

**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
DECEMBER 22, 2022**

Regular meeting of the Board of School Directors called to order by President Peterson at 5:35 p.m.

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

Absent — None.

**APPROVAL OF MINUTES**

The minutes of the Board's special and regular meetings of October and November 2022 were approved as printed.

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**MOMENT OF SILENCE**

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

- Robin Baker, a retired building service helper from Bradley Tech High School;
- Chavez Collins a student at Marshall High School;
- Charmaine E. DeNoyer, a retired teacher from Bay View High School;
- Julia Dean, a retired assistant principal from Mitchell School;
- Janice Ferguson retired secretary from the Department of Curriculum & Instruction;
- Kayden Foster, a student at Rufus King High School;
- Richard Huerta, a retired boiler attendant from Wedgewood Park School;
- Johnson Hunter, a retired teacher from South Division High School;
- Tyrielle Jefferson, a student at Stuart Elementary School;
- Jean Johnson, a retired paraprofessional from Northwest Secondary School;
- Lissie Johnson, a retired general education assistant from Lloyd Barbee Montessori School;
- Mary Kremer, a retired teacher Riverwest Elementary School
- Zion Keith, a student at Congress School;
- Kaliyah King-Magee, a student at Allen Field Elementary School;
- Aquavion (Ah-Kway-Vee-On) Love, a student at Rufus King High School;
- Eunice Moore, a retired general education assistant from Lancaster Elementary School;
- Robert Schleck, a retired principal from Burdick School;
- Leon Seefeldt, a retired material handler from the District mailroom; and
- Ashton Tatum-Ward, a student at Kluge School.

## REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

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

#### **Background**

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

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

Activities from late November through mid-December are also included in the following report.

#### **Superintendent's Report, December 2022**

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##### **5<sup>th</sup> Annual Day of Code**

How do traffic signals know when to change? How do computer games respond to a player's commands? The answers lie in sophisticated computer language known as code. Without complex code to provide instructions that make it operate, even the simplest computerized technology is just a pile of parts. On December 1, 2022, MPS students showed off their coding skills and brought the process to life through a livestreamed Day of Code.

Leading up to Computer Science Education Week, December 5-9, 2022, student ambassadors from Hamilton High School, Gwen T. Jackson School, Milwaukee High School of the Arts, and Milwaukee School of Languages offered presentations and demonstrations for students and staff in MPS. Computer Science Education Week is promoted by Code.org, a nonprofit organization dedicated to expanding computer-science education.

Returning for a third year as emcee for the event was Nadiyah Johnson, a graduate of Rufus King High School and founder of the Milky Way Tech Hub and Jet Constellations. The computer-science industry is proactively engaging with girls and people of color to explore coding as a career path, and Ms. Johnson is one of those leading the way.

MPS, which has a wide range of technology and computer-science classes available to students, anticipates an increase in the number of schools participating in the Day of Code as students learn more about computer science and coding.

##### **Verizon Innovation Learning Lab**

Coding is only one part of digital technology. As MPS continues to grow our STEM, coding, computer-science, and overall technology curriculum, we continue to work with partners, vendors, and stakeholders to deliver the best possible resources to students.

MPS is dedicated to providing the best possible education to our students and to preparing them for the digital workforce. Working with Verizon, Heart of America, and the J. Orin Edson Entrepreneurship and Innovation Institute, on December 15, 2022, MPS opened its second Verizon Innovation Learning Lab. Longfellow School now joins Oliver Wendell Holmes School with this access to emerging state-of-the-art technology.

Labs and technology such as that supplied by Verizon will help us to advance our students' in-depth understanding of technology and to close the digital gap that exists among our students. We are looking forward to a continued partnership with Verizon as we work to provide advanced technology options to our students across the district.

**Battle of the Drumlines**

On Saturday, December 10, 2022, MacDowell Montessori School, Milwaukee Parkside School for the Arts, Riverside University High School, Reagan High School, and Rufus King High School performed in the Battle of the Drumlines. MacDowell Montessori School and Milwaukee Parkside School for the Arts were exhibition schools that received valuable feedback from the judges in preparation for future entry into the competition.

The competition was intense among the three remaining schools, Riverside University High School, Reagan High School, and Rufus King High School. All schools received recognition and participation trophies, but only one got to take the grand prize of the traveling trophy: Riverside made a fierce showing in the competition, but had to concede the win to Rufus King High School, which narrowly beat Reagan High School by 0.75 point.

The stands were filled with hundreds of spectators who cheered for the drumlines, moved to the beat of the drums, and showed their support through cheers, chants, and stomps. People enjoy this competition for the showcasing of schools, while others come for the drums and for the students.

This competition is an intricate part of our music program and demonstrates the hard work put forth by our music department over the years, the need for music, and the impact that music can have on the success of a student. Music and the ability to play an instrument are lifelong skills, as was demonstrated by alumni who returned and performed in this year’s event.

**Kindergarten Enrollment Fair Coming February 4, 2023**

We believe that it is never too early to begin recruiting families to enroll their children in MPS. Families that have children who turning three-, four-, or five-years-old by September 1, 2023, can get ready to enroll beginning February 4, 2023, at this year’s Kindergarten Enrollment Fair, to be held at North Division High School, 1011 West Center Street.

The fair helps families explore schools, learn about available programs, identify best options, and ask questions, helping to ensure that they are comfortable and confident about their school choices. Additionally, families will have the chance to speak directly with school staff and get help filling out enrollment forms. Interpreters will be available.

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

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

**Background**

On November 21, 2022 the Department of Administration announced that the State of Wisconsin has an unprecedented surplus of \$6.6 billion. In addition, the State is holding another \$1.7 billion in the fiscal-stabilization, or “rainy day,” funds. With a total of \$8.3 billion and fears of recession abating, the State is positioned to finally address any number of policies that have chronically underfunded students in Wisconsin.

Given the new surplus level and the chance that revenue estimates will again come in higher when the Legislative Fiscal Bureau updates its forecast in January, resources are available to support students with disabilities with a 90% reimbursement level that would match that which students currently receive in private schools, and a per-pupil inflationary catch-up adjustment over the biennium of at least \$1,400. Over the four-year period, \$1,400 is likely a conservative figure, and additional data collected over the next month will assist with a more precise calculation.

