

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN JANUARY 11, 2025

Special meeting of the Board of School Directors called to order by President Herndon at 9:13 a.m.

Present — Directors Ferguson, Garcia, Gokalgandhi (9:21 a.m.), Jackson, Leonard, O'Halloran,
Siemens, Zombor, and President Herndon — 9.
Absent and Excused— None.

The Board Clerk read the following call of the meeting:

January 8, 2025

To the Members of the Board of School Directors:

At the request of President Marva Herndon, a Special Meeting of the Milwaukee Board of School Directors is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin.

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

SPECIAL BOARD MEETING SATURDAY, JANUARY 11, 2025 9:00 A.M. TO NOON

1. Action on an Engagement and Contingent-Fee Agreement with Keller Rohrback, L.L.P., Relative to Potential Claims Against Social Media Companies
2. Action on a Request to Retire to Closed Session to Consider Applications for the Position of Superintendent of Schools

PUBLIC HEARING

As is customary at Special meetings of the Board, public testimony will not be taken at this meeting.

EXECUTIVE SESSION

President Herndon has advised that she will accept a motion to retire to closed session for this purpose, pursuant to Wisconsin Statutes 19.85(1)(c), which states that the Board may convene in executive session for the purpose of “considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.”

While the Board is not expected to take any action other than to retire to closed session, if the Board determines that it will take action on matters discussed in the closed session, it will do so in open session. Otherwise, the Board may adjourn from closed session.

TINA OWEN-MOORE, ED.LD.
Board Clerk

(Item 1) Action on an Engagement and Contingent-Fee Agreement with Keller Rohrback, L.L.P., Relative to Potential Claims Against Social Media Companies

Background

The Board may take action with respect to an agreement to engage Keller Rohrback, L.L.P. to pursue legal recourse with respect to potential claims against social media companies.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Fiscal Impact Statement

This agreement is on a contingency-fee basis. No attorneys' fees shall be paid if no recovery is made.

Recommendation

That the Board determine how it wishes to proceed with respect to entering into a contingent attorney-fee agreement with Keller Rohrback, L.L.P., with authority to pursue all legal recourse that the Board may have with respect to potential claims against social media companies, along with any other responsible potential defendants.

Director O'Halloran moved to approve the contingency fee agreement with Keller Rohrback, L.L.P.

The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi (9:21 a.m.), Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.

Noes — None.

* * * * *

(Item 2) Action on a Request to Retire to Closed Session to Consider Applications for the Position of Superintendent of Schools

Background

On June 30, 2024, the resignation of Superintendent Keith Posley became effective. On August 29, 2024, the Board approved a contract with Hazard, Young, Atea & Associates (HYA) to conduct a search for a new superintendent.

On September 26, 2024, the Board approved a salary range of \$275,000 – 350,000 and the position was posted for recruitment, with an application deadline of November 30, 2024.

In September and October 2024 HYA facilitated a community engagement effort that included interviews, focus groups, and a survey and used the feedback to create a candidate profile for the position.

The application process closed on November 30, 2024. On December 17, 2024, the Board considered the applications received and opted to re-open the application process, in order to deepen the candidate pool.

The Board may retire to a closed session to consider additional applications received and/or to determine which applicants it wishes to interview.

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

If the Board determines that it will take action on matters discussed in the closed session, it will do so in open session. Otherwise, the Board may adjourn from closed session.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.01 - Board-Appointed Officials

Recommendation

That the Board retire to closed session for consideration of this item.

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

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

Noes — None.

The Board adjourned from closed session at 9:25 a.m.

TINA OWEN-MOORE, ED.Ld.
Board Clerk

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN JANUARY 27, 2025

Special meeting of the Board of School Directors called to order by President Herndon at 2:02 p.m.

Present — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen,
Zombor, and President Herndon — 9.
Absent and Excused— None.

The Board Clerk announced the purpose of the meeting, which was to conduct interviews for the position of superintendent of schools.

(Item 1) Action on a Request to Retire to Closed Session to Conduct Interviews for the Position of Superintendent of Schools

Background

On June 30, 2024, the resignation of Superintendent Keith Posley became effective. On August 29, 2024, the Board approved a contract with Hazard, Young, Atea & Associates (HYA) to conduct a search for a new superintendent.

On September 26, 2024, the Board approved a salary range of \$275,000 – 350,000 and the position was posted for recruitment, with an application deadline of November 30, 2024.

In September and October 2024 HYA facilitated a community engagement effort that included interviews, focus groups, and a survey and used the feedback to create a candidate profile for the position.

The application process closed on November 30, 2024. On December 17, 2024, the Board considered the applications received and opted to re-open the application process, in order to deepen the candidate pool.

On January 11, 2025, the Board determined which candidates it wished to interview.

The purpose of this meeting is to conduct candidate interviews.

The Board may retire to a closed session for this purpose, pursuant to Wisconsin Statutes 19.85(1)(c), which allows the Board to convene in executive session for the purpose of “considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility,” the Board may convene in closed session for the purpose stated above.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

3.02 - Role of the Superintendent

Recommendation

That the Board retire to closed session for this item.

Director Siemsen moved to

1. waive Board Rule 1.07 to dispense with our standard introductory items in order to move right to our item of business; and

2. to retire to closed session, pursuant to Wisconsin Statute 19.85(1)(c) for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the Board has jurisdiction or exercises responsibility.

The motion passed, the vote being as follows:

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

The Board considered this item in closed session, adjourning at 8:00 p.m.

TINA OWEN-MOORE, ED.Ld.
Board Clerk

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN JANUARY 28, 2025

Special meeting of the Board of School Directors called to order by President Herndon at 2:00 p.m.

Present — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen,
Zombor, and President Herndon — 9.
Absent and Excused— None.

The Board Clerk announced that the purpose of the meeting was to conduct interviews for the position of superintendent of schools.

(Item 1) Action on a Request to Retire to Closed Session to Conduct Interviews for the Position of Superintendent of Schools

Background

On June 30, 2024, the resignation of Superintendent Keith Posley became effective. On August 29, 2024, the Board approved a contract with Hazard, Young, Atea & Associates (HYA) to conduct a search for a new superintendent.

On September 26, 2024, the Board approved a salary range of \$275,000 – 350,000 and the position was posted for recruitment, with an application deadline of November 30, 2024.

In September and October 2024 HYA facilitated a community engagement effort that included interviews, focus groups, and a survey and used the feedback to create a candidate profile for the position.

The application process closed on November 30, 2024. On December 17, 2024, the Board considered the applications received and opted to re-open the application process, in order to deepen the candidate pool.

On January 11, 2025, the Board determined which candidates it wished to interview.

The purpose of this meeting is to conduct candidate interviews.

The Board may retire to a closed session for this purpose, pursuant to Wisconsin Statutes 19.85(1)(c), which allows the Board to convene in executive session for the purpose of “considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility,” the Board may convene in closed session for the purpose stated above.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

3.02 - Role of the Superintendent

Recommendation

That the Board retire to closed session for this item.

Director Ferguson moved to

1. waive Board Rule 1.07 to dispense with our standard introductory items in order to move right to our item of business; and

2. to retire to closed session, pursuant to Wisconsin Statute 19.85(1)(c) for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the Board has jurisdiction or exercises responsibility.

The motion passed, the vote being as follows:

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

The Board considered the item in closed session, adjourning at 4:03 p.m.

TINA OWEN-MOORE, ED.Ld.
Board Clerk

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN JANUARY 29, 2025

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

Present — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen,
Zombor, and President Herndon — 9.
Absent and Excused— None.

The Board Clerk announced that the purpose of the meeting is to retire to closed session to consider candidates for the position of superintendent of schools.

(Item 1) Action on a Request to Retire to Closed Session to Consider Candidates for the Position of Superintendent of Schools

Background

On June 30, 2024, the resignation of Superintendent Keith Posley became effective. On August 29, 2024, the Board approved a contract with Hazard, Young, Atea & Associates (HYA) to conduct a search for a new superintendent.

On September 26, 2024, the Board approved a salary range of \$275,000 – 350,000 and the position was posted for recruitment, with an application deadline of November 30, 2024.

In September and October 2024 HYA facilitated a community engagement effort that included interviews, focus groups, and a survey and used the feedback to create a candidate profile for the position.

The application process closed on November 30, 2024. On December 17, 2024, the Board considered the applications received and opted to re-open the application process, in order to deepen the candidate pool.

On January 11, 2025, the Board determined which candidates it wished to interview.

The purpose of this meeting is to consider the candidates for the position of Superintendent of Schools.

The Board may retire to a closed session for this purpose, pursuant to Wisconsin Statutes 19.85(1)(c), which allows the Board to convene in executive session for the purpose of “considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility,” the Board may convene in closed session for the purpose stated above.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

3.02 - Role of the Superintendent

Recommendation

That the Board retire to closed session for this item.

Director Garcia moved to

1. waive Board Rule 1.07 to dispense with our standard introductory items in order to move right to our item of business; and

2. to retire to closed session, pursuant to Wisconsin Statute 19.85(1)(c) for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the Board has jurisdiction or exercises responsibility.

The motion passed, the vote being as follows:

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

The Board considered the item in closed session, adjourning at 8:55 p.m.

TINA OWEN-MOORE, ED.Ld.
Board Clerk

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN JANUARY 30, 2025

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

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

Absent and Excused — None - 0.

Before commencing with the agenda, President Herndon asked a moment of silence to commemorate the passing of the following member of the MPS community:

- Sandra Richardson, a Paraprofessional from Clemens School
- Hazel Richard, a district Teacher
- Amy Fritz, a retired Paraprofessional from MacDowell School
- Nora Herriges, a retired Compensation, assistant from Office of Human Resources
- Donald Jamison, a retired Teacher from Madison High School
- Joan Kuspa, a retired Food Service, assistant from Grant School
- Lucille Paulick, a retired Food Service, assistant from Victory
- Douglas Yarn, a retired Teacher from Itinerant-System Wide
- Omar Batista, a Student from Longfellow
- Sandy Richardson, a Student from Clemens School

The Board recognized the passing of former MPS School Superintendent, Robert Peterkin, who served from 1988 to 1991.

* * * * *

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of November 2024 were approved by consensus.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

Background

Each month, the Interim Superintendent presents a report to the Milwaukee Public Schools (MPS) Board of Directors and the broader MPS community. This report serves as an overview of the month's developments, offering insight into various events, initiatives, and milestones achieved. It will highlight activities, academic achievements, and outline areas where gains and growth are noted, ensuring that both successes and challenges are transparently communicated.

The content is aligned with the 2023-2028 Strategic Plan initiatives, ensuring that the reporting remains consistent with our overarching goals and vision. Through these updates, we aim to keep all stakeholders informed and engaged in our mission to advance the district's priorities.

Strategic Plan Key Initiatives:

- Rightsizing the District
- Student Achievement and Graduation
- Staff-Morale & Professional Learning
- Special Projects

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 2.10 - Administrative Reports

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

The Interim Superintendent gave an oral report.

* * * * *

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

(Item 1) Monthly Report, with Possible Action, From the Board Clerk/Chief Officer, Office of Board Governance

The Office of Board Governance (OBG) submits, with grateful appreciation for all those contributing to its efforts, the following report on OBG activities in January.

Superintendent Search

The Office of Board Governance is collaborating with the HYA search firm to support the Board in its selection of Milwaukee's next superintendent.

In December, the Board decided to reopen the candidate application window with the hopes of deepening the slate of candidates. As a result, fifteen additional candidates applied, giving the Board a slate of 45 candidates to consider. The Board narrowed the pool and selected candidates for first-round interviews.

Those interviews took place on January 27 and January 28, 2025. The Board met to deliberate on Wednesday, January 29th and will meet again, on Friday January 31, 2025, at 4:00 p.m. to deliberate and name finalists.

Finalists will be invited to spend two days in the district on February 6 and 7, 2025. The events on February 6th will include two engagement sessions for those interested in learning more about the finalists. These sessions are open to all MPS stakeholders, including MPS families and staff, community organizations, elected officials, the business community, university partners, media partners.

These engagement sessions will be held at MPS Central Office – 5225 West Vliet Street, Milwaukee, in the Auditorium. The first session will run from 1:00 p.m. to 3:45 p.m. and the second session will run from 5:30 p.m. to 8:15 p.m. The schedule will go as follows:

Community Forums with the Finalists

1:00 – 1:45 - Candidate 1
2:00 – 2:45 – Candidate 2
3:00 – 3:45 – Candidate 3
Break
5:30 – 6:15 - Candidate 1
6:30 – 7:15 – Candidate 2
7:30 – 8:15 – Candidate 3

Candidates will be introduced by the Board Clerk, Dr. Tina Owen-Moore. Finalists will give a brief introduction and share their vision and goals for the district. Leaders from HYA, the superintendent search firm, will moderate questions from the community.

School Resource Officers

This month, Dr. Owen-Moore attended the court hearing on behalf of the Board regarding the writ of mandamus filed against the Milwaukee Board of School Directors. The plaintiff filed the writ of mandamus to compel the Milwaukee Public Schools to comply with Act 12 and have SROs returned to Milwaukee Public Schools. The Board's attorney argued successfully that the district cannot comply with this mandate without the cooperation of the City of Milwaukee. As such, the judge ordered that the City be added as an additional defendant in the case and that the City and MPS work together to have the SRO program in effect by February 17, 2025, or return to the court together to explain why it has not been done. Negotiations continue with the City, and our office is prepared to attend future court hearings, if necessary.

Office Staffing

This month, the OBG team interviewed candidates for its final vacancy – administrative assistant. As of tonight, pending the Board's decision on appointments, the Office of Board Governance will be fully staffed. Thank you to all team members who have been carrying extra responsibilities to support these vacancies. These efforts have not gone unnoticed.

Communications

There were several communications from the Office of Board Governance in January, including our regular newsletters and Fast Facts, press releases, and Board member communications. As we have become more confident in our digital newsletters, we have moved the work completely in-house.

We also continued to have one-on-one conversations with press partners this month and to aim to facilitate timely responses to media requests that meet the needs of the news cycles.

Social Media Litigation

Following the Board's approval of the contract with Keller-Rohrback to file a complaint against social media companies, the Board Clerk and Assistant City Attorney met with attorneys from Keller-Rohrback to outline next steps. The case will be consolidated with the complaints filed by more than six hundred school districts across the country in the Multidistrict Litigation ("MDL"), of which MPS will be included. The Office of the City Attorney will serve as the Board's representative in this case.

Audit Committee

One of the deliverables in the Corrective Action Plan with the Department of Public Instruction (DPI) is the creation of an audit committee. Our office is working with the Office of Accountability and Efficiency

to support developing an audit committee plan to bring for Board consideration. We have reviewed examples from other cities, met with the Chair of the LRP Committee, and are collaborating with the Office of the City Attorney to find a path forward for meeting this objective.

New Board Member Orientation/ Training

After April's election, we will have three new Board members, so our office is preparing to support the training, orientation, and support of those new members, while also improving on the support and professional learning opportunities for continuing Board members in the coming Board cycle. Our team attended a workshop at the State Education Conference on supporting new Board members and gathered several ideas that we are excited to implement.

Events & Activities

This month, our team attended several events and activities with Board members, including several visits to schools, Martin Luther King, Jr. celebrations across the city, and the WASB/ WASDA State Education Convention.

One Big (Office) Goal = Digital

If you visited our office this month, you would have seen many paper files stacked on various counters. We have been consciously redeveloping systems and moving paper files to electronic filing wherever possible.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

3.05 - Role of the Board Clerk/Chief Officer, Office of Board Governance

* * * * *

(Item 2) Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation and Pending or Probable Negotiations

Background

The Board may retire to closed session, pursuant to:

Wisconsin Statute 19.85(1)(c), for the purpose of considering employment, promotion, compensation, or performance-evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility;

Wisconsin Statute 19.85(1)(e) for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session;

Pursuant to Wisconsin Statutes 19.85(1)(f), for the purpose of considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations; and

Pursuant to Wis. Stat. 19.85 (1)(g) to confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

- Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation

That the Board retire to closed session for consideration of this item.

Item deferred to the end of the meeting.

* * * * *

(Item 3) Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Implementing School Resource Officers (SROs) As a Result of Act 12**Background**

The Board may retire to closed session, pursuant to:

Wis. Stat. 19.85(1)(d) to consider strategy for crime detection and prevention;

Wis. Stat. 19.85(1)(e) for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a close session;

Wis. Stat. 19.85(1)(g) to confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation

That the Board retire to closed session for consideration of this item.

Item deferred to the end of the meeting.

