEREAS, Runaway youth are at increased danger of falling into high-risk situations, including sexual exploitation and human trafficking, being coerced into participating in criminal activity, joining a gang, or using illegal drugs, which lead to a higher likelihood of involvement in the criminal justice system;

WHEREAS Preventing youth from running away from home or from foster care and supporting youth in high-risk situations is a family, community, and national responsibility;

WHEREAS, The relationship between educational attainment and homelessness is bidirectional, i.e. supporting young people's housing stability can improve educational outcomes and supporting educational stability can improve future housing stability; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors joins districts and youth organizations nationwide in recognizing November as National Runaway Prevention Month; and be it

FURTHER RESOLVED, That the Administration explore prevention strategies within our programs to equip school counselors, social workers, and other adults to better help students who are considering running away; and be it

FURTHER RESOLVED, That the Administration designate a day within the month of November on which staff and students are encouraged to wear green (the designated color) for National Runaway Prevention Month.

*Referred to the Committee on Student Achievement and School Innovation.*

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The Board adjourned at 6:23 p.m.

JACQUELINE M. MANN, Ph.D.  
Board Clerk

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