School-levy tax credit information, provided under separate and summarized below, has also been published by the State Department of Revenue. Milwaukee will see a school-levy credit that will reduce property taxes associated with MPS by \$51.6 million.

Estimated 2022 school-levy tax credit to be distributed on July 24, 2023 .....\$51,626,027.22

Estimate of Major State Aids Allocated to Your District

Taxing Jurisdiction	Estimated Aids	
	Tax-year 2021	Tax-year 2022
County of Milwaukee	\$26,078,101	\$25,872,712
City of Milwaukee	\$256,510,209	\$256,245,921
Milwaukee (403619)	\$753,752,343	\$743,048,670
Milwaukee (000900)	\$30,242,706	\$30,413,456
Total Estimated Major State Aids	\$1,066,583,359	\$1,055,580,759

### **Strategic Plan Compatibility Statement**

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

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

Board Governance Policy BG 2.13, Board Legislation Program

### **Fiscal Impact Statement**

This item does not authorize expenditures.

### **Implementation and Assessment Plan**

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

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

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

#### **Background**

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

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

The following report includes activities from late November through mid-December.

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

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 the fiscal stewardship of Milwaukee Public Schools.

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

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

Between November 5, 2022, and December 10, 2022, Accountability and Efficiency Services fulfilled three requests for information/research, one constituent's inquiry, and two special projects. Accountability and Efficiency Services also closed one whistleblower report and completed one request for data analysis.

Accountability and Efficiency Services also reviewed the Retiree Healthcare and Life Insurance Programs’ actuarial valuation as of July 1, 2021, also know as the Other Post-employment Benefits (OPEB) valuation. This valuation, comprising its current underlying assumptions and the District’s funding policy, projects the plan to be fully funded by 2037. For the fiscal year ending June 30, 2022, the plan’s fiduciary net position, as a percentage of total OPEB liability, was 31.85%. By comparison, for the fiscal year ending June 30, 2020, the plan’s fiduciary net position, as a percentage of total OPEB liability, was 19.4%.

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

**Contract Compliance Services (CCS)**

During the reporting period, Contract Compliance Services’ staff members focused on our HUB and student-engagement programs.

CCS participated in a supplier-diversity connections module. The monthly session is designed to provide small diverse firms insights into contracting with public entities.

Additionally, seven MPS high-school students were interviewed for internships in administrative services, carpentry, and environmental studies. CCS successfully placed four students within these same industries.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

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

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

The Board Clerk presented 22 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times:

- November 28, 2022, at 9:00 a.m., 10:00 a.m., 11:00 a.m., 2:00 p.m., and 3:00 p.m.
- November 29, 2022, at 1:00 p.m., 2:00 p.m., and 3:00 p.m.
- November 30, 2022, at 9:00 a.m., 10:30 a.m., 11:30 a.m., and 1:30 p.m.
- December 2, 2022, at 10:00 a.m. and 11:00 a.m.
- December 5, 2022, at 11:30 a.m. and 12:30 p.m.
- December 8, 2022, at 8:00 a.m., 12:00 p.m., and 1:00 p.m.
- December 16, 2022, at 9:00 a.m., 10:00 a.m., and 1:00 p.m.

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

Director Herndon moved to accept the reports of the Independent Hearing Officers of November 28, 29, and 30, 2022, and of December 2, 5, 8, and 16, 2022.

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

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

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## REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

From the Committee on Accountability, Finance, and Personnel:

Item Three, Action to Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days, has been set aside as it has been forwarded to the Board without a recommendation.

Item Five, Action on a Request to Approve the Proposed 2023-2024 School Calendars, has been set aside as it has been forwarded to the Board without recommendation.

Item 15, Action on Resolution 2223R-006 by Director Carr, was forwarded to the Board with out recommendation.

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

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

### COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

#### **(Item 1) Report and Possible Action on the Actuarial Valuation of the District's Obligation for Other Post-employment Benefits (OPEB) as of July 1, 2021**

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

#### **Background**

The Governmental Accounting Standards Board (GASB) is the body that sets the accounting standards for state and local governments.

GASB Statement No. 74, Financial Reporting for Post-employment Benefit Plans Other Than Pensions, which was issued in June 2015, amended GASB Statement No. 43. It became effective for plans' financial statements for fiscal years beginning after June 15, 2016.

GASB Statement No. 75, Accounting and Financial Reporting for Post-employment Benefits Other Than Pensions, was issued in June 2015 and amended GASB Statement No. 45. It became effective for governmental financial statements of employers for fiscal years beginning after June 15, 2017.

The purpose of this reporting requirement is to establish standards for the measurement, recognition, and display of expenditures for other post-employment benefits (OPEB), related liabilities, and other information in the financial reports of state and local government employers. By definition, other post-employment benefits include medical, dental, vision, life insurance, disability, long-term care, and other benefits that are provided separately from a defined benefit pension plan.

In addition, on January 4, 2006, Assembly Bill 167 was enacted into law, relating to the investment by school districts of funds held in trust to provide post-employment benefits.

The MPS OPEB Trust Fund has an ending fund balance at June 30, 2022, of \$271.0 million, a decrease of \$10.9 million from the previous year June 30, 2021. During FY22, the trust received \$77.6 million in sponsor contributions and paid out \$48.7 million in post-employment benefits. Funds placed in the OPEB trust fund provide resources for future use against the District's OPEB liability for employees' post-retirement benefits. The funds can only be used by the District to pay retirees' medical, prescription, and life-

insurance costs and are not able to be used by the District for any other purpose. The District’s OPEB liability at June 30, 2022, is \$850.8 million, a decrease of \$62.7 million from June 30, 2021.

The MPS OPEB Trust Fund Investments are managed by PFM Asset Management LLC, and the custodian is BMO Harris Bank NA. The trust fund’s investment return was –12.97% for FY 22 and 23.25% for FY21.