* * * * *

(Item 4) Action on a Request to Retire to Closed Session to Consider a Special Report**Background**

In order to give consideration to a Special Report, the Board may retire to closed session pursuant to Wisconsin Statute 19.85(1)(c) for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the Board has jurisdiction or exercises responsibility and Wisconsin Statute

19.85(1)(f) to consider financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.03 - Special Board Meetings

Recommendation

That the Board retire to closed session to consider this item.

Item deferred to the end of the meeting.

* * * * *

(Item 5) Report with Possible Action on Legislative Matters Concerning Milwaukee Public Schools

Background

There has been significant discussion at the legislative level about where cut scores related to student assessments should be set.

As noted in the Wisconsin Supreme Court's decision in *Vincent v Voight*, "The legislature has articulated a standard for equal opportunity for a sound basic education in Wis. Stat. §§ 118.30(lg)(a) and 121.02(L) (1997-98) as the opportunity for students to be proficient in mathematics, science, reading and writing, geography, and history... So long as the legislature is providing sufficient resources so that school districts offer students the equal opportunity for a sound basic education as required by the constitution, the state school finance system will pass constitutional muster."

Currently, we are watching a proposed bill related to Wis. Stat. 115.385 on changes to the educational assessment program and the school and school district accountability report.

Under current law, the Department of Public Instruction is required to annually publish a school and school district accountability report, commonly known as school and school district report cards, for the previous school year. To measure school performance and school district improvement for purposes of the report cards, particularly measures related to pupil achievement in reading and math, DPI uses data derived from pupil performance on assessments administered in the previous school year, including assessments commonly referred to as the Wisconsin Student Assessment System, which includes the Wisconsin Forward Exam, PreACT, the ACT with Writing, and Dynamic Learning Maps.

Under the bill, beginning with report cards published for the school year in which the bill becomes law, for the index system to identify school and school district performance and improvement, also known as the accountability rating categories, DPI must use the same cut scores, score ranges, and corresponding qualitative descriptions that DPI used for report cards published for the school year. In addition, beginning with the WSAS administered in the school year in which the bill becomes law, DPI must do the following:

1. For the Wisconsin Forward exam in English Language Arts and Mathematics, align cut scores, score ranges, and pupil performance categories to the cut scores, score ranges, and pupil performance categories set by the National Assessment of Educational Progress.

2. For the PreACT and ACT with Writing in English, Reading, and Mathematics, use the same cut scores, score ranges, and pupil performance categories that DPI used for the same assessments administered in the 2021-22 school year. The bill specifically requires DPI to use the terms "below basic," "basic," "proficient," and "advanced" for pupil performance categories on these assessments.

We will continue to report on this and other legislative matters that may affect the district.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.02 - Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

* * * * *

**REPORTS AND COMMUNICATIONS FROM THE OFFICE OF
ACCOUNTABILITY AND EFFICIENCY****(Item 1) Monthly Report, with Possible Action, on Activities within the Office of
Accountability and Efficiency****Background**

The Office of Accountability and Efficiency (OAE) was established to enhance transparency, oversight, and accountability to the District's financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of fiscal stewardship of Milwaukee Public Schools. The attached report includes activities from late December through mid-January.

Accountability and Efficiency Services

Between December 8, 2024, and January 18, 2025, Accountability and Efficiency Services completed four constituent inquiries and satisfied two impartial hearing officer (IHO) requests.

During the reporting period, the OAE has focused most of its effort and attention to the Corrective Action Plan (CAP) under DPI. The CAP was approved by the Board on June 13, 2024 and the OAE is managing the project in conjunction with the Administration as set forth in the plan.

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

Contract Compliance Services (CCS)

This month, the CCS team focused on strengthening Student Engagement Programming. Ten student interns were successfully interviewed and hired for roles in administration and construction, in partnership with an MPS contractor and South Division high school. These positions provide valuable work-based learning opportunities.

MPS contractors and vendors actively supported our high schools by participating in two events aimed at enhancing student confidence through resume-building and workplace etiquette training.

We continue to foster partnerships within the District and with external sponsors to advance these initiatives. CCS remains steadfast in supporting the District's implementation of

Administrative Policies 3.10 and 3.13, ensuring compliance and promoting student engagement.

Audit Services

The Audit Services area under the OAE provides independent assurance that the District's risk management, governance, and internal control processes are operating effectively. Updates in the Audit Services area for the current reporting period of December 10, 2024, through January 17, 2025, include:

Audit Completions and Activities

- Corrective Action Plan updates: Updated Board Rule and Audit Committee Charter and sent to City Attorney for their review and await their response.
- Issued three school audits
- Currently have one new principal school audit underway and one to be scheduled
- Issued two special investigative reports
- Reviewed two charter school external auditor's reports

- Issued the MPSU Follow Up Review
- Developed new board member orientation audit presentation to be presented to new and existing board members
- Conducting several ongoing investigations resulting from Fraud Hotline Tips
- Recorded the 38th fraud hotline tip this fiscal year, which is on pace to set a record for fraud hotline complaints received
- Provided analysis and feedback to the Procurement Department on certain contract services matters
- Participation on the RFP evaluation committee for the selection of the district's external financial auditor covering FY25-FY27
- Participated in the discussion on possible updates to Board Governance Policy 2.12

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.08 - Role of the Senior Director, Office of Accountability and Efficiency

* * * * *

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

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

Director O'Halloran moved to accept the reports of the Independent Hearing Officers of January 13, 2025, @ 2:00 p.m.

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

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

Noes — None.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following item from the Committee on Student Achievement and School Innovation: Item Four, Action on a Recommendation to Approve the Renewal of the Non-Instrumentality Charter School Contract for Urban Learning Collaborative for Milwaukee Environmental Sciences Academy, has been set aside at the request of Director Zombor

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

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

Noes — None.

* * * * *

COMMITTEE ON LEGISLATION, RULES AND POLICIES

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on a Request to Approve Revisions to Administrative Policy 3.06 Fiscal Accounting and Reporting

Background

Board Governance 2.11 policy states that every fifth year, or as needed, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district. The Administration has reviewed Administrative Policy 3.06 and made revisions.

Section (10) of the policy has been modified as follows:

(10) Fixed-Asset Management

(a) All Milwaukee Public Schools sites are required to maintain fixed-asset inventory records in accordance with the district's Fixed Asset Manual. The Office of Finance shall make the Fixed Asset Manual available online in the district's financial-management system.

(b) A "fixed asset" is defined as furniture and equipment with a useful life greater than one year and an initial cost of \$5,000 or more. In addition, portable technology such as Chrome devices, computers, laptops, printers, flat panels, televisions, Smartboards, fax machines, digital cameras, camcorders, cell phones and iPads/tablets are to be recorded as fixed assets for internal tracking purposes, regardless of cost, for risk-management purposes. Other assets and electronics with a cost of \$250.00 or more must also be tracked.

(c) Fixed-asset data must be updated and entered into the district's financial-management system within thirty (30) days of receipt. A separate file is to be maintained that contains all documentation relating to the acquisition and disposal of the assets for each fiscal year.

(d) The building administrator, school leader, or office chief is responsible for the security and proper usage of all assets under their control.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

Committee's Recommendation

Your Committee recommends that the Board adopt the revisions to Administrative Policy 3.06 as attached to this item.

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

* * * * *

(Item 2) Action on a Request to Approve Revisions to Administrative Policy 6.06 Gifts and Solicitations: Staff

Background

Board Governance 2.11 policy states that every fifth year, or as needed, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district. The Administration has reviewed Administrative Policy 6.06 and made revisions.

Section (1) was modified to increase the allowable gift amount from \$25.00 to \$50.00.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A.

Implementation and Assessment Plan

N/A

Committee's Recommendation

Your Committee recommends that the Board adopt the revisions to Administrative Policy 6.06 as attached to this item.

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

* * * * *

(Item 3) Action on a Request to Approve Revisions to Administrative Policy 7.40 Patriotic Exercises

Background

Board Governance 2.11 policy states that every fifth year, or as needed, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district. The Administration has reviewed Administrative Policy 7.40 and made revisions.

(1) PLEDGE OF ALLEGIANCE

(a) State statutes provide that ~~“Every public and private school shall offer the Pledge of Allegiance in grades one to 8 at the beginning of school at least one day per week. No student shall be compelled, against his objection or those of his parents or guardian, to recite the pledge.”~~ “Every public school shall offer the pledge of allegiance or the national anthem in grades one to 12 each school day.”

(b) In keeping with this, students may decline to recite the Pledge of Allegiance and may refrain from saluting the flag. Students refraining from such participation have the responsibility to respect the rights and interests of classmates who do wish to participate in the ceremony. If students choose not to participate, they shall not have to explain their reasons for refusing to recite the pledge, but they should remain silent during the rendering of the salute or pledge. They may decline to participate in the salute to the flag and the

Pledge of Allegiance without securing permission from their parents. (c) In high schools, the Pledge of Allegiance should be offered at least one day per week.

(2) NATIONAL ANTHEMS OF OTHER COUNTRIES

(a) Whenever the national anthem of another country or of any racial or ethnic group is played or sung in a school assembly program, the National Anthem of the United States, The Star-Spangled Banner, is to be played or sung first.

(b) The audience shall be asked to rise and remain standing for both anthems.

(3) DISPLAY OF THE U.S. FLAG

(a) The flag of the United States should be displayed in accordance with Title 36, Chapter 10, of the United States Code. A copy of that document shall be in the possession of each building administrator.

(b) As a symbol of the nation, the flag is entitled to the highest degree of respect in each school. While schools cannot legally compel persons to recite the Pledge of Allegiance, honor the flag, or engage in any ceremony that would violate their conscience, schools should do nothing to encourage disrespect.

(c) National or ethnic flags may be displayed in the schools. Their purpose is to foster pride and understanding of one's heritage. The display of such flags is encouraged subject to the following limitations:

1. National or ethnic flags may not be used in a manner which would create the impression that they are an alternative to the United States flag.
2. National and ethnic flags should not be displayed in a manner that would create the impression of granting more favorable treatment of one flag over others, ~~unless the flag display is part of a special observance, e.g., Black History Month, Pulaski Day, or unless they are displayed for some special purpose, such as to honor foreign visitors or exchange students.~~
3. Where disputes exist involving the display of national and ethnic flags, ~~they~~ disputes should be decided locally, by the principal and his/her staff school leader and/or their designee, who will consult with their regional superintendent/instructional leadership director (i.e. immediate supervisor), as long as these to ensure decisions do not violate other elements of this policy.

(d) Nothing in this document is intended to limit the use of flags for instructional purposes.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

Committee's Recommendation

Your Committee recommends that the Board adopt the revisions to the Administrative Policy 7.40 as attached to this item.

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

* * * * *

(Item 4) Action on a Request to Approve Revisions to Administrative Policy 8.40 Student Gifts and Solicitations

Background

Board Governance 2.11 policy states that every fifth year, or as needed, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district. The Administration has reviewed Administrative Policy 8.40 and made revisions.

(1) GIFT LIMITATIONS

No ~~principal, school leader and/or their designee,~~ teacher, or other employee of the Board shall accept money as a gift from any student. Gifts of appreciation given by a class to a ~~principal, school leader and/or their designee,~~ teacher, or other employee of the Board shall not exceed ~~\$25.00~~ \$50.00 in value.

(2) TICKET SALES AND CONTRIBUTIONS

(a) Tickets for any purpose other than activities authorized under the policies or by permission of the Board shall not be sold on school premises, nor shall contributions or collections of money for any purpose be made from or by school children, except for supplies or services authorized by the Board.

~~(b) Should contributions or collections be authorized by the Board, the contributions shall not be given directly to the teacher, but shall be placed in boxes provided for the purpose in order to avoid discrimination against, or embarrassment of, any student.~~

~~(c) Periodically the Board permits the collection of donations for the Combined Giving Campaign. In such instances, major emphasis shall first be placed on informing students of the nature and purpose of the services rendered by the organizations in the campaign. Further, when voluntary contributions are received from students, they must be deposited in slotted containers furnished for that purpose. No records shall be kept of such contributions on either an individual or group basis.~~

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

Committee's Recommendation

Your Committee recommends that the Board adopt the revisions to Administrative Policy 8.40 as attached to this item.

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

* * * * *

(Item 5) Action on a Request to Approve Revisions to Administrative Policy 9.07 Public Solicitations In The Schools

Background

Board Governance 2.11 policy states that every fifth year, or as needed, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district. The Administration has reviewed Administrative Policy 9.07 and made revisions.

(1) TICKET SALES AND CONTRIBUTIONS

(a) Tickets for any purpose, except for activities authorized under the policies or by permission of the Board, shall not be sold on school premises.

(b) Further, no contributions or collections of money for any purpose whatever shall be made from or by school children, except for supplies or services authorized by the Board.

~~(c) Should contributions or collections be at any time authorized by the Board, such contributions or donations, when they are collected, shall not be given directly by the children to the teacher, but shall be placed in boxes provided for the purpose, in order to avoid discrimination and embarrassment.~~

(2) EMPLOYEES' COMBINED GIVING CAMPAIGN

(a) The Board shall authorize participation in the Employees Combined Giving Campaign provided the following conditions are met:

~~1. Voluntary contributions may be received from students, provided that such contributions are deposited in slotted containers furnished for that purpose, and that no records shall be kept of such contributions on either an individual or group basis.~~

~~2. Solicitation of Board employees may be made within the several groups by a member or members selected for that purpose.~~

(1.b) The payroll deduction plan shall be made available to employees for contributions to the Employees' Combined Giving Campaign. It is understood that this is strictly a voluntary plan.

(3) FUNDRAISING FOR CHARITABLE PURPOSES

Fundraising activities or collections of materials for charitable purposes may be approved by the superintendent or school principal leader and/or their designee if a single school is involved, if the following guidelines are observed:

(a) Schools may display posters and distribute fundraising materials.

(b) Any orientation sessions related to the fundraising activity for students and staff must be held on non-school hours and cannot be held on school property.

(c) Any registration or solicitation for funds or donors must be done on non-school hours and cannot be done on school property.

(d) All money-collecting activities and depositing of funds are a matter between the individuals and the charitable organization. School staffs are not to collect or be responsible for any money collection or accounting for funds collected or goods received.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

Committee's Recommendation

Your Committee recommends that the Board adopt the revisions to Administrative Policy 9.07 as attached to this item.

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

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

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

Background

Strengthening communication and collaboration between MPS schools and families is an important aspect of helping students achieve academic success. Parent coordinators play a critical role in providing families with the knowledge they need to make informed educational decisions and to effectively engage with their child's schools. MPS family engagement efforts focus on providing training and support to staff to create a school culture that honors and respects that families and provide the foundation for the learning process. The Family and Community Engagement team (FACE) has developed an integrated approach to support these efforts across the district. Their goal is to help schools engage in meaningful and sustained partnerships with parents to support academic success for all students.

MPS Parent Coordinators - School Year 2024-25

Category	Count
New Parent Coordinators	21
Parent Coordinators (6+ years in role)	24
Total Number of Parent Coordinators	123
Current Openings	10
Title One Schools	133

Building Capacity

- Encourage strong collaboration between families and schools to support student learning goals
- Provide families with effective tools that align with their children's learning objectives
- Ensure activities are directly connected to academic learning outcomes
- Share data and strategies for learning with families

Fall 2024 Activity Guide

Family & Community Engagement Events

Schools host family programs, game nights, tours, etc.

Family Leadership Organizations

Provide a platform for parents to share their experiences, needs, and concerns, to create stronger networks, and work to improve outcomes at their school

Instruction

Academic learning activities for families

Other

Walk in sessions with Parent Coordinators, etc.

Parent Coordinator Highlights

Von McDade, Parent Coordinator from Washington High School and Jazmine Blakley, Parent Coordinator at Lloyd Barbee Montessori shared some of their experiences serving in the role and their school.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.11 - School Engagement Councils

Fiscal Impact Statement

None

Implementation and Assessment Plan

None

* * * * *

(Item 2) Update with Possible Action on Enhancing Educational Communities and School Climate

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

Background

Milwaukee Public School's vision is to cultivate a positive school climate across the district by enhancing educational communities. Being intentionally strategic, Milwaukee Public Schools employs proactive strategies and interventions, within a multi-tiered system of support, that aims to provide an educational and nurturing platform for all students. The overarching goal is to foster an equitable school climate district wide. School teams and district administration collaborate closely, utilizing up-to-date data to implement best practices with Tier 1 supports, and focus is given to individual students that require additional supports. This January report will address work from a variety of departments through December 31, 2024, relative to addressing requests from the PACE Committee and constituents:

Describe specific efforts geared toward supporting 9th grade students.