Attached to the minutes of your Committee’s meeting are the GASB 74 and 75 Actuarial Valuation Results and the Valuation Report.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.06, Fiscal Accounting and Reporting

**Fiscal Impact Statement**

The item does not authorize expenditures but is for the purpose of providing information to the Board.

**Implementation and Assessment Plan**

The OPEB valuation report as of July 1, 2021, will be used for the District’s FY22 financial statements.

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**(Item 2) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Certificated Resignations and Classified Retirements, Affirmative Action**

**Classified Personnel Transactions**

Code	Name	Position	Salary	Date
<b>New Hires</b>				
2	Romeo Andrews	Building Service Helper I	\$18.02/hr.	10/31/2022
2	Jonathan Canady	Building Service Helper I	\$15.90/hr.	10/31/2022
2	Sabrina Hunt	Building Service Helper I	\$16.96/hr.	11/07/2022
2	Enic O’Hara	Building Service Helper I	\$15.90/hr.	11/14/2022
6	Steven Riser	Building Service Helper I	\$15.90/hr.	11/14/2022
4	Jose Saldana	Building Service Helper I	\$16.96/hr.	11/14/2022
4	Maria Saldana	Building Service Helper I	\$16.96/hr.	11/14/2022
5	Maressa Walker	Building Service Helper I	\$16.43/hr.	11/14/2022
2	Gerald Williams	Building Service Helper I	\$15.90/hr.	10/24/2022
2	John Wise	Building Service Helper I	\$15.90/hr.	11/14/2022
2	Reginald Williams	Building Service Helper II	\$49,858.00	11/21/2022
2	Diane Farmer	Children’s Health Assistant	\$22,050.00	10/31/2022
2	Jvonna Ferguson	Children’s Health Assistant	\$20,827.00	11/08/2022
2	Elizabeth Scott	Children’s Health Assistant	\$22,662.00	10/26/2022
2	Shay Weaver	Engine Mechanic	\$53,641.00	10/31/2022
2	Kenya Alexander	Food Service Assistant	\$15.90/hr.	11/14/2022
4	Maria Benitez	Food Service Assistant	\$17.33/hr.	11/14/2022
4	Jenny Cabezas	Food Service Assistant	\$15.90/hr.	11/14/2022
2	Jessica Deloney	Food Service Assistant	\$15.90/hr.	10/25/2022
4	Claudia Frias	Food Service Assistant	\$15.90/hr.	11/18/2022
4	Maira Gonzalez Lopez	Food Service Assistant	\$15.90/hr.	11/14/2022
2	Edward Harper	Food Service Assistant	\$15.90/hr.	11/16/2022
2	Leenail Lewis	Food Service Assistant	\$15.90/hr.	11/16/2022
2	Chiquita Maney	Food Service Assistant	\$17.33/hr.	11/15/2022
4	Jessica Muniz	Food Service Assistant	\$15.90/hr.	11/21/2022
2	Avis Thomas	Food Service Assistant	\$17.33/hr.	11/14/2022
2	Shanae Williams	Food Service Assistant	\$15.90/hr.	11/14/2022

Code	Name	Position	Salary	Date
2	Laxenia Harvey	Human Resources Assistant	\$40,328.00	11/14/2022
4	Elizabeth Amigon	Paraprofessional	\$19,758.00	11/16/2022
5	Robert Beaumont	Paraprofessional	\$20,241.00	11/07/2022
2	Tierra Buford	Paraprofessional	\$19,758.00	11/01/2022
4	Helen Calderon Ruiz	Paraprofessional	\$19,758.00	10/25/2022
5	Marisa Cummings	Paraprofessional	\$19,758.00	11/14/2022
2	Ronshea Franklin	Paraprofessional	\$22,418.00	10/27/2022
4	India Gavin	Paraprofessional	\$19,758.00	11/18/2022
5	Jill Geisthardt	Paraprofessional	\$19,758.00	11/07/2022
5	Melissa Heuer	Paraprofessional	\$23,147.00	11/01/2022
5	Melissa Kontowski	Paraprofessional	\$23,147.00	10/31/2022
4	Gabriela Manriquez	Paraprofessional	\$19,758.00	10/11/2022
2	Nakia McGee	Paraprofessional	\$19,758.00	11/10/2022
2	Danisha Murrell-Buie	Paraprofessional	\$19,758.00	10/31/2022
4	Fernando Orozco	Paraprofessional	\$19,758.00	11/04/2022
2	Tiffany Robinson	Paraprofessional	\$19,758.00	10/31/2022
2	Aqeel Scott	Paraprofessional	\$19,758.00	10/25/2022
2	Roy Scott	Paraprofessional	\$19,758.00	11/09/2022
5	Katherine Simmons	Paraprofessional	\$19,758.00	11/03/2022
2	Angelete Thorpe	Paraprofessional	\$19,758.00	11/07/2022
4	Maria Vazquez	Paraprofessional	\$22,418.00	11/07/2022
5	Christina Weimer	Paraprofessional	\$19,758.00	10/31/2022
4	Rebecca Weith	Paraprofessional	\$23,876.00	11/21/2022
5	Thomas Finley	Pipe Insulator	\$40.68/hr.	11/15/2022
2	Orrin Robinson	Pipe Insulator	\$38.68/hr.	10/31/2022
2	Asia Goodwin	School Safety Assistant	\$24,624.00	10/27/2022
2	Adai Hammond	School Safety Assistant	\$24,624.00	10/27/2022
2	Erionna Jones	School Safety Assistant	\$25,238.00	10/27/2022
2	Arleonna Jordan	School Safety Assistant	\$25,238.00	10/27/2022
2	Mister McCurtis	School Safety Assistant	\$24,624.00	10/27/2022
2	Shakyrius Vance	School Safety Assistant	\$24,624.00	10/27/2022
2	Tasharra Wilson	School Safety Assistant	\$24,624.00	10/27/2022
2	Beranna Zollicoffer	School Safety Assistant	\$24,624.00	10/27/2022
5	Jennifer Clark	Secretary I — 10-month	\$30,335.00	11/09/2022
4	Roselia Navarro	Secretary I — 10-month	\$26,329.00	10/25/2022
4	Julissa Vazquez-Rivera	Secretary I — 10-month	\$26,329.00	10/25/2022
2	Charmian Williams	Secretary I — 10-month	\$29,333.00	11/10/2022
2	Ebony Green	Secretary I — 11-month	\$30,064.00	11/16/2022
2	Travion Moody	Secretary I — 11-month	\$31,165.00	10/31/2022
2	Della Smith	Secretary I — 11-month	\$28,962.00	11/03/2022
2	Tanielle Taylor	Secretary I — 11-month	\$28,962.00	10/25/2022
2	Sharae Harrison	Secretary I — 12-month	\$37,003.00	11/21/2022
2	Lisa Smith-Watts	Secretary I — 12-month	\$35,693.00	11/17/2022
2	Shonniqua Dixon	Secretary II	\$41,116.00	11/07/2022
2	Tiree Hills	School Kitchen Manager Trainee	\$17.22/hr.	11/15/2022
<b>Promotions</b>				
5	Pamela Hart	Accounting Assistant III	\$52,071.00	11/02/2022
2	Dewey Qualls	Building Service Helper II	\$39,541.00	10/31/2022
2	Brittany Kincaid	Human Resources Assistant	\$42,807.00	11/07/2022
5	Karla Engel	Paraprofessional — Parent Involvement	\$31,835.00	11/14/2022
4	Maya Jungbauer	School Bookkeeper — 10-month	\$38,208.00	10/31/2022
4	Angelica Roman	School Bookkeeper — 10-month	\$43,616.00	10/31/2022
2	Stephanie Bach	School Bookkeeper — 12-month	\$40,664.00	11/14/2022
2	Tony Gamble	School Safety Assistant	\$25,238.00	10/27/2022
2	Tamellia Williams	Secretary I — 10-month	\$25,238.00	10/27/2022
2	Annga Brown	School Engineer I	\$55,628.00	10/31/2022
2	Reginald Cooksey	School Engineer II	\$64,667.00	10/31/2022
2	Aron Moten	School Engineer III	\$67,494.00	10/31/2022
2	Emily Biggs	School Kitchen Manager II	\$31,661.00	10/03/2022
2	Jaquetta Battle	School Kitchen Manager Trainee	\$18.18/hr.	10/31/2022