Milwaukee Public Schools received a three-year grant from the Department of Justice that addresses student well-being and prevention of violence. Project STEPS (Students Talking Equity and Prevention Systems) was created and awarded a three-year grant through September 2027. Within this grant, implementation of Link Crew as an evidence-based peer mentoring program will be supported at schools that currently do not have any trained facilitators of the program. Link Crew is a peer mentoring program that specifically supports 9th grade students with their transition to high school.

Additionally, in collaboration with UW-Madison, MPS has collaborated on a research grant to bring Peer Learning (.net) to teachers of 9th grade students. Staff members at identified schools have the opportunity to be trained in the best practices from Peer Learning (.net) to utilize in their classrooms. Peer Learning (.net)

is from the University of Oregon that aims to provide best practices for academic engagement and social emotional skill building within the academic instruction of the classroom.

What about Cycle 1 progress within School Improvement Plans?

Cycle one of the Continuous School Improvement Plan (CSIP) for the year ended in November. All schools reviewed their progress with their outlined goals and action steps. Monthly school-based teams of the Climate Tier 1 Team and Building Intervention support the work of culture and climate and the identified goals within the CSIP. The district PBIS Team monitors team meeting minutes within the CSIP. Through December, 85% of Climate Tier 1 Teams have submitted meeting minutes and 92% of Building Intervention Teams have submitted meeting minutes. In collaboration with their school performance coordinator (SPC) from the Department of Research, Assessment, and Data, all schools assessed their growth utilizing a rubric and made any needed adjustments to their outlined goals and action steps for the year. In December, the Department of Public Instruction and MPS Professional Learning Community looked closely at CSIPs reflecting on what is going well across the schools, what are areas of improvement, what patterns exist with the data, and what the next steps for building leaders are based on the data in the CSIP.

Depending on the school's problem of practice, a district team including Violence Prevention, Positive Behavioral Interventions and Supports (PBIS), Restorative Practices, and others, have reached out to the school providing opportunities for support. Within the category of culture and climate, all schools selected an educator data point and a student outcome data point to collect to monitoring their theory of action and evidence-based improvement strategy. Some example educator data points identified include PBIS Walkthrough Tool, Second Step data, Class Dojo, Infinite Campus PLP Contact Log, and restorative practice observational data. Some example student outcomes identified include behavior referrals, wellbeing survey results, student attendance, and Infinite Campus PLP notes.

How are we ensuring continued Courageous Conversations About Race (CCAR) implementation?

Implementation of CCAR is looking to become intensified and systematic through monthly sessions of the Courageous Conversations Continued Learning series and Courageous Conversation Luncheons. Each month all climate equity liaisons receive an email with case studies, example conversations, strategies to integrate the framework, and articles and videos to stimulate conversation. Sessions of Beyond Diversity will be held in January and February for staff members looking to continue their journey with the framework. All schools are required to send at least one staff member to one of the Beyond Diversity sessions in January or February. Additional sessions will be added for April, May, and June.

Through collaboration with equity coaches from CCAR, MPS has had 40 individuals partake in their Courageous Conversations Practitioners Cohort. Starting in January 2025, all practitioners are invited to participate in a monthly networking experience in which participants will engage in the Courageous Conversations framework specifically looking at issues of race and equity in MPS and the Milwaukee community.

The District Equity Leadership Team (DELT) meetings have continued to engage with the Systemic Transformation Framework provided through CCAR, specifically looking at knowledge, will, skill, and capacity. Currently, members of DELT are collaborating with Chicago Public Schools around a staff member self-reflection growth tool based upon Chicago's Liberatory Thinking Tool.

Describe the progress of equitably supporting schools as part of the Teaming in Equitable Education Coaching and Holistic Support (TEECHS) collaboration.

Schools identified for equitable and holistic coaching through TEECHS have all begun receiving weekly in-school support from a Team of Aligned Needs (TAN). A collaborative calibration was conducted at each school in which students, staff members, and school leadership worked through the Goals, Reality, Obstacles, Way forward (GROW) model of improvement. Schools identified goals for the school, discussed the current reality at the school, identified obstacles, and laid out a way forward for the school. Based on that model, three goals within the locus of influence of the school and TAN were created, as well as two larger systemic goals that may be inequitably affecting schools.

Every week, members of the TAN go to the school and provide a variety of coaching, modeling, professional development, data analysis, facilitating student groups, or additional supports aligned to the school's three locus of influence goals. Example goals from schools include facilitating student intervention

groups; modeling and coaching newly hired teachers; supporting school-wide community building; co-teaching utilizing district curriculum and best practices; and increasing academic discourse and rigor.

Additionally, the Project STEPS grant has been completely aligned to the identified schools within TEECHS. All best practices, mentoring, and interventions within the grant will be provided to TEECHS schools based on need. Elements of Project STEPS include Marquette Peace Center toolkit, Sky Schools mindfulness curriculum, Link Crew expansion, continued CCAR seminars, mentoring support for students, Reframing Behaviors professional development, and a variety of other professional development for staff members.

What kinds of topics have been discussed with student leadership groups and areas of concern for students?

Student discipline committees at all traditional middle and high schools have been meeting monthly to further examine their problem of practice, starting to gather additional student voice, and researching potential recommendations for the school and district. Some of the problems of practice being discussed include increasing student involvement in school activities and events; hall walking and tardy students; creating a sense of belonging for students; disruptive behaviors in the classroom; cell phone policies; and restorative approaches across the school.

Project STEPS will be collaborating with Marquette Peace Center to work with selected Student Discipline Committees to identify specific social emotional needs with students. The student discipline committee will lead work incorporating the Marquette Peace Center student toolkit and peer mediation support across the school community.

In December, MPS contracted with CCAR for a variety of student leadership opportunities. Throughout second semester, equity coaches from CCAR will be facilitating Beyond Diversity for Students as well as engaging with 80-100 high school students as part of their Students Organized Against Racism (SOAR) three-part leadership series.

What are the specific best practices schools have implemented that are resulting in the lowered suspension rates we see across all schools?

Through December 31, 2024, there are 85 out of 161 schools that have lowered total suspensions year-to-date compared to the 2023-2024 school year. A variety of best practices have been utilized at those schools based on specific needs and through analysis of data. Some of those best practices include:

- Consistent messaging on the five components of school climate.
- Adjustment of locations of classrooms to minimize movement during passing time.
- Spacing out lunch time further to maximize student movement between lunches.
- Weekly check-ins and morning meetings with students.
- Use of the 2x10 intervention with identified students.
- Behavioral t-chart identifying classroom managed and office managed behaviors.
- Expansion of strategies within the Climate, Culture & Alternatives to Suspension Toolkit.

Explain the process for re-entry of students after discipline and other school changes.

A school social worker is assigned the role of “re-entry coordinator” within the MPS Department of Student Services to support student re-entry after coming out of behavior reassignment schools and youth corrections. MPS has also partnered with Stanford University on a research grant implementing their Lifting the Bar intervention for students re-entering schools from within a youth correction facility. All students meet with a support staff to identify specific staff members and student preferences on creating meaningful connections at school to reduce recidivism. Staff members get a one-page letter written by the student, inviting the staff member to help shift the culture and stigma of the student in the school community. Several TEECHS schools have identified re-entry of students as part of their goals and are identifying next steps to support re-entry frameworks at the school.

Provide historical trends, and current reality with disciplinary practices by race and grade level.

The below data is through December 31, 2024.

Across all schools there have been 5,485 students suspended, 8,767 total suspensions, and a total of 22,084 days of suspension.

Suspensions by Race

	Hispanic/ Latino	American Indian	Asian	Black/ African American	Native Hawaiian	White	Multiple Races
Total Suspensions	1412	38	155	6586	3	203	370
Percent of all Suspensions	16.11%	0.43%	1.77%	75.12%	0.03%	2.32%	4.22%
Percent of Enrollment	28.6%	0.3%	9.2%	48.6%	0.1%	8.6%	4.5%

Suspensions by Grade

K4	K5	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade
14	34	89	175	214	336	351
6th Grade	7th Grade	8th Grade	9th Grade	10th Grade	11th Grade	12th Grade
812	959	1075	2346	1261	711	390

Suspensions by Month

Month	2024-2025	2023-2024	2022-2023
August		524	692
September	1,578	1,971	2,357
October	2,700	3,047	2,336
November	2,411	3,143	2,259
December	1,967	2,087	1,824

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.06 - Equity in MPS

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

* * * * *

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 the Deaf and Hard of Hearing (D/HH) Task Force

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

Background

At the April 20, 2023 Board Meeting, Resolution 2223R-018 by Directors Peterson and Herndon on the creation of a D/HH Task Force for major review of MPS's D/HH program was approved. It was further recommended that the Administration provide regular reports to the board during meetings of the Committee on Student Achievement and School Innovation (SASI), beginning on June 8, 2023. It was further recommended that the Administration provide regular reports to the board. The January 16, 2025 report to SASI includes an overview of the task force's meeting schedule, subcommittee breakdown, and progress thus far.

- Meetings conducted:
 - o Initial meeting - May 2023
 - o Regular meetings – Approximately every 6 weeks during the school year
- Leadership meetings on a biweekly basis • Election of a new co-chair, Sunny Brysch, on 12/23/24

Phase One

Goal/Phase 1 • Survey key stakeholders (parents, students, staff, Deaf community)

Survey Data

- Surveys (Local and National)
 - Distributed on 5/28/24, extended several weeks
 - Parents of current and former D/HH students (going back 4 years)
 - MPS teachers and interpreters
 - University staff
 - Speech and language pathologists
 - Para professionals
 - Audiologists
 - Psychologists and social workers

54 Participants

48% teachers
 26% other educator
 19% parents
 6% students
 67% from Wisconsin
 33% from other states

Stakeholders interested in a two-track program? 73% = No; 27% = Yes

Nationwide interest in separating ASL/speaking and listening? 57% = Combine; 43% = Separate

Moving to Phase Two

- Consider changes to current MPS service delivery
 - Methodology
 - Location(s)
 - Staffing Needs
 - Evaluation Process
 - Financial Limitations

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01 - Teaching and Learning Goals

* * * * *

(Item 2) Action on a Request to Approve the Instrumentality Charter School Contract with Milwaukee Virtual School

Background

On December 9, 2024, a charter school proposal was submitted for the Milwaukee Virtual School, an instrumentality charter school, that will serve approximately 2500 students in grades K4 through 12. The school is proposing to begin in the 2025-2026 school year.

Milwaukee Virtual School's mission is to provide a rigorous curriculum with levels of support for students and learning coaches centered around best practices that have proven to develop students academically and socially in a virtual format that prepares them for success in a technology-focused world. The vision of the Milwaukee Virtual School is to create a caring and supportive virtual learning environment where all students can thrive academically, socially, and emotionally. The Milwaukee Virtual School will provide opportunities for families and students to build community and participate in social-emotional and extracurricular activities through partnerships and virtual sessions with Milwaukee Virtual School staff in support of the learning environment.

The Milwaukee Virtual School will offer a comprehensive, K-12 educational program supported by contracted content instruction from Edgenuity online learning platform. The curriculum of the Edgenuity courses will be comparable to those offered at other schools in the district. In addition to the online instruction for each course, Edgenuity will provide students the opportunity to engage in content tutoring via the online platform. Mentor teachers will be assigned to each grade level to provide students with academic and social-emotional support, and weekly, synchronous sessions to review students' progress.

On December 12, 2024, at the meeting of its Committee on Student Achievement and School Innovation (SASI), the Board gave public hearing regarding Milwaukee Virtual School's instrumentality charter school proposal.

On December 19, 2024, the Board approved Milwaukee Virtual School's proposal to create an instrumentality charter school for five years and directed the Administration, in consultation with the Office of the City Attorney and the Office of Board Governance, to negotiate an instrumentality charter school contract with Milwaukee Virtual School and to bring that contract to the Board for consideration.

In January 2025, representatives from Milwaukee Virtual School and the Administration, in consultation with the Office of the City Attorney and the Office of Board Governance, to negotiate a contract for Milwaukee Virtual School using the Board-approved instrumentality model contract. The contract has been updated to include statutory requirements for virtual charter schools. All modifications addressed in this item have been mutually agreed upon by the parties.

Contingent upon the Milwaukee Board of School Directors' approval, Milwaukee Virtual School accepts the attached instrumentality charter contract with the modifications as outlined. The proposed contract and related appendices are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

The funds for this charter school contract are included as part of the FY26 budget process.

Implementation and Assessment Plan

Upon approval, the contract will be effective starting with the 2025-2026 school year and ending with the 2029-2030 school year.

A copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the attached, five-year, instrumentality charter school contract with Milwaukee Virtual School to begin with the 2025-2026 school year and end on the last regularly scheduled day of the 2029-2030 school year.

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

* * * * *

(Item 3) Action on a Recommendation to Approve the Renewal of the Instrumentality Charter School Contract for The Alliance School, Inc. for The Alliance School**Background**

The Alliance School (Alliance), located at 850 West Walnut Street, was established as an instrumentality charter school beginning in 2005. Alliance is in the last year of a three-year contract term. The current contract is for a maximum of 160 full-time-equivalent (FTE) pupils in grades 9 through 12.

Alliance's mission is to be a safe, student-centered, and academically challenging environment where the school prepares young people to become compassionate agents of change. Alliance works to provide a safe space for students that fosters learning, acquisition of knowledge, encourages higher-order thinking, empathy, and other skills needed to be prepared for the wider world.

In May 2024, the Department of Contracted School Services initiated the Charter School Review Process. On August 7, 2024, representatives from Alliance submitted the Charter Renewal Letter of Intent and on September 4, 2024, Alliance submitted its Charter Renewal Application to seek renewal of its charter school contract.

On October 22, 2024, the Charter School Review Team (Team) conducted a full-day site visit at Alliance. The Team examined the school's academic, financial, and organizational performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team reviewed additional responses and information provided by the school. The Team participated in classroom observations and heard testimony from parents, students, and staff.

Based on a thorough review of the evidence provided, the Team recommends a three-year renewal of the instrumentality charter school contract with Alliance. This recommendation is based on Alliance's commitment to cultivate meaningful relationships with students through mentoring and an emphasis on social-emotional learning.

The charter school renewal application, performance summary data, and Team's recommendation are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. Pending contract approval, the funds for the charter school contract will be authorized as a part of the annual budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of Alliance, in consultation with the Board's designee and the Office of the City Attorney, in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

Your Committee recommends that the Board approve the renewal of a three-year instrumentality charter school contract with The Alliance School, Inc.; and authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of The Alliance School, Inc. for The Alliance School and to draft a renewed instrumentality charter school contract to begin with the start of the 2025-26 school year and end on the last regularly scheduled day of the 2027-28 school year.

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

* * * * *

(Item 4) Action on a Recommendation to Approve the Renewal of the Non-Instrumentality Charter School Contract for Urban Learning Collaborative for Milwaukee Environmental Sciences Academy

Background

Milwaukee Environmental Sciences Academy (MESA), located at 6600 West Melvina Street, was established as a non-instrumentality charter school beginning in 2013. MESA is in the last year of a three-year contract term. The current contract is for a maximum of 450 full-time-equivalent (FTE) pupils in grades K4 through 8.

MESA is dedicated to the intellectual, physical, social and emotional growth of all students with an emphasis placed on engaging students in thinking, problem solving, and decision-making allowing students to function in a global society. The goal of MESA is to provide instruction to students through the implementation of expeditionary learning (EL).

In May 2024, the Department of Contracted School Services initiated the Charter School Review Process. On July 29, 2024, representatives from MESA submitted the Charter Renewal Letter of Intent and on August 30, 2024, MESA submitted its Charter Renewal Application to seek renewal of its charter school contract.

On October 29, 2024, the Charter School Review Team (Team) conducted a full-day site visit at MESA. The Team examined the school's academic, financial, and organizational performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team reviewed additional responses and information provided by the school. The Team participated in classroom observations and heard testimony of parents, students, and staff.

Based on a thorough review of the evidence provided, the Team recommends a three-year renewal of the non-instrumentality charter school contract with MESA. This recommendation is based on MESA's focus on EL curriculum, development of data analysis supports, and consistently meeting its financial and organizational performance measures outlined in the contract.

The charter school renewal application, performance summary data, and Team's recommendation are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. Pending contract approval, the funds for the charter school contract will be authorized as a part of the annual budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of Milwaukee Environmental Sciences Academy, in consultation with the Board's designee and the Office of the City Attorney, in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

Your Committee recommends the non-renewal of the contract.

Director Zombor moved to retire to closed session, pursuant to Wisconsin Statute 19.85(1)(e).

The motion passed, the vote being as follows:

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

Noes — None.

The Board retired to closed session at 6:11 p.m. Upon returning to open session, Director Zombor moved to approve the Committee's recommendation and to direct the Administration to reach out to MESA families to support the transition.

The motion passed, the vote being as follows:

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

Noes — None.

* * * * *

(Item 5) Report with Possible Action on the Urban School Transformation Collaboration

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

Background

On January 20, 2023, the Division for Student and School Success -Title I Continuous Improvement Team from the Department of Public Instruction (DPI) announced that Dr. Jennifer Hernandez was hired by CESA #1 as the Urban Transformation (UT) Executive Director to work directly with Milwaukee Public Schools and Racine Unified School District.

The UT Executive Director works closely with each the superintendent and their administration to: provide strong encouragement or redirect district officials in the implementation of systems, processes, and protocols for Continuous Improvement purposes, provide public updates to the community and the Board of Directors or School Board on Continuous Improvement efforts being monitored by DPI, provide training in the school district in the areas of needed growth as determined by the district's data and administration, work collaboratively with district staff as determined by the superintendent and /or his designee, and serve as a liaison between the DPI staff responsible for improvement under Every Student Succeeds Act (ESSA) and identified district staff.

The Title I Continuous Improvement Team and CESA #1 are committed to collaborating with Milwaukee Public Schools through Dr. Hernandez, to ensure that all our students can achieve higher levels. This partnership is uniquely designed to assist Milwaukee Public Schools and includes monthly updates to the superintendent and senior team from DPI and CESA#1 representatives as well as bi-weekly meetings between Dr. Hernandez and the chiefs from the offices Human Resources, School Administration and Academics.

On September 14, 2023, and on March 21, 2024, Dr. Hernandez presented to the Milwaukee Board of School Directors a comparative data analysis of district walk-through data, for reading data for the Central Region, and an overview of the work that was happening with culture and culture in the High School Region.

This presentation will include an overview of our current work with the UT team as we align the priority, measure the impact, and summarize the progress of our continuous improvement work.

UST Overview

The Urban School Transformation initiative will assist identified districts in developing or improving systems to foster school improvement, change adult practices, enhance operational systems, refine protocols, and advance educational equity. The initiative will ensure adherence to a culturally responsive, data-driven instructional infrastructure, support an intentional human capital strategy, and provide timely, reliable support for professionals. These elements—along with high-quality leadership—are essential traits of a high-performing urban school district.

Priority Areas

- Ambitious Instruction
- Shared Leadership
- Culture/Climate: Systems Development

Outcomes and Measures of Impact

- Developing systems that promote school improvement
- Enhancing systems and refining protocols
- Transforming adult practices
- Advancing educational equity
- Ensuring adherence to a culturally responsive and data-driven instructional infrastructure

The UST has several categories of focus that is monitored for implementation and impact. The categories are as follows:

- Developing Systems that Promote School Improvement
- Enhancing Systems and Refining Protocols
- Transforming Adult Practices
- Advancing Educational Equity
- Demonstrating Adherence to a Culturally Responsive and Data-Driven Instructional Infrastructure

Summary of Progress

At the conclusion of the first cycle review (August–October 2024), the status of the UST initiative’s measurable outcomes is as follows:

- 69% Developing
- 19% Beginning
- 12% Accomplished

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01 - Teaching and Learning Goals

Fiscal Impact Statement

n/a

Implementation and Assessment Plan

n/a

* * * * *

(Item 6) Report with Possible Action on MPS Montessori Strategic Plan

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

Background

The Montessori Strategic Plan, which was adopted on March 28, 2019, and revised on May 26, 2022, is a framework for structural supports for our eight Montessori schools, educating more than 3,500 students.

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

Current Work

- Holding monthly Montessori principal meetings
- Formulating Montessori ACT 20 guidance
- Supporting Montessori teacher credentialing courses
- Creating Montessori Second Step curriculum for lower elementary
- Facilitating Montessori Advisory Committee Meetings
- Conducting the Montessori staff retention survey

Future Work

- Recruiting teachers at the American Montessori Society conference
- Coordinating Montessori Summer school
- Developing Montessori facilities Minimum Standard of Care
- Participating in the MPS Kindergarten Enrollment Fairs
- Hosting teacher work sessions for consistency in grading and phase III secondary curriculum

Handmade Montessori Materials

Geography Grab-n-go Bins

• Established ready-access bin system with materials necessary for teacher-led lessons and student-led experiments

Math Materials

- Materials not available for purchase from vendors
- Required to support a variety of lessons
- Establishing duplicating storefront

Montessori Credentialing

- Credentialing sponsorships offered since 1989
- 40 staff members currently in credentialing
- 3 current vacancies Guest Speaker: Selena McKnight, Montessori teacher

A Morning of Montessori

The event, featuring classroom tours and breakout sessions will serve as a citywide open house. Held at MacDowell Montessori, 6415 W. Mt. Vernon Avenue, the event will go from 9 a.m. to noon.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

n/a

Implementation and Assessment Plan

n/a

* * * * *

(Item 7) Report with Possible Action on the Proposal for La Escuela Fratney School Expansion

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

Background

La Escuela Fratney is a K3-5th grade school that provides rigorous curriculum in English and Spanish. Curriculum includes a focus on multiculturalism and collaboration with both parents/guardians and the community. Dual-language immersion allows English-speaking students to learn Spanish as their Spanish-speaking classmates learn English. The school offers a safe and respectful place for students, staff, families, and the community. The Administration requests approval to expand La Escuela Fratney's important work to include middle school grades by one grade level each year, beginning with 6th grade in the Fall of 2025.

La Escuela Fratney Demographics

- 519 Current Enrollment
- 74.1% Hispanic
- 40.4% English Language Learners (ELL)
- 13.5% African American
- 10.8% Students with Disabilities
- 9.3% White
- 3.1% Multi-Race

La Escuela Fratney's Journey

- Spring 2023 – Family Meetings: Shared Interest in adding middle grades
- Fall 2023 – Initial Survey to families and staff
- Late Fall 2023 – School-based expansion committee formed
- Fall 2024 – Community Listening Sessions (11) In-person/virtual
- Fall 2024 – Family/Community/Staff Survey
- October 2024 – School Engagement Council (SEC) meeting approved expansion
- January 2025 – Request approval for FY26 expansion

Fall 2024 District Survey

- Our total number of family responses: 180
- Our Response rate: 36.1%
- 180 responses/499 total students
 - o 69.4% of parents/guardians of 5th graders expressed interest in continuing to enroll their students

- o 82% of our families favored the expansion
- o 51.8% of our current 5th grade students favored the expansion
- o 67.8% of our current staff favored the expansion
- o 92% of our staff indicated that they would return to our school if expansion was approved
- o 62% of our community/neighborhood favored the expansion

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

1.01 - Vision and Mission

Committee's Recommendation

Your Committee recommends that the Board approve the expansion of La Escuela Fratney to include middle school grades by one grade level each year, beginning with 6th grade in the Fall of 2025.

* * * * *

(Item 8) Report with Possible Action Regarding Math Progress and Plans

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

Background

In alignment with Administrative Policy 7.26 on Textbooks/Instructional Materials Adoption, evaluation committees were established following the Board's October 26, 2023, decision to initiate selection studies in specific subject areas. These committees, with the goal of improving mathematics achievement for all students, conducted extensive research and recommended the following materials for use during the 2024-2025 school year:

Kindergarten - Grade 5: i-Ready Classroom Mathematics 2024 (English and Spanish)

Kindergarten - Grade 8 Technology Component: ST Math (not language-specific)

Grades 6-8: Illustrative Mathematics (English and Spanish)

Algebra I, Geometry, Algebra II: Illustrative Mathematics (English and Spanish)

AP Statistics: Bock, Stats: Modeling the World, 6e AP Edition (English)

Pre-Calculus: Upgrade to the newest edition of Precalculus Graphical, Numerical, Algebraic - 10th Edition

AP Calculus: Demana, Calculus: Graphical, Numerical, Algebraic, 6e AP Edition (English)

On June 27, 2024, the Board authorized the Administration to approve the selection of textbooks and instructional materials for the 2024-2025 school year. Implementation strategies were initiated immediately, focusing on:

- Ensuring equitable access to high-quality materials through purchasing, ordering, and distribution.
- Developing and launching ongoing, curriculum-aligned professional learning and job-embedded coaching.
- Creating structures for collecting and analyzing implementation data to monitor progress and refine strategies as needed.

This report provides an update on the adoption process, outlines plans for improving mathematics achievement, describes methods for measuring progress for both teachers and students, and explains how meaningful progress is being assessed.

Vision for Mathematics

In our mathematics classrooms, we strive to develop mathematicians who see themselves as capable learners and as the co-creators in their math development. K - 12 Mathematics Goal Create rigorous and inclusive mathematics classrooms by implementing Board-adopted, high-quality instructional materials.

Mathematics in MPS

WI Forward

Overall Percent of Advanced and Meeting - 19% according to the 2023-24 District Report Card

ACT Percent of students Meeting and Approaching - 12%

Curriculum 2024-25 - Adopted and currently implementing high-quality instructional materials in mathematics

- i-Ready Classroom Mathematics (Kindergarten-Grade 5)
- Illustrative Mathematics (Grades 6-8, Algebra I, Geometry, Algebra II)

Improvement Strategies

Sustaining Successful Initiatives

Counting Collections

- 54% of 3K to Grade 2 show significant growth
- 48% of 3K to Grade 2 met grade level expectations

Data Informed Decision Making

Illustrative Math Pilot

Ongoing Professional Learning

Shift to Student Centered Instruction

- On-site professional learning for educators and leaders.
- Job-embedded, student-centered coaching cycles.
- Mathematics-focused professional learning communities.
- Staff meeting professional development.
- Monthly principal leadership institutes.
- District-designated professional development days.

K-5 Progress Update

	Leaders	Teachers	Students
What are we measuring or monitoring?	Impact of professional development Implementation “Look fors” and observations Mathematics Instructional Learnership	Impact of professional development Use of HQIM Shifts in Instructional practices Teacher/student interactions that promote effective learning	Engagement as a learner of mathematics Academic achievement and growth
How are we monitoring progress?	Checks for Understanding iReady Support Visit Feedback District Walkthrough Data	District Walkthrough Data Curriculum-aligned protocols Coaching Cycles Data School Support Requests Math-focused PLCs iReady Support Visit Feedback	Coaching Cycles Data District Walkthrough Data STAR Data Math-focused PLCs
What are we learning?	Competing Commitments Instructional mismatch Logistics of on-site PD pose a challenge	75% of teachers are using district provided HQIM * Teacher guides are the least used resource*	65% of students are engaged in content focused discourse with each other
How are we responding to what we are learning?	Provide clear guidance on using iReady PLS in schools. Strengthen communication mechanisms. Focus PD on quality math instruction and admin engagement.	Place a greater focus on how to use Teacher’s Guide during PD Math-focused PLCs	Math-focused PLCs Student-centered coaching cycles–Discussion Formats

6-12 Progress Update

	Leaders	Teachers	Students
--	---------	----------	----------

What are we measuring or monitoring?	Impact of professional development Implementation “Look fors” and observations Mathematics Instructional Learnership	Impact of professional development Use of HQIM Shifts in Instructional practices	Student engagement and discourse Increased academic performance, growth and achievement
How are we monitoring progress?	Checks for Understanding from Institutes District Walkthrough Data Instruction Partners Tools and Feedback	District Walkthrough Data “Look-for” tools Coaching Cycles Data School Support Requests	Coaching Cycles District Walkthrough Data (student to student interactions) IM Curriculum dashboard ILC
What are we learning?	Competing Commitments Time needed for practice/application	71% of teachers are using district provided HQIM 82% of teachers are interacting with students that results in learning	65% of students are engaged in content focused discourse with each other
How are we responding to what we are learning?	Increased school-based support for leaders and teams Collaborative support with regional teams Communicate expectations	Differentiated district and school-based professional development -PLCs Embedded classroom support - coaching, modeling, co-teaching Communicate expectations	Data-driven conversations Student-centered coaching cycles–Discussion Formats Communicate expectations

Expected Outcomes and Growth

Meet or exceed the MPS Strategic Plan goal for Student Achievement and Graduation

- At least 50% of all students meeting proficiency or higher on multiple student achievement measures
- Contribute to increasing the graduation rate to over 75% and increasing student readiness for higher education, post-education opportunities, work, and citizenship.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01 - Teaching and Learning Goals

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

* * * * *

(Item 9) Report with Possible Action Regarding Literacy Progress and Plans

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

Background

Act 20 is a statewide law that specifies the types of reading curriculum and instruction that schools receiving public funding must provide to students in kindergarten through third grade. This presentation will provide a report on our literacy status and progress in alignment with the strategic plan, reading policy 7.11, and Act 20.

Vison for Literacy

Our vision is to create a positive culture of reading where high-quality reading instruction and teacher-student interactions happen every day in every classroom. K-12 Reading Goal Prepare all students to read at grade level. An evidence-based approach to literacy has informed our work before and since Act 20.

Status of Literacy in MPS

- Brigance Screens III - K3, K4, and K5 (fall 2024)
 - 57% within or above normal range in Language
 - 53% in fall 2023
- STAR Early Literacy - Grade 1 (fall 2024)
 - 12.5% on or above target
 - 11% in fall 2023
- STAR Reading- Grades 2-10 (fall 2024)
 - 18% on or above target
 - 12% in fall 2023
- WI Forward- Grades 3-8 (2023-24 School Year)
 - 23% advanced or meeting in English Language Arts
 - 14.7% in 2022-23*
- ACT- Grade 11 (2023-24 School Year) 14.7 average score in English Language Arts
 - 15.1 in 2022-23

District Report Card - Value Added 2023-24

Value-added scores cover an approximately 0-6 range. Higher scores mean greater positive impact. A score of 3.0 is average. Group size is shown in parentheses. Groups with fewer than 20 students do not have a score displayed. Shaded boxes indicate higher-than-average scores.

Progress Update (K4)

	Leaders	Teachers	Students
What are we measuring or monitoring?	All schools have a high quality K4 program that uses Frog Street	Consistent use of language interactions during play after attending Play Clinic PD	Growth in language development and early literacy skills
How are we monitoring progress?	ECERS-3 Observations Frog Street Walkthroughs	Checks for Understanding Coaching data	Brigance Screens III aimswebPlus
What are we learning?	<ul style="list-style-type: none"> ● 21 of 40 schools met quality goal on ECERS-3 ● Coached schools scored +1.30 points higher ● 57% use Morning Message in Frog Street 	<ul style="list-style-type: none"> ● Knowledge of strategies 90% ● Application of strategies 81% ● Individualization to child 84% ● Consistent use of strategies in classroom 95% among coached teachers 	<ul style="list-style-type: none"> ● Scored 12 points higher than students in non-participating rooms after 4 months ● Need for K4 data beyond requirements
How are we responding to what we are learning?	Coach schools below goal Monitor quality in spring Support and revisit schools	Offer more Play Clinics annually and expand access with Bilingual Play Clinic and Play Clinic Part 2	Collect additional data points using aimswebPlus

Progress Update

	Leaders	Teachers	Students
What are we measuring or monitoring?	Principal participation in Language Essentials for Teachers of Reading & Spelling (LETRS) training for Administrators	<ul style="list-style-type: none"> ● Teacher participation in LETRS training ● Small group instruction training & implementation 	Progress towards reading proficiency.
How are we monitoring progress?	<ul style="list-style-type: none"> ● Attendance consistency 	<ul style="list-style-type: none"> ● Attendance consistency ● Surveys/classroom observations 	<ul style="list-style-type: none"> ● STAR Early Literacy ● STAR ● aimswebPlus ● Wisconsin Forward

What are we learning?	A systems approach is needed to create, implement, and maintain a high-quality literacy program aligned with the science of reading.	<ul style="list-style-type: none"> •Checks for understanding questions need to be developed. •Modeling is needed 	Fall 23 Fall 24 STAR EL 11% 13% STAR 12% 18% SPR 23 SPR 24 STAR EL 26% 31% STAR 12% 15%
How are we responding to what we are learning?	<ul style="list-style-type: none"> •Make-up sessions as needed •Debriefing meetings • LETRS best practice document 	<ul style="list-style-type: none"> •Make-up sessions as needed •CFU have been developed •Ongoing small group instruction training 	<ul style="list-style-type: none"> •Continued focus on small group instruction • Strengthen grade level instruction.