Code	Name	Position	Salary	Date
2	Diandra Brown	Secretary II	\$39,628.00	11/21/2022
2	Angela Ellis	Secretary II	\$45,580.00	10/28/2022
2	Rhonda Powell	Telephone Operator	\$47,486.00	10/25/2022

**Rehires**

2	Tiffany McClain	Food Service Assistant	\$15.90/hr.	11/14/2022
4	Heber Velazquez	Food Service Assistant	\$15.90/hr.	11/14/2022
2	Tamlah Williams	Food Service Assistant	\$15.90/hr.	11/07/2022
4	Juan Cruz Rodriguez	Paraprofessional	\$22,418.00	11/07/2022
5	Lisa Fricker	Paraprofessional	\$19,758.00	11/07/2022
5	McKenna Gilmore	Paraprofessional	\$19,758.00	10/25/2022
2	Monique Matthews	Paraprofessional	\$21,699.00	11/15/2022
4	Jessica Pagan Pena	Paraprofessional	\$20,970.00	11/21/2022
2	Fred Sanders	School Safety Assistant	\$29,920.00	10/27/2022
2	Asia Stewart	School Safety Assistant	\$26,165.00	10/27/2022
2	Precious Williams	School Safety Assistant	\$25,238.00	10/27/2022
4	Gloria Cervantes	Secretary I — 10-month	\$28,332.00	11/10/2022

**Codes:**

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

**Certificated Appointments**

Codes	Name	Appointment	Level	Salary	Date
<b>Teachers</b>					
2, r	Davis, Katrina	Gen'l Ed & K8 — All Grades	01/BA	\$62,517.00	10/31/2022
5, r	Heckman, Abigail E	Regular (Five-year-old) Kindergarten	01/MA	\$57,769.00	10/31/2022
1, r	Negron-Cosme, Kerleen M	Kindergarten (Four-year-old)	01/BA	\$52,158.00	11/7/2022
4, nr	Rubio Alvarez, Arellys	Early Childhood Spec Ed	01/BA	\$74,603.00	11/21/2022
5, r	Wolfe, Tammy M	Early Childhood Spec Ed	01/MA	\$86,095.00	10/24/2022
<b>Teachers, Early Start</b>					
4, nr	Daza, Carlos	Mathematics	01/BA	\$74,603.00	11/14/2022
2, nr	Latham, Jerome Henry	Spec Ed Multi-categorical	01/BA	\$46,979.00	10/17/2022
5, nr	Muck, Kelly A	Spec Ed Multi-categorical	01/MA	\$57,769.00	11/17/2022
2, r	Nwosu, Obianuju Cassandra	Science	01/BA	\$52,158.00	11/21/2022
2, r	Okoye, Joseph	Science	01/MA	\$72,876.00	11/7/2022
2, r	Olanrewaju-Dopemu, Olubusola	English	01/BA	\$50,432.00	11/14/2022
4, r	Plascencia, Cenobio	Mathematics	1/BA	\$71,150.00	11/21/2022
5, nr	Summers, David R	AMP Art	01/MA	\$84,207.00	10/31/2022
<b>Teaching Specialist, Science</b>					
2, r	Robinson, Angela M	Science	ID/MA	\$95,033.00	11/7/2022
<b>Math Leaders, Early Start</b>					
2, r	King, Lakesha N	Mathematics	ID/BA	\$74,167.00	11/7/2022
5, r	Madden, Claire A	Mathematics	ID/BA	\$72,174.00	11/7/2022
2, r	McElroy, Lichelle Renee	Mathematics	ID/MA	\$92,853.00	11/7/2022
<b>Permit Teachers</b>					
6, nr	Bachi, Samira	English as Second Language	XX/4W2	\$46,144.00	11/14/2022
4, nr	Garcia Rodriguez, Maria Cristina	Early Childhood Spec Ed	XX/4W2	\$46,144.00	10/17/2022
3, r	Lofy, Elisea	Gen'l Ed & K8 — All Grades	XX/4W2	\$46,144.00	10/31/2022
2, r	Ochidi, Grace	General Operations	XX/4W2	\$46,144.00	11/14/2022
4, r	Perez Rodriguez, Darlene	English as Second Language	XX/4W2	\$46,144.00	10/17/2022
5, r	Pessoa, Andrea Faye Hamann	Gen'l Ed & K8 — All Grades	XX/4W2	\$46,144.00	10/25/2022
5, nr	Stengel, Jacqueline	AMP Art	XX/4W2	\$46,144.00	10/31/2022
2, r	Teat, Tashenia K	Gen'l Ed & K8 — All Grades	XX/4W2	\$46,144.00	10/26/2022
2, r	Ward, Kenya	Multicateg. Comp. SEN	XX/4W2	\$46,144.00	11/14/2022