Progress Update High School

	Leaders	Teachers	Students
What are we measuring or monitoring?	Literacy Instructional Leadership	<ul style="list-style-type: none"> •Implementation of the myPerspectives curriculum •Reading intervention teacher support 	Progress towards reading proficiency.
How are we monitoring progress?	Check-ins to engage in conversations with leaders to discuss literacy-related concerns and celebrate successes.	<ul style="list-style-type: none"> • Activity in the online platform •Classroom observations •Monthly meetings 	<ul style="list-style-type: none"> • STAR • PreACT • ACT
What are we learning?	Systems need to be in place to support the implementation of the myPerspectives curriculum and reading intervention classes.	myPerspectives Baseline Data Dec 10: 112 active teachers 2 2,897 Active students	STAR Fall 2024 -17.5 PreACT -13.1 ACT -14.7
How are we responding to what we are learning?	An implementation checklist has been created to help leaders identify key components of implementation	<ul style="list-style-type: none"> • MPS and Savvas Coaches provide coaching, lesson planning, and modeling. 	<ul style="list-style-type: none"> • Ensuring our ELA curriculum aligns with state standards • Providing ongoing professional development.

Expected Outcomes and Growth

If we keep our focus on...

- Curriculum implementation and robust early literacy and language assessment
- Teacher training and application of new learning (LETRS, ECERS, small group instruction, oral language)
- Support for High School Reading Intervention Teachers

Then we expect to see...

- At least 50% of all students meeting proficiency on Brigance, aimswebPlus, and STAR by 2028, in line with the Strategic Plan
- Teachers implementing rigorous and inclusive literacy instruction on walkthroughs and observations
- Students gain the skills needed to grow toward reading proficiently across content areas.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.11 - Reading

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

* * * * *

(Item 10) Report with Possible Action on the Regional Showcase - Northwest Region

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

Background

Based on the Board's action, the 2024-2025 monthly Regional Showcase item provides a thorough picture of each region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the region are included in this presentation.

This month, the Northwest Region is featured. The Northwest Region comprises 26 schools, and serves 8,959 students in diverse settings to meet the varied needs of our students. Schools in the Northwest Region include the following: Barton, Bruce, Browning, Bryant, Carson, Congress, Eighty-First Street, Emerson, Engleburg, Goodrich, Grantosa, Hampton, Hawthorne, Kilbourn, Kluge, Lancaster, Maple Tree, Milwaukee Sign Language, Milwaukee German Immersion, Morse Middle, Ninety-Fifth Street, Parkview, River Trail, Stuart, Thoreau, and Townsend.

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

Northwest Region Schools

K-5 Schools	K-8 Schools	Academic Specialty Schools	Community Schools
Barton	Carson Academy	MKE German Immersion	Browning
Bruce	Congress	MKE Sign Language	Grantosa Drive
Bryant	Lancaster	Stuart Elementary (IB)	
Eighty-First St.	Thoreau	Morse Middle School (IB)	
Emerson	Townsend	River Trail School for	
Engleburg		Agricultural Sciences	
Goodrich			
Hampton			
Hawthorne			
Kilbourn			
Kluge			
Maple Tree			
Ninety-Fifth			
Parkview			

Northwest Region Demographics

- 8,959 students
 - 26 schools
 - 2.4% English Learners
 - 24.3% Students with Disabilities
 - 82.7% Economically Disadvantaged
- Black or African American – 76.6%
 - Hispanic – 6.2%
 - Asian – 6.2%
 - Multiple – 5.5%
 - White – 5.1%
 - American Indian and Alaska Native 0.3%
 - Native Hawaiian or Other Pacific Islander 0.2%

Northwest Region Instruction Improvement Plan

Phase 1

- Created regional goals to center discussions around data
- Focused on the use of district-approved curriculum and resources
- Organized professional development for international teachers

Phase 2

- Initiated a framework for Professional Learning Communities (PLCs) in all Northwest Region schools
- Intentionally aligned Comprehensive School Improvement Plans (CSIP) with regional goals and walkthrough protocol
- Wrote a proposal for coaching and learning around PLCs

Phase 3

- Integrate unpacking the standards commonly missed on the WI Forward Exam into PLC discussions
- Curriculum mapping to identify points in the district-approved curriculum where these standards are taught

Featured School: Byron Kilbourn School

Principal: Jason Galien
 Student Enrollment: 230 students
 Students w/Disabilities: 32.2%
 Economically Disadvantaged: 89.1%
 Racial Demographics:
 Black or African American: 86.5%
 Hispanic: 7.4%
 Multiple: 3.0%
 Asian: 2.2%
 White: 0.9%

Kilbourn School Improvement Plan Focus

Instruction

EBIS: Professional Learning Communities
 Instructional Lever: Explicit Instruction & Student Engagement
 Instructional Practice: Use of district-adopted/approved curriculum

Culture and Climate

EBIS: Positive Behavior Intervention Supports
 Culture and Climate Pathway: Positive Behavior Intervention Supports
 Culture and Climate Component: Accountability Systems

Report Card Data Growth

2022-23	2023-24
Overall Score: 49.9	Overall Score: 58.8
Meets Few Expectations	Meets Expectations

Kilbourn Points of Pride

- Attendance Rate
 - 87.2% up from 80.7% YTD
- Suspension Rate
 - 5.4% down from 9.0% YTD
- STAR Participation Rates

- Reading: 98%
- Math: 98%
- Early Literacy: 92%
- iReady - Reading
 - 83% of students are passing their lessons at a rate of 70% or higher
- ST Math
 - During Semester 1 students in K-5th grades met their required usage time

Kilbourn Student-Centered Focus

- Increased student enrollment for the third consecutive year
- Maintained zero staff vacancies this year
- Recognized for scoring over 80% on the Tiered Fidelity Inventory in Tier 1, Tier 2 and Tier 3 in 2023-24
- Completed our outdoor classroom
- Upgraded our multipurpose room with a new floor, paint, and new basketball backboards & rims

Looking Ahead at Kilbourn

- Recruit passionate staff to join the Kilbourn Team
- Prioritize attendance improvement strategies
- Partner with district coaches to support content instruction
- Build and maintain community partnerships

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

* * * * *

REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

There were no reports presented for this month.

* * * * *

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

Effective and Efficient Operations

We are in the final stages in the selection process for a new Superintendent of Milwaukee Public Schools. The entire month of January has been filled with fulfilling that objective. This included long hours of research, interviews, zoom meetings and multiple Special Board Meetings.

Meeting/Event Attendance for this month

Attended strategic meeting with our Kane Communications partners. These discussions focus on taking proactive steps to keep the public informed.

Attended 2 meetings with Dr. Tina Owen-Moore, Board Clerk

Attended 2 Executive Officers standing weekly meeting

Attended 2 meetings with Superintendent

Attended 5 Special Board Meeting Superintendent Search

Attended Committee on Legislation, Rules and Policies Meeting

Attended Regular Board Meeting (including AFP Agenda)

Student, Family, and Community Engagement

Attended meeting with district parents concerning obtaining additional funding for our school lunch program.

Attended meeting with WPEN regarding state budget

As the Board of Directors, we have and will continue working diligently to complete the process of selecting the best superintendent to lead Milwaukee Public Schools. It is my hope that you, students, parents, community at-large and staff members participate as well. Please make sure you are a part of this process!

The finalists will be in our city on February 6 and 7, 2025 touring the district. There will be an opportunity for you to meet the finalists at Central Office, on the afternoon of February 6, 2025. Information has been shared in a press release. In addition, your presence will provide the opportunity to share your thoughts as well.

We have worked diligently, giving our best to this process!

* * * * *

NEW BUSINESS

The January 2025 meeting of the Committee on Accountability, Finance and Personnel having been cancelled in order to schedule superintendent candidate interviews, Director Garcia requested that this month's items be considered tonight.

Director Garcia moved to discharge the Committee on Accountability, Finance and Personnel from further consideration of these items, and to take immediate action on them at this meeting.

The motion passed, the vote being as follows:

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

Noes — None.

* * * * *

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

Classified Personnel Transactions

Name	Position and Salary	Date	Salary
NEW HIRES			
2 Lashaun Brister	Building Service Helper I	12/02/2024	\$17.88 /hr
2 Willie Brown	Building Service Helper I	12/02/2024	\$17.88 /hr
2 Tyler Morrison	Building Service Helper I	12/02/2024	\$17.88 /hr
2 Tyreice Pate-Gilbert	Building Service Helper I	12/02/2024	\$17.88 /hr
4 Deyaneira Santiago	Building Service Helper I	12/02/2024	\$17.88 /hr
2 Rehjan Stowers	Building Service Helper I	12/02/2024	\$17.88 /hr
2 Atajha Strowder	Building Service Helper I	12/16/2024	\$17.88 /hr
2 Sanita Taylor	Building Service Helper I	11/18/2024	\$17.88 /hr
2 Jauron West	Building Service Helper I	12/16/2024	\$19.67 /hr
2 Jacolby Woods	Building Service Helper I	12/02/2024	\$17.88 /hr
2 Cibriana Wright	Building Service Helper I	12/02/2024	\$17.88 /hr
2 Regina Hackett	Children's Health Assistant	12/02/2024	\$25,662.76

Name	Position and Salary	Date	Salary
2 Audriona Houchins	Children's Health Assistant	12/10/2024	\$22,103.36
2 Destiny Pitts	Children's Health Assistant	12/09/2024	\$22,103.36
2 Allante Abernathy	Food Service Assistant	12/09/2024	\$17.88 /hr
2 LaToya Austin	Food Service Assistant	12/09/2024	\$17.88 /hr
2 Stacey Barnes	Food Service Assistant	12/09/2024	\$17.88 /hr
2 Myiesha Binion	Food Service Assistant	12/16/2024	\$17.88 /hr
2 Dominique Boyce	Food Service Assistant	12/09/2024	\$17.88 /hr
2 Kadiejah Conners	Food Service Assistant	12/09/2024	\$17.88 /hr
2 Helen Duncan	Food Service Assistant	12/09/2024	\$17.88 /hr
2 Erica Gales	Food Service Assistant	12/16/2024	\$17.88 /hr
2 Nicole Johnson	Food Service Assistant	12/11/2024	\$17.88 /hr
2 Jameson McNutt	Food Service Assistant	12/16/2024	\$17.88 /hr
2 Lashonda Moore	Food Service Assistant	12/09/2024	\$17.88 /hr
2 Jenelle Owens	Food Service Assistant	12/09/2024	\$17.88 /hr
2 Whittley Payne	Food Service Assistant	12/10/2024	\$17.88 /hr
4 Veronica Renteria Aguayo	Food Service Assistant	12/02/2024	\$17.88 /hr
2 Kameesha Rogers	Food Service Assistant	12/11/2024	\$17.88 /hr
2 Brandon Torres Reyes	Food Service Assistant	12/09/2024	\$17.88 /hr
2 Sinekka Williams	Food Service Assistant	12/16/2024	\$17.88 /hr
2 Toshina Wright	Food Service Assistant	12/04/2024	\$20.02 /hr
2 Laila Brance	Paraprofessional	12/02/2024	\$22,218.26
4 Carla Canales	Paraprofessional	12/02/2024	\$22,218.26
2 Nadia Chestnut	Paraprofessional	12/09/2024	\$22,218.26
2 Nicholas Christensen	Paraprofessional	12/09/2024	\$22,218.26
4 Oslard Correa Martinez	Paraprofessional	12/09/2024	\$25,921.31
2 Dominique Diamante	Paraprofessional	12/09/2024	\$22,218.26
2 Devan Ellis	Paraprofessional	12/09/2024	\$22,218.26
4 Veronica Garcia	Paraprofessional	12/09/2024	\$22,218.26
2 David Gilliam	Paraprofessional	12/09/2024	\$22,218.26
2 John Hunter	Paraprofessional	12/09/2024	\$22,218.26
5 Anna Maties	Paraprofessional	12/09/2024	\$22,218.26
5 Tracy Mueller	Paraprofessional	12/09/2024	\$22,218.26
5 Tiffany Rankin	Paraprofessional	12/09/2024	\$22,218.26
5 Emily Sanford	Paraprofessional	12/02/2024	\$22,218.26
2 Nari Shuttlesworth	Paraprofessional	12/09/2024	\$22,760.79
5 Sian Steffenhagen	Paraprofessional	12/02/2024	\$22,218.26
2 Marissa Steinbach	Paraprofessional	12/09/2024	\$22,218.26
2 Tavian Stewart	Paraprofessional	12/02/2024	\$22,218.26
4 Mauricio Tejada	Paraprofessional	12/09/2024	\$22,218.26
2 Oscar Walton	Paraprofessional	12/02/2024	\$22,218.26
2 Mariah Elkins	Paraprofessional – Parent Involvement	12/02/2024	\$29,624.35
2 Jazmine Isabell	School Safety Assistant	12/02/2024	\$28,658.91
2 Shameika Johnson	School Safety Assistant	12/02/2024	\$28,658.91
2 Leonna Mcdonald	School Safety Assistant	12/02/2024	\$28,658.91
2 Dejaunna Minor	School Safety Assistant	12/02/2024	\$28,658.91
2 Sharita Moses	School Safety Assistant	12/02/2024	\$28,658.91
2 Pemareah Rushing	School Safety Assistant	12/02/2024	\$28,658.91
2 Ciera Tolliver	School Safety Assistant	12/02/2024	\$28,658.91
2 Mirakle Ward-Hamilton	School Safety Assistant	12/02/2024	\$28,658.91
2 Chylanda Williams-Hill	School Safety Assistant	12/02/2024	\$28,658.91
4 Araceli Guzman	Secretary I – 10 Month	12/16/2024	\$29,606.75
4 Victoria Rodriguez	Secretary I – 10 Month	12/09/2024	\$29,606.75
2 Traevon Williams	School Kitchen Manager I	12/03/2024	\$30,886.53
2 Shamika White	School Kitchen Manager Trainee	12/17/2024	\$19.07 /hr

Name	Position and Salary	Date	Salary
PROMOTIONS			
2 Raynell Gardner	Building Service Helper II	12/09/2024	\$41,890.62
4 Domingo Hernandez	Building Service Helper II	12/09/2024	\$48,346.13
2 DeAundre Jiles	Building Service Helper II	12/09/2024	\$44,463.47
2 Marvin Thomas	Building Service Helper II	12/09/2024	\$44,463.47
2 Maelizia McCradie	Boiler Attendant Trainee	11/11/2024	\$43,681.94
2 Mika Hickles	Food Service Assistant	12/09/2024	\$17.88 /hr
4 Marilyn Santiago Cruz	Paraprofessional	12/02/2024	\$22,760.79
4 Maria Montes	Paraprofessional – Parent Involvement	12/09/2024	\$30,347.72
2 Moesha Carter	School Safety Assistant	12/02/2024	\$28,658.91
2 Portia Reed	School Safety Assistant	12/02/2024	\$28,658.91
5 Todd Borts	School Engineer II	11/25/2024	\$66,184.58
2 Jeanette Brown	School Engineer II	11/25/2024	\$69,051.42
2 Carolyn Watson	School Engineer II	11/25/2024	\$71,918.26
5 Shannon Witkowski	School Engineer III	12/09/2024	\$79,074.18
4 Bridget Inostrosa	School Engineer IV	11/25/2024	\$88,365.80
2 Delores Howard	School Kitchen Manager I	12/09/2024	\$29,138.17
REHIRES			
2 Faith Lewis	Building Service Helper I	12/02/2024	\$17.88 /hr
5 Maressa Walker	Building Service Helper I	11/18/2024	\$17.88 /hr
2 Kennetta Ezell	Children's Health Assistant	12/09/2024	\$22,103.36
2 Sierra Jackson	Children's Health Assistant	12/09/2024	\$22,103.36
2 Sherry Jackson	Food Service Assistant	12/09/2024	\$17.88 /hr
2 Orvesha Lumsden	Food Service Assistant	12/09/2024	\$17.88 /hr
2 Ramona Slade	Food Service Assistant	12/16/2024	\$20.02 /hr
2 Linda Barnett	Paraprofessional	12/02/2024	\$23,580.88
2 Vanessa Jackson	Paraprofessional	12/02/2024	\$22,218.26
2 Mya Ward	Paraprofessional	12/03/2024	\$37,798.20
4 Aracelio Zabala	Paraprofessional	12/11/2024	\$22,218.26
2 Ouida Chery	Paraprofessional – Parent Involvement	12/02/2024	\$29,624.35
2 Ericka Olinger	School Safety Assistant	12/02/2024	\$28,658.91

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER									
5, nr			Larson,Kevin		01/MA	\$67,085.18	12/9/2024		
MULTICATEG. COMP. SEN									
5, r			Hess,Mireille		1D/MA	\$100,332.00	2/22/2021		
GEN ELEM & K8 - ALL GRADES									
			Native American (1)	African American (2)	Asian/ Pacific Islander (3)	Hispanic (4)	White (5)	Other (6)	Two or More Ethnic Codes (8)
Counts	Male	Female	1	2	3	4	5	6	7
Teachers	1	1	0	0	0	0	2	0	0
SSW's	0	0	0	0	0	0	0	0	0
Psychologists	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0
TOTAL	1	1	0	0	0	0	2	0	0

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

	Present Assignment	Effective From
Illness Leave December 2024		
Cherise Parker	Milwaukee Sign Language	December 13, 2024
Corrie Warning	Itinerant	December 11, 2024
Ahmed Hollowell	Milwaukee Sign Language	December 11, 2024
Scott Neuman	Humboldt Park	December 6, 2024
Darshan Grewal	Riverside High School	December 2, 2024
Illness Leave November 2024		
Jessica Talsky	King Elementary	November 25, 2024

Certificated Resignations						
Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	33.2	2	Marla Bronaugh	Director I	Fac & Maint	01/10/2025
Personal	0.4	5	Alex Dennee	Teacher	WCLL	01/01/2025
Retire	28.0	3	Darshan Grewal	Teacher	Riverside	01/10/2025
Retire	12.3	5	Nicolette Gross	Teacher	Forest Home	12/20/2024
Retire	38.9	4	Margarita Maldonado	Teacher	Longfellow	06/30/2025
Personal	0.1	5	Ashley Russert	Teacher	Barton	12/19/2024
Retire	34.4	3	James Sayavong	Principal	MACL	06/20/2024
Retire	21.8	5	Patricia Smith	Teacher	Central Svcs	01/24/2025
Personal	20.3	2	Meredith Welch	AP underfill	MSL	01/24/2025
Classified Retirements						
Personal	2.2	2	Tierra Buford	Para	North Division	01/03/2025
Other Work	1.4	5	Sandra Cohen	Specialist I	Human Resources	01/17/2025
Personal	0.7	2	Tasha Davis	Para	Central Svcs	01/02/2025
Retire	24.0	5	Marcus Dewitt	Data Supp	Technology	02/01/2025
Personal	12.0	2	Barbara Duncan	Para	Dr. King Elem	01/03/2025
Retire	5.4	2	Bama Grice	Para	81st Street	01/24/2025
Retire	26.4	2	Cordelia Harrison	Engineer I	Starms	01/10/2025
Personal	1.2	7	Tamika Jones	FSA	Brown Street	01/20/2025
Other Dist	17.5	4	Adria Maddaleni	Chief	Human Resources	01/02/2025
Personal	0.1	2	Adaeze Opara	Para	Thurston Woods	12/16/2024
Personal	1.4	2	Shardia Shorts	Para	MSL	01/02/2025
Retire	43.0	4	Annadale Torres	Secretary I	Recreation	02/10/2025
Personal	2.3	5	Laura Wamser	Para	Whitman	12/20/2024
Retire	35.6	5	Timothy Wozniak	BSH II	Honey Creek	01/20/2025
Other District – 1 (Classified 1 – Certificated – 0)						
Other Work – 1 (Classified 1 – Certificated – 0)						
Personal – 10 (Classified 7 – Certificated – 3)						
Retirement – 10 (Classified 5 – Certificated – 5)						

Codes

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Implementation and Assessment Plan

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

Administration's Recommendation

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

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

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

* * * * *

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

The Interim Superintendent recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

(2)(nr)	Carol Eady	Interim Chief Human Resources Officer	Schedule 03, Range 18A
		Office of the Chief of Human Resources	\$193,692
(5)(nr)	Renee Slotten-Beauchamp	Director I, Nutrition Services	Schedule 03, Range 14A
		Office of the Chief of School Administration	\$158,783
(5)(nr)	Kevin Hafemann	Manager III, Emergency Operations	Schedule 03, Range 13A
		Office of the Chief of Staff	\$129,689

(5)(nr)	Michelle Sanders	Ellison	Principal II, Garland	Schedule 03, Range 14T
			Office of the Chief of School Administration	\$117,077
(2)(r)	Vicki Cox		Assistant Principal II, Wedgewood	Schedule 03, Range 11C
			Office of the Chief of School Administration	109,440
(5)(nr)	Andrew Holloway		Financial Plan & Budget Coordinator III	Schedule 03, Range 08A
			Office of the Chief of Finance	106,000
(4)(r)	Gary Johnson		Employment Relations Specialist II	Schedule 03, Range 09A
			Office of the Chief of Human Relations	\$92,533
(4)(r)	Christine Wojciechowski		Assistant Principal I, Lincoln	Schedule 03, Range 10C
			Office of the Chief of School Administration	\$88,912
(2)(r)	Timothy Salaam		Coordinator II, Building Operations	Schedule 03, Range 07A
			Office of the Chief of Operations	\$80,755
(5)(nr)	Hannah Ingram		Gear Up Coordinator II	Schedule 03, Range 07A
			Office of the Chief of School Administration	\$79,171
(5)(r)	Denise Long		Communication Associate II	Schedule 03, Range 04A
			Office of the Chief of School Administration	\$66,317
(3)(nr)	Jaideep Kakumanu		Programmer Tech II, Technology	Schedule 03, Range 04A
			Office of the Chief of Communications and School Performance	\$64,792
(2)(nr)	Jaeden Nation		Accountant II	Schedule 03, Range 04A
			Office of the Chief of School Administration	\$63,945
(5)(r)	Erin Fonseca		Associate II, Recreation Supervision	Schedule 03, Range 04A
			Office of the Chief of Operations	\$63,945
The Interim Superintendent has assigned the following individual(s) to the classifications indicated for the purpose of implementing the Corrective Action Plan set forth by the Department of Public Instruction in June 2024.				
(5)(nr)	Begmyrat Nepesov		Comptroller (effective 01/22/2025)	Schedule 03, Range 15A
			Office of the Chief of Finance	\$150,000
(5)(nr)	Franco Soma		Manager I, Grants Accounting (effective 01/06/2025)	Schedule 03, Range 11A
			Office of the Chief of Finance	\$115,000
The Board Clerk recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.				
(2)(r)	Delia Williams		Administrative Assistant I	Schedule 03, Range 01A
			Office of Board Governance	\$54,089

Recommended LTE Contracts (To be effective upon the Boards approval)

(5)(r)	Denise Sather	School Psychologist	\$50.00
		Office of the Chief of Academics	
		01/02/25 to 06/13/25	
(5)(nr)	Karen Steen	School Psychologist	\$50.00
		Office of the Chief of Academics	

(5)(r)	Jeffery Krupar	03/03/25 to 06/13/25 Effectiveness Implementation Coach (EEIC) Mentors for Principals Office of the Chief of School Administration 01/01/25 to 06/30/25	\$40.00
(5)(r)	James Lawton	Effectiveness Implementation Coach (EEIC) Mentors for Principals Office of the Chief of School Administration 12/01/24 to 05/31/25	\$40.00
(2)(r)	Lorraine Applewhite	Effectiveness Implementation Coach (EEIC) Mentors for Principals Office of the Chief of School Administration 01/01/25 to 06/30/25	\$40.00
(5)(r)	Sandra Schroeder	Project Manager & Site Coordinator Office of the Chief of School Administration 01/01/25 to 06/30/25	\$40.00
(5)(r)	Nancy Becker	Knowledge Transfer for New Manager & Start of School Year Support Office of the Chief of Communication and School Performance 01/07/25 to 06/07/25	\$40.00
(2)(r)	Beverly Conner	Administrator Coaching & Mentoring Office of the Chief of School Administration 01/01/25 to 06/20/25	\$40.00
(4)(r)	John Sanchez	Administrator Coaching & Mentoring Office of the Chief of School Administration 01/01/25 to 06/20/25	\$40.00
(4)(nr)	Janine Cano-Graber	Administrator Coaching & Mentoring Office of the Chief of School Administration 01/01/25 to 06/20/25	\$40.00
(2)(r)	Yvette Martel	Administrator Coaching & Mentoring Office of the Chief of School Administration 01/01/25 to 06/20/25	\$40.00
(2)(r)	Lolita Harden	Administrator Coaching & Mentoring Office of the Chief of School Administration 01/01/25 to 06/20/25	\$40.00
(5)(r)	Joseph Hartlaub	Administrator Coaching & Mentoring Office of the Chief of School Administration 01/01/25 to 06/20/25	\$40.00
(5)(nr)	Virginia McFadden	Administrator Coaching & Mentoring Office of the Chief of School Administration 01/01/25 to 06/30/25	\$40.00
(2)(r)	Thresessa Childs	Administrator Coaching & Mentoring Office of the Chief of School Administration 01/01/25 to 06/30/25	\$40.00
(5)(nr)	Jay Navone	School Safety & Security Supervisor Office of the Chief of School Administration 02/03/25 to 07/31/25	\$40.00
(5)(nr)	Margie Hood	ESSER Project Manager Office of the Chief of Academics 01/02/25 to 01/31/25	\$40.00
(5)(r)	Christina Flood	Education Pathway Office of the Chief of Academics 01/01/25 to 06/30/25	\$40.00
(2)(r)	Rosemary Hayes	Administrative Assistant III Office of the Chief of Academics 11/11/24 to 06/15/25	\$35.00

(5)(r)	Karen Romantini	Refugee Student Service Provider Office of the Chief of Academics 01/02/25 to 06/02/25	\$35.00
(7)(r)	Richard Faraj	Refugee Student Service Provider Office of the Chief of Academics 01/02/25 to 06/02/25	\$35.00
(5)(r)	Colleen Munch	Primary Instructional Coach Office of the Chief of School Administration 01/28/25 to 07/29/25	\$35.00
(5)(nr)	Michelle Wielebski	Teals Support Bradley Tech Office of the Chief of School Administration 03/03/25 to 09/03/25	\$30.00
(5)(r)	Bruce Dryer	Grant Project Coordinator Office of the Chief of Academics 02/01/25 to 08/01/25	\$30.00
(5)(r)	Brett Fuller	ESSER Project Manager Office of the Chief of Academics 01/01/25 to 01/31/25	\$30.00
(5)(r)	Roberta McLoud	Induction & Support Office of the Chief of Academics 01/01/25 to 06/15/25	\$30.00
(5)(r)	Laura Naughton	Induction & Support Office of the Chief of Academics 12/01/24 to 05/30/25	\$30.00
(4)(r)	Dan Ruiz	Youth Mentor Office of the Chief of School Administration 01/27/25 to 06/13/25	\$30.00
(5)(r)	Gary Kowalski	Youth Mentor Office of the Chief of School Administration 01/27/25 to 06/13/25	\$30.00
(2)(r)	Milo Lee	Scan Monitor Office of the Chief of School Administration 01/13/25 to 06/10/25	\$30.00
(2)(r)	Erica Cook	Cellphone, Monitoring, Outside Exits Office of the Chief of School Administration 01/27/25 to 06/13/25	\$25.00
(4)(r)	Lourdes Perez	Cellphone, Monitoring, Outside Exits Office of the Chief of School Administration 01/27/25 to 06/13/25	\$25.00
(5)(r)	Julie Kenny	Cellphone, Monitoring, Outside Exits Office of the Chief of School Administration 01/27/25 to 06/27/25	\$25.00
(2)(r)	Henry Flemming	Cellphone, Monitoring, Outside Exits Office of the Chief of School Administration 01/27/25 to 06/13/25	\$25.00
(2)(r)	Shelia Milton	Cellphone, Monitoring, Outside Exits Office of the Chief of School Administration 01/27/25 to 06/13/25	\$25.00
(4)(r)	Brenda Martinez	Secretary Support Office of the Chief of School Administration 01/22/25 to 06/20/25	\$23.75
(5)(r)	Angel Aguirre	Law Clerk Office of the Chief of Human Resources 01/22/25 to 06/20/25	\$20.00

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Administration's Recommendation

The Administration recommends that the Board approve the promotions, appointments, leaves, and Limited-Term Employment contracts as listed in the attachments to the item, to be effective upon approval by the board.

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

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

Noes — None.

* * * * *

(Item 3) Action on Resolution 2425R-006, by Director Gokalgandhi, on Professional Development for Act 20

Background

At the Regular Meeting of December 19, 2024, Resolution 2425R-006 on Professional Development for Act 20 by Director Gokalgandhi was introduced. The resolution calls for a plan to implement necessary professional development.

Subsequent to the introduction of the resolution, the sponsor made amendments to the resolution as follows:

WHEREAS, On June 27, 2019, the Board approved Resolution 1920R-003, on the use of non-student work time for teachers; and

WHEREAS, In adopting the resolution, the Board directed the Administration to develop procedures and guidelines that grant teachers control over the time and location they spend their Non-Student Work time on Teacher Days before and after the student day, while balancing the need for professional development and to bring to the Board a plan for the implementation of the resolution;

WHEREAS, On July 25, 2019, the Administration, after collaborating with the Milwaukee Teachers Education Association (MTEA), presented a three-part plan for implementation:

1. The Administration will have four hours per month as school-based administrator-directed time. Each school-based administrator will work with school staff to determine the schedule of said time; and
2. Teachers may arrive no later than five minutes prior to the start of the student day and leave no earlier than five minutes after the end of the student day. Teachers may not leave during their AMP or prep times. Teachers may leave during their scheduled lunch periods; and
3. To allow for staff participation in districtwide professional learning related to districtwide initiatives (e.g., restorative practices), districtwide professional learning may occur during teacher-directed time upon reasonable notice to the building representative(s) and with prior agreement of district administration and the MTEA; and

WHEREAS, On July 19, 2023, the Wisconsin legislature enacted 2023 Wisconsin Act 20, related to reading instruction in public schools and an early literacy assessment and intervention program; and

~~WHEREAS, Act 20, also referred to as the “science of reading law,” has been passed in approximately 39 states and the District of Columbia, in response to the national reading crisis; and~~

~~WHEREAS, Act 20 mandates that all individuals employed as kindergarten through third grade teachers, including reading teachers, special education teachers, and teachers of multilingual learners, will need to begin receiving specific professional development training in science-based reading instruction by July 1, 2025; and~~

WHEREAS, In Wisconsin, approximately 60% of students do not read at grade level; and

WHEREAS, There are notable racial disparities in reading scores, particularly in Wisconsin which continues to have one of the worst white-Black achievement gaps, meaning that children in Milwaukee, which has a minority-majority population, are significantly impacted; and

~~WHEREAS, Although Act 20 gives until July 1, 2025 to begin the specific professional development, Milwaukee’s children cannot wait any longer;~~

~~WHEREAS, Educating children is the foundation of what we do and delaying necessary staff development over political opinions is a disservice to the children we serve; and~~

~~WHEREAS, Training on the implementation of Act 20 must begin with a sense of urgency; now, therefore, be it~~

RESOLVED, That the Administration is directed to bring forward a calendar and a plan to implement, without delay, the necessary professional development; and, be it

FURTHER RESOLVED, That the plan include four early release days, with two hours of time on each of these days to be allocated for professional development aimed at addressing district-wide initiatives; and be it

FURTHER RESOLVED, That the plan include setting aside the three-part provision for professional development and use of non-student work time that was passed on July 25, 2019; and, be it

~~FURTHER RESOLVED, The plan include giving Administrators the authority to use non-student work time to meet the demands of the instructional program; and, be it~~

FURTHER RESOLVED, That this calendar and plan is to be presented to the Board in the February 2025 Board cycle.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.11 - Reading

Fiscal Impact Statement

There is no fiscal impact at this time.

Implementation and Assessment Plan

Upon Board approval, the Administration will begin the work as detailed in resolution 2425R-006.

Administration's Recommendation

The Administration recommends the Board adopt the amended version of Resolution 2425R-006 (as shown above).

Director Gokalgandhi in the chair from 7:02 p.m. to 7:04 p.m.

Director O'Halloran approval of the revised version of the resolution (as shown above) The motion passed, the vote being as follows:

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

Noes — Director Jackson — 1.

* * * * *

(Item 4) Action on Resolution 2425R-007, by Director Ferguson, on a Financial Analysis Concerning Scanning Equipment**Background**

At the Regular Meeting of December 19, 2024, Resolution 2425R-007 by Director Ferguson, on a Financial Analysis Concerning Scanning Equipment was introduced.

The resolved portion of the revised resolution reads:

RESOLVED, That the Milwaukee Board of School Directors directs the Administration to:

1. Obtain a Financial Estimate: Conduct an assessment and obtain initial cost estimates for upgrading or replacing scanning equipment across MPS sites to improve safety measures.

2. Evaluate School Needs: Include in the assessment an overview of each school's current scanning equipment, identifying deficiencies and potential improvements necessary to meet and enhance safety objectives.

3. Provide a Report: Present the cost estimates, along with any relevant recommendations, to the Milwaukee Board of School Directors; and be it

FURTHER RESOLVED, That this initial report be presented in the February 2025 Board Cycle for further consideration.