Codes	Name	Appointment	Level	Salary	Date
<b>Permit Teachers, Early Start</b>					
4, nr	Fernandez Tamez, Ingrid K	Social Studies	XX/4W2	\$46,144.00	11/8/2022
2, r	Hughes, Cheresse N	Multicateg. Comp. SEN	XX/4W2	\$46,144.00	10/24/2022
<b>School Counselor, Early Start</b>					
2, r	Guice, Saima	Guidance	XX/4W2	\$46,144.00	11/7/2022

Codes	Teachers	SSWs	Psychs	Other	Total
1 Native American	1	0	0	0	1
2 African American	12	1	0	0	13
3 Asian/Oriental/Pacific Islander	1	0	0	0	1
4 Hispanic	6	0	0	0	6
5 White	7	0	0	0	7
6 Other	1	0	0	0	1
7 Two or More Ethnic Codes	0	0	0	0	0
Male	5	0	0	0	5
Female	23	1	0	0	24
nr Non-Residents					
r Residents					

**Leaves of Absence**

	<u>Present Assignment</u>	<u>Effective Date</u>
Illness Leave, August 2020 Kim Schroeder	Out of Assignment	August 26, 2020
Illness Leave, October 2022 Ida Butler Mary Lederer	Grantosa Drive School Out Of Assignment	October 3, 2022 October 29, 2022
Illness Leave, November 2022 Kendall Clayvon Mark Schmidt Jennifer Kastilahn Katherine Klein Victoria Landherr Rebecca Martinez Norma Hedrick	Comm & School performance Kilbourn School Acad. De Leng-Bellas Artes Riverwest Elementary Carson Academy of Science Hayes Bilingual School Curtin School	November 8, 2022 November 14, 2022 November 14, 2022 November 16, 2022 November 16, 2022 November 19, 2022 November 21, 2022
Personal Leave, December 2022 Hannah Kinney Valerie Stadler Elsa Torres	Goodrich School Milwaukee School of Languages Milwaukee Spanish Immersion	December 5, 2022 December 8, 2022 December 12, 2022
Personal Leave, January 2023 Savannah Bodjanac Maggie Ferguson Yat Wai Chong	Victory School Burbank School Hamilton Highschool	January 3, 2023 January 3, 2023 January 23, 2023
Illness Leave, April 2023 Lin An	Riverside High School	April 27, 2023
Personal Leave, January 2023 Erin Harkin	Hayes Bilingual School	May 8, 2023

**Report on Certificated Resignations and Classified Retirements**

Reason	Yrs Svc	Code	Name	Position	Location	Date
<b>Certificated Resignations</b>						
Personal	28.0	2	Awilda Aranda	Teacher	Spanish Imm	11/17/2022
Other Dist	3.2	5	Ryan Broderick	Sup Assoc	Recreation	12/02/2022
Retire	28.6	2	Anita Carter	Teacher	Thurston Woods	12/22/2022

Reason	Yrs Svc	Code	Name	Position	Location	Date
Other Work	7.0	2	Tatenda Chimboza	Psych	Central Svcs	12/01/2022
Personal	0.2	5	Krysta Darby	SST	Carson	10/29/2022
Personal	0.1	5	Jane Dickler	Teacher	Thurston Woods	10/27/2022
Personal	2.3	5	Kalyn Gackowski	Teacher	Bay View HS	11/16/2022
Other Dist	0.2	2	Simone Gainous Sharpe	Teacher	Clarke	11/25/2022
Other Dist	8.8	5	Brianna Kawleski	Teacher	Lincoln Ave	11/11/2022
Personal	0.3	1	Bruce Keller	Teacher	Washington HS	10/27/2022
Personal	2.2	5	Gillian Keller	Teacher	MSL	12/04/2022
Personal	16.2	5	Jennifer Koss	Teacher	Vincent	11/15/2022
Personal	2.9	5	Christopher Leopold	Teacher	Project STAY	11/01/2022
Retire	32.1	5	Karen Mussa	Teacher	River Trail	11/09/2022
Other Dist	8.7	5	Katherine Nelson	Teacher	Hawley	12/02/2022
Retire	30.2	5	Susan O'Brien	Teacher Ldr	Central Svcs	12/30/2022
Other Dist	0.2	5	Emily Olson	Teacher	Bruce	11/25/2022
Personal	7.8	5	Laura Ramos	Teacher	Siefert	01/02/2023
Personal	6.0	2	Theresa Robinson	Teacher	Dr. King Elem	11/07/2022
Personal	0.2	4	Claire Schaecher	Teacher	Wedgewood Park	11/25/2022
Personal	7.2	4	Samantha Schmid	Teacher	Parkside	10/31/2022
Personal	0.1	2	Sherrye Smith	Teacher	Roosevelt	11/25/2022
Retire	21.8	4	Silvia Stanislawski	Teacher	Longfellow	12/23/2022
Retire	23.2	5	Jon Vanstechelman	SSW	Hampton	11/30/2022
Retire	28.9	3	Maly Yang	SSW	Central Svcs	11/01/2022
Other Dist	1.2	5	Lily Zeitler	Teacher	Douglas	11/11/2022

**Classified Retirements**

Retire	19.6	2	Valerie Hamilton	CHA	Riverside	11/18/2022
Retire	19.7	5	David Helm	Para	Curtin	11/02/2022
Retire	24.2	5	Carol Janke	FSA	Grantosa	11/13/2022
Retire	20.1	5	Kevin McGrorty	Electrician	Elec Shop	11/05/2022
Retire	13.9	2	Marcus Switzer	Para	Hamilton	10/30/2022
Retire	20.2	5	Paul Thorpe	Mechanic	Itinerant	11/26/2022
Retire	10.8	2	James Tyler	Boiler Att	MACL	11/07/2022
Retire	10.2	2	Norman Wilson	Insulator	Insulation Shop	11/19/2022

Codes:

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

Other District..... 6  
 Other Work..... 1  
 Personal ..... 13  
 Retirement ..... 14 (9 Classified & 5 Certificated)

**Affirmative Action Monthly Personnel Transaction Report**

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

**Fiscal Impact Statement**

Authorized expenditures were previously approved in the FY23 budget.

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

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

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

\* \* \* \* \*

**(Item 3) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding 60 Days**

**Recommended Appointments**

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

Codes	Name	Appointment	Assignment	Salary		
				Sched	Range	Amount
2, r	Paulette Chambers	Chief of Staff	Office of the Superintendent	03	18A	\$168,618
2, r	Tiffany Tardy	Director I, MPS Foundation	Office of the Superintendent	03	14A	\$132,000
2, nr	Tashanda Edelen	Manager I, Health Services	Office of the Chief of Academics	03	11A	\$97,359
5, r	Amber Thornton	Special Ed Supervisor I, Itinerant	Office of the Chief of Academics	03	09C	\$88,969
5, nr	Lisa Michael	Associate III, Nutrition Services	Office of the Chief of Finance	03	05A	\$86,164
5, r	Angela Espino	Assistant Principal, Rufus King High School	Office of the Chief of School Administration	03	12C	\$78,188
5, nr	Melissa Santa Cruz	Assistant Principal III, Bay View High School	Office of the Chief of School Administration	03	12C	\$76,655
5, r	Megan Johnston	Special Ed Supervisor I, Itinerant	Office of the Chief of Academics	03	09C	\$73,109
2, r	Michele Wilborn	Analyst III, Financial Planning & Budget Services	Office of the Chief of Finance	03	07A	\$71,247
5, nr	Christina Dresang	Associate II, Recreation Supervisor	Office of the Chief of Operations	03	04A	\$70,813
5, r	Alicia McBrien	Associate III, Nutrition Services	Office of the Chief of Finance	03	05A	\$61,082
5, nr	Michael Rooney	Associate III, Nutrition Services	Office of the Chief of Finance	03	05A	\$59,885
2, nr	Ashley McGee	Associate II, Recreation Supervisor	Office of the Chief of Operations	03	04A	\$56,865
2, r	Craig Harden	Associate II, Recreation Supervisor	Office of the Chief of Operations	03	04A	\$56,865

**Recommended LTE Contracts Exceeding 60 Days**

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

Codes	Name	Position	Assignment	Hourly	
				Wage	Dates
5, r	Beth Schefelker	Strong Start Math Leadership Project	Office of the Chief of Academics	\$50.00	12/01/22-05/31/23
5, r	Michelle Douglas Meyer	Strong Start Math Leadership Project	Office of the Chief of Academics	\$50.00	12/01/22-05/31/23

Codes	Name	Position	Assignment	Hourly Wage	Dates
2, r	John Sanchez	Administrator Coaching & Mentoring	Office of the Chief of School Administration	\$40.00	11/01/22-12/31/22
5, r	Christina Flood	Education Pathway	Office of the Chief of Academics	\$40.00	11/01/22-04/01/23
2, r	Marie McClain	Milwaukee Virtual Program	Office of the Chief of School Administration	\$40.00	10/01/22-04/01/23
5, r	Annie Kubes	Recreation Special Projects	Office of the Chief of Operations	\$40.00	12/01/22-05/01/23
5, r	Debra Alpert-Frolkis	Special Education Teacher MVP	Office of the Chief of Academics	\$30.00	10/24/22-04/24/23
5, r	Lisa Kromraj	Special Education Teacher MVP	Office of the Chief of Academics	\$30.00	10/24/22-04/24/23
5, r	Deborah Zagoiski-Biermann	Special Education Teacher MVP	Office of the Chief of Academics	\$30.00	10/24/22-04/24/23
2, r	Dana Hutchins-Watson	Induction & Support	Office of the Chief of Academics	\$30.00	01/01/23-06/01/23
5, nr	Laura Naughton	Induction & Support	Office of the Chief of Academics	\$30.00	01/01/23-06/01/23
5, r	Michael Key	Induction & Support	Office of the Chief of Academics	\$30.00	01/01/23-06/01/23
5, r	Katherine Loesl	Induction & Support	Office of the Chief of Academics	\$30.00	01/01/23-06/01/23
5, r	Jodene Stefanovich	Induction & Support	Office of the Chief of Academics	\$30.00	01/01/23-06/01/23
5, r	Mary Beth Selbach	Induction & Support	Office of the Chief of Academics	\$30.00	01/01/23-06/01/23
2, nr	Sasha Pansons Waters	53206 Initiative Coordinator	Office of the Chief of School Administration	\$30.00	11/01/22-05/01/23
2, r	Carol Asbeck	School Support Teacher	Office of the Chief of School Administration	\$30.00	11/01/22-05/01/23
5, nr	Aude Sauvignon	Reading Interventionist	Office of the Chief of School Administration	\$30.00	11/03/22-03/31/23
2, r	Dr. Andrew Calhoun	Agriculture Education Liason	Office of the Chief of School Administration	\$25.00	11/01/22-05/01/23
2, r	Amie Ferrante	Dance Instruction Support	Office of the Chief of School Administration	\$20.00	11/01/22-12/23/22
2, r	Amie Ferrante	Dance Instruction Support	Office of the Chief of School Administration	\$20.00	12/24/22-06/24/23

## Codes:

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

**Committee's Recommendation**

Your Committee is advancing this item to the Board without recommendation

Subsequent to your Committee's meeting, the Administration revised the list of recommended administrative appointments as follows.