In 2022, the district contracted with Safe Havens International to conduct a school safety assessment, which was completed between July 2022 and September 2023. A comprehensive report was presented to the Board on September 28, 2023. Following the completion of the report, the district has continued to work with schools regarding the needs and costs for school safety measures.

The Administration believes that the 2022 study is still a reliable resource for current decision making relative to school safety needs.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.03 - Security

Fiscal Impact Statement

No fiscal impact at this time

Implementation and Assessment Plan

Upon Board approval, Resolution 2425R-007 will be filed.

Administration's Recommendation

The Administration recommends that Resolution 2425R-007 be placed on file.

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

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

Noes — None.

* * * * *

(Item 5) Action on a Request for Approval of a Job Description for Director I, Title IX & Student Protections**Background**

Pursuant to Administrative Policy 6.19, the Interim Superintendent is requesting approval of the job description for the Director I, Title IX & Student Protections position.

Housed within the Office of School Administration, the Director I, Title IX and Student Protections reports to the Chief of School Administration. The position is full-time, exempt, at a pay grade of 14A in a range of \$109,947 – 158,783.

The Director I of Title IX and Student Protections is responsible for coordinating Milwaukee Public Schools compliance with Title IX of the 1972 Educational Amendments Act, Title VI, Title IV, and other related discrimination laws, as well as serving as the District's primary administrator for resolving complaints alleging misconduct, including sexual misconduct, gender-based discrimination, harassment, domestic violence, and stalking for students, faculty, and staff.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

The item does not authorize expenditures.

Administration's Recommendation

The Administration recommends that the Board approve the attached job description for Director I, Title IX & Student Protections.

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

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

Noes — None.

* * * * *

(Item 6) Action on the Request to Approve Modifications to the Three-Tier Busing Model

Background

April 2020, the Board passed a Three-Tier busing Model. The background information included the following: Annually, Milwaukee Public Schools provides transportation services to approximately 54,000 district, suburban, and private school students who live in Milwaukee, or if they participate in specialty programs such as Chapter 220, Homeless Education or Foster Placement Network Programs, in surrounding municipalities. The district also provides services for a variety of district-sponsored programs such as Head Start, Interscholastic Athletics, Community Assessment and Training Program (CATP), Learning Journeys, and Special Olympics. Chapter 121.54 of the Wisconsin Statutes spells out the provisions under which the school board of each district shall provide for the transportation of pupils, including establishment, administration, and scheduling of school bus routes. MPS Administrative Policy 4.04 further states that the Milwaukee Public Schools' Transportation Services is to provide safe, adequate, efficient, and economical service to all eligible Milwaukee-resident students.

With the approval of the three-tier busing model, also came an approved three-tier bell schedule for MPS schools that is directly aligned to the three-tier busing model.

Problem of Practice

Problem of Practice Problem Statement

The current bus schedule and the time allotted between bus tiers are insufficient to ensure timely student arrival between Tiers I and II, thus creating compression issues with Tier III. • FY21 Bell Schedule as adopted has had modifications since due to increased High School Minute needs and K5 school day modification, impacting ability to effectively tier.

Desired Outcome

To increase on-time arrival and minimize disruptions to instruction by optimizing the bus schedule and implementing effective strategies alleviating compression issues.

The Administration is requesting a minor modification to the first-tier of the three-tier bell schedule to alleviate a compression issue that has occurred whereby there is insufficient time between tiers to run a school bus route and perform the loading or unloading process. This proposal does not request additional minutes to district staff's workdays, nor add minutes to the student's school day, it is simply a shift in start and end times for first tier schools to address the spacing needed between the bell schedule tiers. The change would adjust the start and end times of first-tier schools by 10 minutes. In doing this we would alleviate the compression issue.

Rationale

- Tiering compression is current state in FY25 and creates late buses due to inadequate spacing /timing between bell schedules.
- High Schools added 5 minutes for scanners and 5 minutes for hallway travel after three-tier rollout contributing to inadequate spacing between tiers.
 - 8:00-3:20p was expectation with 3 tier rollout – lost 10 minutes since.
- Bell Schedule adjustment was made for K5 schools after three-tier rollout in 2020 contributing to inadequate spacing between tiers.
 - K5 schools bell schedule was reduced by 15 minutes complying with DPI minute requirements.
 - 35-40 minute routes between tiers for current framework is required
 - Current model has 20 minutes expectations in many instances (7:35a pull from 1st tier/7:55a arrival at 2nd tier).

• Shift in First-Tier bell schedule being requested will dramatically improve timely AM bus arrival and increase student achievement and does not increase teacher workday.

The FY25 bell schedule currently has first-tier schools starting the school day at 7:25am. Dismissal for K5 schools on the first-tier bell schedule end the school day at 2:10pm, and K8 schools on the first-tier bell schedule end the school day at 2:25pm complying with minute requirements set by WI Department of Public Instruction.

The modified three-tier bell schedule being presented today, proposes the following times:

- a. First Tier: 7:15a-2:00p K5
First Tier: 7:15a-2:15p K8
- b. Second Tier: 8:00a-3:25p High School
- c. Third Tier: 9:15a-4:00p K5
Third Tier: 9:10a-4:10p K8
Third Tier: 9:05a-4:15p Trad MS

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.04 - Student Transportation Services

Implementation and Assessment Plan

Upon Board approval, the Administration will begin communicating with families in February 2025 through letters sent to homes, as well as electronic communications via email, text, and voicemail, using contact information from the district's student information system and the Parent Portal. Additionally, we will update school websites and district enrollment communications.

Administration's Recommendation

The Administration requests that the Board approve the modified three-tier bell schedule, effective July 1, 2025, as outline in the attached documents.

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

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes — Directors Ferguson and Jackson — 2.

* * * * *

(Item 7) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders In Excess Of \$25,000; Report on Revenues and Expenditures; Report on Budget Transfers; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

Cooperative Authorization to Issue a Blanket Purchase Order to Smiths Detection Inc to Purchase Hand-Held Scanners and Walk-Through Metal Detectors

The Administration is requesting authorization to issue a blanket purchase order to Smiths Detection Inc for digital hand-held scanners and walk-through metal detectors.

These units will allow for efficient and effective safety for all students, staff, and guests entering our schools.

This purchase is made under State of New York Office of General Services Hazardous Incident Response Equipment (HIRE) contract.

The total cost of this blanket purchase order will not exceed \$550,000.00

Budget Code: 000-0-0-000-BL-ESUP.....\$550,000.00

SMITHS DETECTION INC

HUB PARTICIPATION

Required0%

Proposed.....0%

\$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

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

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

Contract: C031612

Mainstream Development Educational Group

On July 1, 2023, the Milwaukee Board of School Directors and Mainstream Development Educational Group entered into Professional Services Contract number C031612 ("Contract"), with a term of July 1, 2023 through June 30, 2024, to provide Title IA Services to City of Milwaukee residents attending non-public schools, Title IIA professional development services to non-public school personnel, Title IIIA services for eligible Milwaukee resident English learners, and Title IVA Student Support & Academic Enrichment services to non-public school students, parents and school personnel in accordance with RFP 1098. On March 26, 2024, a Request to Change Contract (RCC) was approved to increase compensation by \$1,633,463.62 based upon allocation numbers. On June 27, 2024, the Board approved the contract extension with a term of July 1, 2024 through June 30, 2025, and compensation not to exceed \$3,114,093.48.

On November 21, 2024, an RCC was approved to add funds of \$3,364,911.69 based upon allocation numbers.

Original Contract Amount:\$4,132,096.53

RCC, 3/26/241,633,463.62

6/27/2024 Extension3,114,093.48

RCC, 11/21/243,364,911.69

Total \$12,244,565.32

Contract: C030781

EDBLOX, Inc dba Elevate K-12

On August 1, 2022, the Milwaukee Board of School Directors and EDBLOX, Inc dba Elevate K12 entered into Professional Services Contract number C030781 ("Contract"), with a term of August 1, 2022 through July 31, 2023, to provide online instructors to MPS for hard to fill vacancies within the District. Middle school areas of focus shall include 6-8 mathematics, ELA, science (earth and space, life and physical). High school areas of focus include early start in content areas of mathematics, science (physics, biology, chemistry, environmental and physical science) and ELA. On January 31, 2023, a Request to Change Contract (RCC) was approved to add funds of \$300,000 to fill additional vacancies. On March 23, 2023, the Board approved the Contract extension with a term of August 1, 2023 through July 31, 2024 with compensation not to exceed

\$3,900,000. On June 27, 2024, the Board approved the Contract extension with a term of August 1, 2024 through July 31, 2025 and compensation not to exceed \$1,000,000. On November 25, 2024, an RCC was approved to add \$1,000,000 for increased demand.

Original Contract Amount:.....	\$2,506,300.00
RCC, 1/31/2023.....	300,000.00
3/23/2023 Extension.....	3,900,000.00
6/27/2024 Extension.....	1,000,000.00
RCC, 11/25/2024.....	1,000,000.00
Total: \$8,706,300.00	

Contract: C030523

von Briesen & Roper, s.c.

On April 22, 2022, the Milwaukee Board of School Directors and von Briesen & Roper, s.c. entered into Professional Services Contract number C030523 ("Contract"), with a term of April 22, 2022, through April 21, 2023, to provide legal services on an as needed basis in relation to employment matters. On September 21, 2022, a Request to Change Contract (RCC) was approved to add funds of \$200,000 due to amount of cases and review. On March 23, 2023, the Board approved the Contract extension with a term of April 22, 2023, through April 21, 2024, with compensation not to exceed \$400,000. On March 31, 2024, the Board approved the Contract extension with a term of April 22, 2024, through April 21, 2025, with compensation not to exceed \$400,000. On November 25, 2024, an RCC was approved to add \$400,000 due to pending litigation

Original Contract Amount:.....	\$100,000.00
RCC, 9/21/22.....	200,000.00
3/23/2023 Extension.....	400,000.00
3/21/2024 Extension.....	400,000.00
RCC, 11/25/2024.....	400,000.00
Total: \$1,500,000.00	

Contract: C030313

Smart Interpreting Services Inc dba Professional Interpreting Enterprises

On December 17, 2021, the Milwaukee Board of School Directors and Smart Interpreting Services Inc dba Professional Interpreting Enterprises entered into Professional Services Contract number C030313 ("Contract"), with a term of January 1, 2022 through December 31, 2022, provide interpretation services for students and staff who are deaf and hard of hearing in MPS. On December 22, 2022, the Board approved a contract extension with a term of January 1, 2023, through December 31, 2023, not to exceed \$450,000. On July 25, 2023, a Request to Change Contract (RCC) was approved to add \$463,399.15 for an increase in services. On October 26, 2023, the Board approved a Contract extension with a term of January 1, 2024 – December 31, 2024, with compensation not to exceed \$500,000. On December 11, 2024, an RCC was approved to add \$130,000 for increased demand for services.

Original Contract Amount:.....	\$300,000.00
12/22/2022 Extension.....	450,000.00
RCC, 7/25/2023.....	463,399.15
RCC, 12/11/2024.....	130,000.00
Total: \$1,343,399.15	

Contract: C030316

Alverno College

On December 18, 2021, the Milwaukee Board of School Directors and Alverno College entered into Professional Services Contract number C030316 ("Contract"), with a term of January 1, 2022 through January 31, 2025 to provide coursework to support the growth of licensed teachers. On August 16, 2023, a Request to Change Contract (RCC) was approved to add \$200,000 due to an increase in students enrolling in Alverno for the Grow-Our-Own Bachelor to Master initial teacher licensure pathway. On October 4, 2023, an RCC was approved to add \$500,000 to the contract due to the increased demand for these services. On December 17, 2024, an RCC was approved to add \$150,000 to accommodate the increase in demand for these services.

Original Contract Amount: \$141,750.00
 RCC, 8/16/2023 200,000.00
 RCC, 10/4/2023 500,000.00
 RCC, 12/17/2024 150,000.00
 Total: \$991,750.00

Contract: C032832

Heritage Inn of Sacramento, LLC dba Wauwatosa Homewood Suites

On July 22, 2024, the Milwaukee Board of School Directors and Heritage Inn of Sacramento, LLC dba Wauwatosa Homewood Suites entered into Professional Services Contract number C032832 ("Contract"), with a term of July 22, 2024, through December 31, 2024, to provide lodging for international recruits joining the MPS team for the 2025 school year. On December 23, 2024, a Request to Change Contract (RCC) was approved to extend the contract through June 30, 2025 and add funding of \$50,000.

Original Contract Amount: \$ 85,000.00
 RCC, 12/23/2024 50,000.00
 Total: \$135,000.00

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Allen-Field School	Colectivo Coffee & Troubadour Bakery	400.00	Busses to the Troubadour Bakery
Bay View Montessori School	Terri Williams	25.00	Cover a Student's Optional Fee
Browning School	Judith Anderson	100.00	PBIS Supplies
Browning School	Newporte Coutre Family Chiropractic	100.00	PBIS
Browning School	First Stage	456.00	Busses to First Stage
Emerson School	Naim Jones	100.00	General School Supplies
Fratney Street School	Rebecca Wolfe	187.00	Milwaukee Youth Theatre Play
Fratney Street School	Cafe Corazon Inc	313.00	Milwaukee Youth Theatre Play
Greenfield School	Go Fund Me	406.92	Pumpkin Farm Field Trip
James Fenimore Cooper School	John Edmund Idzikowski	357.43	Donation to Staff
King High School	Amanda Bruner	100.00	Music Supplies for RKHS Band Class

King High School	Glory Tutaj	100.00	Music Supplies for RKHS Band Class
King High School	Ivy Heuton	100.00	Music Supplies for RKHS Band Class
King High School	Kathleen J Dreyer	500.00	RKHS Motorcycle Account
King High School	Marc Hilliard	2,000.00	Music Supplies for RKHS Band Class
Lincoln Middle School	Lester Manufacturing	500.00	6TH Grade Field Trips
Meir School	Charities Aid Foundation America DBA Cybergrants LLC	1,000.00	General School Supplies
Milwaukee Academy of Chinese Language	Sid Le	300.00	Staff Dinner
North Division High School	Gadzuric Foundation Inc	900.00	Prom Dance Ticket Cost
Office of Board Governance	Ilona Torraca	100.00	High School Discipline Policy
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Mari Ornelas	500.00	School Supplies and Incentives
Riley School	Keila Bermudez Lozano	10.00	After School Art Club
Riley School	Erin Lenz	30.00	After School Art Club
South Division High School	Chris Gibart	50.00	New Comers Support
South Division High School	Patti Sereno	250.00	New Comers Support
Vieau School	Rose & Alfonso Gonzalez	100.00	General School Supplies
<i>Total Monetary Donations</i>		<i>8,985.35</i>	
Non-Monetary Donations			
Alcott School	DonorsChoose	24.04	Classroom Essentials
Allen-Field School	James Leduc	114.74	HEP Shoes Donation
Auer Avenue School	DonorsChoose	393.81	Engagement through Play
Bay View High School	DonorsChoose	752.96	Health Sports & Wellness, Warmth Care & Hunger
Bethune Academy	DonorsChoose	138.39	Health Sports & Wellness
Bethune Academy	DonorsChoose	169.90	Cheertastic Wildcats
Browning School	DonorsChoose	22.01	Classroom Essentials
Bruce School	DonorsChoose	327.37	Health Sports & Wellness, Life Skills
Burbank School	Bomba Socks	400.00	Socks
Burbank School	DonorsChoose	358.94	First Wi Winter Warmth!
Carver Academy	DonorsChoose	504.41	Winter Warm!
Cass Street School	DonorsChoose	377.27	Life Skills, Students with Disabilities
Cass Street School	DonorsChoose	645.58	Health Sports & Wellness, Warmth Care & Hunger
Craig Montessori School	DonorsChoose	13.58	Classroom Essentials
Doerfler School	DonorsChoose	359.19	I Need My Privacy
Doerfler School	DonorsChoose	433.97	Health Sports & Wellness, Life Skills
Doerfler School	DonorsChoose	592.74	Life Skills
Dr. B Carson Academy of Science	DonorsChoose	81.28	Classroom Essentials

Dr. B Carson Academy of Science	DonorsChoose	508.42	Headphones, Snacks, Galore!
Dr. B Carson Academy of Science	DonorsChoose	779.62	Safe and Happy Movement
Fifty-Third Street School	DonorsChoose	229.48	Can You Hear Me Now
Forest Home Avenue School	DonorsChoose	150.06	Spelling Bee Medal Bonanza
French Immersion School	DonorsChoose	286.25	Playing Our Way to SEL Success!
Gaenslen School	DonorsChoose	323.12	Rock and Read
Gaenslen School	DonorsChoose	360.59	STEM, Students with Disabilities
Gaenslen School	DonorsChoose	417.09	Math Incentive Penguins Needed
Goodrich School	DonorsChoose	216.28	Sensory Sensitive Classroom
Goodrich School	DonorsChoose	104.22	Classroom Essentials
Goodrich School	DonorsChoose	184.04	Reading Intervention Time
Greenfield School	DonorsChoose	10.52	Classroom Essentials
Hampton School	Hampton Avenue Church Of Christ	708.91	Winter Gear
Hartford University School	DonorsChoose	157.27	Racial Justice & Representation, STEM
Hartford University School	DonorsChoose	257.28	Health Sports & Wellness, Students with Disabilities
Hawthorne School	DonorsChoose	435.15	Creative Classroom Supplies
Keefe Avenue School	DonorsChoose	237.93	Brain Food for Students
King High School	DonorsChoose	17.97	Classroom Essentials
King High School	DonorsChoose	18.98	Classroom Essentials
King High School	DonorsChoose	200.81	Life Skills
King High School	DonorsChoose	440.49	Start the Year Strong
King High School	DonorsChoose	465.71	STEM, Students with Disabilities
King High School	DonorsChoose	473.31	STEM
King High School	DonorsChoose	1,151.19	STEM
Kluge School	* Dolly Whittington	150.00	Upholstered Set of Chairs for Parent Center
Kluge School	Target	55.00	Eleven 5-Gallon Pails for Rhythm Curriculum
Lafollette School	Friends Of The True Square Foundation Inc	800.00	Food for Thanksgiving Fest
Lloyd Barbee Montessori	DonorsChoose	205.78	Fuzzy Feet for Failproof Focus
MacDowell Montessori	DonorsChoose	281.22	STEM
Meir School	DonorsChoose	419.27	Don't let Camus be a Stranger!
Meir School	DonorsChoose	419.52	A Copy for Every Student!
Meir School	DonorsChoose	419.76	Of Mice and Students
Morgandale School	Palermo's Pizza	1,272.00	Pizzas for 3rd Friday

Ninety-Fifth Street School	DonorsChoose	154.08	Life Skills, Students with Disabilities
Ninety-Fifth Street School	DonorsChoose	236.43	Fill the Shelf with BOOKS!
Ninety-Fifth Street School	DonorsChoose	255.08	We Need Sensory Materials!
Ninety-Fifth Street School	DonorsChoose	286.32	Restock Our School Store
North Division High School	Floyd Bowie	300.00	30 \$10.00 Gift Cards for Deserving Seniors and Students
North Division High School	* Lannon Ousley	65.00	Nacho Ingredients for NDHS Senior Prom Nacho Fundraiser
North Division High School	* Lannon Ousley	165.00	Nacho Ingredients for NDHS Senior Prom Nacho Fundraiser
North Division High School	* Lannon Ousley	200.00	Candy for NDHS Senior Prom Fundraiser
Office of Academics - Specialized Services	Jim and Chris Coughlin	465.00	Gently Used Outerwear
Office of Academics - Specialized Services	Lori Wolf	90.00	Gently Used Clothing
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Aaron Jackson - Common Ground Healthcare Cooperative	1,000.00	Coats, Gloves, Boots, and Hats for Mitten Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Deanna Richardson	115.00	Coats for Mitten Tree Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Heather Fielder	150.00	Knitted Hats and Gloves
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Jill Kawala	20.00	Thanksgiving Food Box
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Mary Hay	500.00	Winter Apparel
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Rodney Junakin	100.00	Toys
Office of Finance - Milwaukee Recreation	Studio Gera LLC	360.00	Spotlight Kit
Siefert School	DonorsChoose	153.60	Please Don't Stop the Music
Spanish Immersion School	DonorsChoose	894.94	Inquiry Based Science Lab
Starms Discovery School	Greater St. Luke Church	10.00	General School Supplies
Starms Discovery School	DonorsChoose	134.59	Classroom Decor
Story School	DonorsChoose	150.64	Feed Me!
Townsend School	DonorsChoose	412.52	Health Sports & Wellness, Life Skills
Trowbridge School	DonorsChoose	20.65	Classroom Essentials
Vieau School	DonorsChoose	386.03	A Fan of Organization
Vieau School	DonorsChoose	444.62	Ready to Learn

William Cullen Bryant School	DonorsChoose	171.07	Do You Hear What I Hear?
William Cullen Bryant School	DonorsChoose	362.79	School Wide Sound Walls
<i>Total Non-Monetary Donations</i>		<i>25,470.78</i>	
<i>Total Value of Donations</i>		<i>34,456.13</i>	
<i>* Donations from MPS Alumni</i>		<i>580.00</i>	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

This item authorizes expenditures as indicated on the attachment.

Administration's Recommendation

The Administration recommends that the Board (1) authorize the purchases and (2) accept the donations as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board.

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

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

* * * * *

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

Background

Exception Authorization to Contract with Alverno College for Coursework Services

The Administration is requesting authorization to enter into a contract with Alverno College for coursework to support the growth of licensed teachers for three years.

Contractor shall continue to offer discounted tuition for employees of MPS, targeting paraprofessionals and current permit teachers to become fully licensed teachers in the state of Wisconsin in our high need areas of teacher licensure. Provider has developed two pathways for teacher licensure that work to address the impacts of the nationwide teacher shortage on MPS staffing and supports the MPS Board of Education Bilingual Initiative, which is to grow and support bilingual employees in the district. Employees enrolled in the partnership program will earn either a bachelor's degree w/ initial teacher licensure or a master's degree w/ initial teacher licensure. Certification pathways will focus on Early Childhood and Elementary Education, ESL, Bilingual, Special Education, and secondary content areas including math, English, science, social studies, and art.

The exception to bid has been approved on the basis of continuity, services must be provided by this contractor for continuity for MPS staff currently enrolled in ongoing programs. (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from February 1, 2025, through January 31, 2028. The total cost of the contract will not exceed \$2,000,000.

Budget Code: SDV-0-0-ATT-HR-ECTS (Human Resources - Contracted Services)..\$2,000,000.00

Exception Authorization to Contract with Cooperative Educational Service Agency #1 for Training and Technical Assistance Services

The Administration is requesting authorization to enter into a contract with Cooperative Educational Service Agency #1 (CESA#1) for training and technical assistance services. Contractor will work with leadership teams to increase knowledge of Professional Learning Communities (PLCs) and Equitable Multi-Level Systems of Support (EMLSS), Multi-Tiered Systems of Support (MLSS), and student-centered learning principles and application, as well as developing an assessment tool for evaluation of implementation of services.

This contract with CESA #1 is essential to audit and refine the district's current MTSS framework, identifying areas for growth and establishing clear next steps for continuous improvement. Through this work, the district aims to increase teacher effectiveness and enhance student outcomes. Specifically, the support provided will be pivotal in assisting schools with the integration of PLCs and student-centered strategies to maximize educational impact.

The Exception to Bid has been granted on the basis of continuity Administrative Policy 3.09(7)(E)(1)(b)(vi)).

The contract will run from February 1, 2025 through June 30, 2025, and will not exceed \$92,800.

Budget Code: SDV-0-S-3Z5-DW-ECTS...(Staff Development-Contracted Services)..... \$92,800.00

Exception Authorization to Extend the Contract with Cream City Futsal, LLC for Soccer Officials for Milwaukee Recreation Soccer Leagues

The Administration is requesting authorization to extend the contract with Cream City Futsal, LLC to provide soccer officials for Milwaukee Recreation soccer leagues. The leagues include Adult Sports, Youth Sports, Summer Stars, Twilight and Late-Night Sports.

Cream City Futsal shall work with Milwaukee Recreation to fulfill the officiating assignments, assignment changes, and payments to officials for all recreation run soccer leagues. Additionally, Cream City Futsal will recruit and train any new officials assigned to Milwaukee Recreation's leagues.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that there are not available competitive alternative vendors that can provide this service (Administrative Policy 3.09(7)).

The initial contract had a term of March 27, 2023 through March 26, 2024. The Contract was extended for a second one-year term from March 27, 2024 through March 26, 2025. This contract will run from March 31, 2025 through March 28, 2026 (Year 3) and will not exceed \$64,836.00 for Year 3.

Budget Code:

RYS-0-0-PRC-RC-ECTS \$31,636.00

RMS-0-0-PRC-RC-ECTS \$10,950.00

RTW-0-0-MCC-RC-ECTS..... \$16,250.00

RAS-0-0-MCC-RC-ECTS..... \$ 6,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

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

Administration's Recommendation

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

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

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

Noes — None.

* * * * *

(Item 9) Action on the Award of Professional Services Contracts

Background

Cooperative Authorization to Enter into a Contract with Oracle America, Inc. for Human Resource Cloud Migration and Hosting Services

The Administration is requesting authorization to enter into a contract with Oracle America, Inc. for the purchase of licensing, resources and services to host the district human resource application, PeopleSoft, in the cloud. Cloud-hosting of this application is the best practice for mission critical applications as it reduces risk to the district if a cyber event were to occur and increases availability of the application to users. Cloud-hosting also provides benefits to the district related to scalability, availability, redundancy as well as disaster recovery.

This purchase is made under the MHEC (Midwestern Higher Education Compact) MHEC US-OMA-1164550 contract.

The professional services contract will run from February 1, 2025 through June 30, 2026 and will not exceed \$748,283.44.

Budget Code: SFS-0-0-TLN-DW-EMTC (Purchased Services).....\$748,283.44

Oracle America, Inc.

HUB PARTICIPATION

Required0%

Proposed..... NA

\$ Value NA

STUDENT ENGAGEMENT (Hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

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

Administration's Recommendation

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

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

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

Noes — None.

* * * * *

(Item 10) Report on Communication of Required Financial Reports Sent to The Department of Public Instruction (DPI)

Background

At the November AFP meeting the Board requested the Administration share a list of reports required by the Department of Public Instruction (DPI).

The Office of Finance aims to ensure transparent communication with the school board, providing all requested and required information related to financial items. The reports listed in the attachments to this item are primarily prepared by the Office of Finance and outline the purpose of each report and the required submission due date to DPI. The left side of the sheet lists mandatory reports that are submitted to DPI on an annual basis. The right side outlines reports that are due to DPI on an as-needed basis, which may vary depending on the year and specific circumstances.

The full list was provided under separate cover.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

No fiscal impact.

Administration's Recommendation

No action needed.

* * * * *

(Item 11) Action on Monthly Facilities Matters: FMS Award of Professional Services Contracts, Material Purchase, Change Order and Contract Modification Recommendation

Professional Services Contracts

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

RFP 9231-553040 Move Management Consultant Services – Design & Construction

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Move Management Consultant Services for Design & Construction.

Selected firm: Straightline Moving Inc.

Requested Spending Authority - \$450,000.00

Contract Period: January 31, 2025 – January 30, 2028

Budget Code: Various

RFP #25-004 Contract Labor Re-Bid

In October 2021, the Board authorized the Department of Facilities and Maintenance Services to purchase contract labor services on a pre-approved basis for a variety of skilled trade labor categories. The ability to use a list of pre-approved contractors allows the Department of Facilities and Maintenance Services to provide timely services to schools and departments. These contracted services are necessary to meet the needs and expectations of the schools and are meant to supplement the current staff at Facilities and Maintenance Services. The need for contract labor is somewhat unpredictable and is dependent on the availability of grant funds, discretionary funding at the school and department levels and on the district initiatives implemented throughout the year.

Contract labor is used for two main categories of work: New Projects funded by Schools, the District or Departments; or infrastructure repair and maintenance funded by the DFMS operations budget.

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

A Request for Proposal (RFP) for Contract Labor Services was released in October 2024 and requested services in 27 skilled trade and technical categories. As in previous years, the purpose of the RFP is to “pre-approve” firms that will provide labor on an as-needed basis depending upon the timing and scope of the project.

The amount of contract labor services needed will vary from trade to trade and from one fiscal year to another.

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

A Re-Bid Request for Proposal (RFP) for Contract Labor Services was released in December, 2024 and requested services in the skilled trade and technical categories that were not bid on in October. The responses were evaluated on the same criteria as listed above.

Requested Expenditure Authority: Not to exceed \$1,350,000.00 Contract Period: January 31, 2025 – December 31, 2027

Budget Code: Various

Recommended Contractor	Trade/Technical Area
Associated Technical Services	Low Voltage Technician
Service Painting Corporation	Plasterer
Doral Corporation	Millwright Apprentice
Machinery Maintenance Mechanic	

RFP #25-002 Electric Motor and Pump Servicing – Various MPS Locations

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Electric Motor and Pump Servicing – Various MPS Locations.

Selected firms: Quality Electric Service, Inc.

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

Requested Expenditure Authority: Not to exceed \$350,000.00 Annually.

Contract Period: February 25, 2025 – February 24, 2028

Budget Code: Various

Material Purchase

Keys & Cylinders Vincent High School

Prime Contractor Anixter Inc.

2301 Patriot Boulevard

Glenview, IL 60026

Base Bid of \$66,287.82

Funds are available for the Keys & Cylinders project account code MBM 0A BDH VN EOSV FEDM (Project No. 8858). Pricing provided by the Omnia Partners Contract R192008 and UW Contract 21-2769.

Change Order

The Administration is reporting to the Board the following change orders in excess of \$50,000.00.

Playfield and Fieldhouse Renovation

Emigh Playfield, Site #714

Poblocki Paving Corporation

Total Amount of Change Order: \$159,072.00

As part of the contract with Poblocki Paving Corp. for the playfield renovation at Emigh

Playfield, testing of the soil was required. That testing indicated soils that required removal from the site. This ensures a safe playfield through proper disposal of the materials.

Additionally, during construction an unanticipated high-water table and unsuitable soils for reconstruction of the tennis courts was also found, requiring additional soil removal and replacement with geogrid and stone base.

The change order will be funded from account code STS 00 RFI C4 ECNC (Project No. 8187).

Contract Modification

Authorization to Modify a Contract with Perkins Eastman Architects.

The Administration is requesting approval to modify the contract from a 10-month contract to a 22-month contract and increase the expenditure authority with Perkins Eastman by an additional \$390,250.00 per year.

The vendor was chosen pursuant to RFP #8949, with a term of March 22, 2024 – January 30, 2025. This modified contract will run from March 22, 2024 – January 30, 2026.

Budget Code: FAR 00 RDC DW ECNC

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:

Professional Services Contracts:

Total Professional Services Contracts Requested = Not to exceed \$2,150,000.00

Material Purchase:

Total Material Purchase Requested = \$66,287.82

Contract Modification:

Total Contract Modification Requested = \$390,250.00 per year

Implementation and Assessment Plan

Upon Board approval, the attached professional services contracts, material purchase, change order, and contract modification will be executed.

Administration's Recommendation

The Administration recommends that the Board approve the attached professional services contracts, material purchase, change order, and contract modification.

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

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

Noes — None.

* * * * *

(Item 12) Action on a Request to Approve the Second Corrective Action Plan Relative to a Communication from the Department of Public Instruction

Background

On May 24, 2024, the District received a communication from the Department of Public Instruction (DPI). This communication set forth the need for the District to submit a corrective action plan (CAP) to DPI related to financial reporting. On June 13, 2024, the Board approved a CAP with the DPI that specified how MPS plans to complete and submit all past due financial reports. Additionally, this initial CAP contained a provision for developing a second corrective action plan (CAP 2) to ensure MPS meets all future financial report deadlines. This second CAP is attached for the Board's consideration.

The Second Corrective Action Plan was distributed under separate cover.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06 - Fiscal Accounting and Reporting

Implementation and Assessment Plan

Upon approval by the Board, and upon approval by DPI, the District will begin the process of implementing the second corrective action plan.

Administration's Recommendation

The Office of Accountability and Efficiency, in collaboration with the Administration, recommend that the Board approve the second CAP ("Corrective Action Plan 2"), as attached to this item.

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

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

Noes — None.

* * * * *

ITEMS DEFERRED

The Secretary announced the items that were deferred, all from the Reports and Communications from the Board Clerk/Chief Officer that were deferred are:

Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation and Pending or Probable Negotiations

Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Implementing School Resource Officers (SROs) As a Result of Act 12

And

Action on a Request to Retire to Closed Session to Consider a Special Report

The recommendation is that these items be considered in closed session.

Director Gokalgandhi moved to retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(c), (d), (e), (f) and (g). The motion passed, the vote being as follows:

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

Noes — None.

The Board retired to closed session at 8:32 p.m. and adjourned from the closed session at 10:40 p.m.

TINA OWEN-MOORE, ED.Ld.
Board Clerk