1. adjusted salary as indicated below:

Codes	Name	Appointment	Assignment	Salary		
				Sched	Range	Amount
2, nr	Tashanda Edelen	Manager I, Health Services	Office of the Chief of Academics	03	11A	<del>\$97,359</del> \$99,306

2. added the following appointments:

Codes	Name	Appointment	Assignment	Salary		
				Sched	Range	Amount
5, r	Meghan Dunlap	Assistant Principal I, MACL	Office of the Chief of School Administration	03	10C	\$84,790
5, nr	Luke Johnson	Assistant Principal I, Elm	Office of the Chief of School Administration	03	10C	\$70,169
2, r	Shundal Tillman, Jr.	Planning Assistant II	Office of the Chief of Academics	03	02A	\$68,250

Director Carr moved approval of the Administration’s recommendation, with the exception of the Chief of Staff position. The motion failed for lack of a second.

Director Gokalgandhi moved approved of the Administration’s recommendation as outlined in the revised attachment to this item. The motion passed, the vote being as follows:

- Ayes — Directors Garcia, Gokalgandhi, Herndon, Leonard, O’Halloran, Siemsen, Taylor, and President Peterson — 8.
- Noes — Director Carr – 1.

\* \* \* \* \*

**(Item 4) Action on a Request to Approve Conservation Easements among the Milwaukee Public Schools, the City of Milwaukee, and the Milwaukee Metropolitan Sewerage District**

**Background**

Milwaukee Public Schools has collaborated with the Milwaukee Metropolitan Sewerage District and the City of Milwaukee to further advance the District’s sustainability initiatives through \$1,032,000.00 in partnership funding grants for green infrastructure projects at the following five school sites:

- Academy of Accelerated Learning, 7801 W. Wilbur Avenue;
- Fratney, 3255 N. Fratney Street;
- Bay View Montessori, Upper Campus, 619 E. Dover Street;
- North Division, 1121 W. Center Street; and
- Allen Field, 730 W. Lapham Blvd.

The funding agreements stipulate that, upon completion of these green infrastructure projects, an 11-year limited-term conservation easement shall be executed for each site in order to ensure that the new green space will be adequately maintained and protected. These projects have resulted in improved stormwater management through the installation of bioswales, underground cisterns, native plants, new tree plantings, and additional green space. These efforts provide a direct benefit to the environment and create additional opportunities for MPS’s students to learn about advancing sustainability efforts through the implementation of green infrastructure.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 5.01, Facilities

**Fiscal Impact Statement**

There are no expenditures associated with this item.

**Implementation and Assessment Plan**

Upon the Board’s approval, the limited-term conservation easements, as provided in the attachments to the minutes of your Committee’s meeting, will be executed with the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

**Committee’s Recommendation**

Your Committee recommends that the Board approve the limited-term conservation easements, as provided in the attachments to the minutes of your Committee’s meeting, between Milwaukee Public Schools and the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

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

\* \* \* \* \*

**(Item 5) Action on a Request to Approve the Proposed 2023-24 School Calendars**

**Background**

Attached to the minutes of your Committee’s meeting, and summarized below, are the proposed 2023-24 school calendars.

**2023-24 Traditional Calendar**

**2023**

- Aug 28 .....Organizational Day: Staff report, but students do not report
- Aug 29-31 .....Professional Development Days: Most staff report, but students do not report
- Sept 1 .....Professional Development Day: Most staff report, but students do not report
- Sept 4 .....Labor Day: Staff and students do not report
- Sept 5 .....First Day of School for Students
- Oct 20 .....Parent-Teacher Conference Day: Staff and students do not report
- Oct 23 .....October Break: Staff and students do not report
- Nov 10 .....Record Day (K-8): Most staff report, but students do not report
- Nov 22-24 .....Thanksgiving Break: Staff and students do not report
- Dec 21 .....Professional Development Day (K-8) Most staff report, but students do not report
- Dec 22-29 ..... Winter Break: Staff and students do not report

**2024**

- Jan 1 .....New Year’s Day: Staff and students do not report
- Jan 2 .....Classes Resume
- Jan 15 .....MLK, Jr. Day: Staff and students do not report
- Feb 16 .....Record Day (K-8): Most staff report, but students do not report
- Feb 19 .....Mid-semester Break Staff and students do not report
- March 22 .....Parent-Teacher Conference Day: Staff and students do not report
- March 25-29 .....Spring Break: Staff and students do not report
- April 1 .....Spring Break: Staff and students do not report
- April 2 .....Classes Resume
- May 27 .....Memorial Day: Staff and students do not report
- June 7 .....Record Day: Most staff report, but students do not report
- June 12 .....Last Day of School for Students
- June 13 .....Professional Development Day: Most staff report, but students do not report

## **2023-24 Early Start Calendar**

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### **2023**

Aug 7 .....Organizational Day: Most staff report, but students do not report  
 Aug 8-11 .....Professional Development Days: Most staff report, but students do not report  
 Aug 14 .....First Day of School for Students  
 Sept 4.....Labor Day: Staff and students do not report  
 Oct 20 .....Parent-Teacher Conference Day: Staff and students do not report  
 Oct 23 .....October Break: Staff and students do not report  
 Nov 10 .....Record Day (K-8) and Professional Development Day (H.S.): Most staff report, but students do not report  
 Nov 22-24.....Thanksgiving Break: Staff and students do not report  
 Dec 21.....Record Day (H.S.) and Professional Development Day (K-8): Most staff report, but students do not report  
 Dec 22-29 .....Winter Break: Staff and students do not report

### **2024**

Jan 1.....New Year's Day: Staff and students do not report  
 Jan 2.....Classes Resume  
 Jan 15.....MLK, Jr. Day: Staff and students do not report  
 Feb 16.....Record Day (K-8) and Professional Development Day (H.S.): Most staff report, but students do not report  
 Feb 19.....Mid-semester Break: Staff and students do not report  
 March 22.....Parent-Teacher Conference Day: Staff and students do not report  
 March 25-29 .....Spring Break: Staff and students do not report  
 April 1.....Spring Break: Staff and students do not report  
 April 2.....Classes Resume  
 May 21.....Last Day of School for Students  
 May 22.....Record Day: Most staff report, but students do not report  
 May 23.....Professional Development Day: Most staff report, but students do not report  
 May 27.....Memorial Day: Staff and students do not report

*Note: ACT testing dates are to be determined.*

The Early Start calendar will apply to the same high schools, traditional middle schools, and former year-round schools as in the 2022-23 school year. The Traditional Start calendar will apply to the same elementary schools as in the 2022-23 school year.

Calendar dates may change due to inclement weather, etc. Individual schools may have additional non-attendance days which do not appear on these calendars. Also, methods and dates for distributing report cards may vary from school to school.

### **Strategic Plan Compatibility Statement**

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

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

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Administrative Policy 7.03, School Year/School Calendar

### **Fiscal Impact Statement**

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No fiscal impact.

### **Implementation and Assessment Plan**

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Upon approval by the Board, the Administration will implement the 2023-24 school calendars.



### **Committee's Recommendation**

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Your Committee has advanced this item to the Board without recommendation

Subsequent to your Committee's meeting, the Administration revised the proposed calendars as follows:

#### **2023-24 Traditional Calendar**

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##### **2023**

Aug 28 ..... Organizational Day: Staff report, but students do not report  
 Aug 29-31 ..... Professional Development Days: Most staff report, but students do not report  
 Sept 1 ..... ~~Professional Development Day: Most staff report, but students do not report~~  
                   September Break: Staff and students do not report  
 Sept 4 ..... Labor Day: Staff and students do not report  
 Sept 5 ..... First Day of School for Students  
 Sept 29 ..... Professional Development Day: Most staff report, but students do not report  
 Oct 20 ..... Parent-Teacher Conference Day: Staff and students do not report  
 Oct 23 ..... October Break: Staff and students do not report  
 Nov 10 ..... Record Day (K-8): Most staff report, but students do not report  
 Nov 22-24 ..... Thanksgiving Break: Staff and students do not report  
 Dec 21 ..... Professional Development Day (K-8) Most staff report, but students do not report  
 Dec 22-29 ..... Winter Break: Staff and students do not report

##### **2024**

Jan 1 ..... New Year's Day: Staff and students do not report  
 Jan 2 ..... Classes Resume  
 Jan 15 ..... MLK, Jr. Day: Staff and students do not report  
 Feb 16 ..... Record Day (K-8): Most staff report, but students do not report  
 Feb 19 ..... Mid-semester Break Staff and students do not report  
 March 22 ..... Parent-Teacher Conference Day: Staff and students do not report  
 March 25-29 ..... Spring Break: Staff and students do not report  
 April 1 ..... ~~Spring Break: Staff and students do not report~~  
                   Classes Resume  
 April 2 ..... ~~Classes Resume~~  
 May 27 ..... Memorial Day: Staff and students do not report  
 June 7 ..... Record Day: Most staff report, but students do not report  
 June 12 ..... Last Day of School for Students  
 June 13 ..... Professional Development Day: Most staff report, but students do not report

#### **2023-24 Early Start Calendar**

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##### **2023**

Aug 7 ..... ~~Organizational Day: Most staff report, but students do not report~~  
 Aug 8 ..... Organizational Day: Most staff report, but students do not report  
 Aug 8 9-11 ..... Professional Development Days: Most staff report, but students do not report  
 Aug 14 ..... First Day of School for Students  
 Sept 1 ..... September Break: Staff and students do not report  
 Sept 4 ..... Labor Day: Staff and students do not report  
 Oct 20 ..... Parent-Teacher Conference Day: Staff and students do not report  
 Oct 23 ..... October Break: Staff and students do not report  
 Nov 10 ..... Record Day (K-8) and Professional Development Day (H.S.): Most staff report, but  
                   students do not report  
 Nov 22-24 ..... Thanksgiving Break: Staff and students do not report  
 Dec 21 ..... Record Day (H.S.) and Professional Development Day (K-8): Most staff report, but  
                   students do not report  
 Dec 22-29 ..... Winter Break: Staff and students do not report

**2024**

- Jan 1.....New Year’s Day: Staff and students do not report
- Jan 2.....Classes Resume
- Jan 15.....MLK, Jr. Day: Staff and students do not report
- Feb 16.....Record Day (K-8) and Professional Development Day (H.S.): Most staff report, but students do not report
- Feb 19.....Mid-semester Break: Staff and students do not report
- March 22.....Parent-Teacher Conference Day: Staff and students do not report
- March 25-29 .....Spring Break: Staff and students do not report
- April 1.....~~Spring Break: Staff and students do not report~~  
Classes Resume
- ~~April 2.....Classes Resume~~
- May 21.....Last Day of School for Students
- May 22.....Record Day: Most staff report, but students do not report
- May 23.....Professional Development Day: Most staff report, but students do not report
- May 27.....Memorial Day: Staff and students do not report

Director Taylor moved approval of the item, as outlined in the revised attachment. The motion passed, the vote being as follows:

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

\* \* \* \* \*

**(Item 6) Action on a Request for an Early Start Date for Ronald Wilson Reagan College Preparatory High School, Rufus King High School, and Casimir Pulaski High School for the 2023-24 school year**

**Background**

2001 Wisconsin Act 16 requires school boards to start school terms after September 1, unless a school board submits a request to the Wisconsin Department of Public Instruction (DPI) stating the reasons why it would like the school term to start earlier. DPI may grant a request if it determines that there are compelling reasons for doing so.

Ronald Wilson Reagan College Preparatory High School, Rufus King International High School, and Casimir Pulaski High School have requested early start dates for the 2023-24 school year. By approving your Committee’s recommendation, the Milwaukee Board of School Directors will move to submit a request to the DPI for an early start date (no earlier than August 1, 2023) for the 2023-24 school year for these schools. The request will cite the fact that the post-September 1, 2023, start date conflicts with the curricular requirements of the International Baccalaureate (IB) program.

The District made this request on behalf of these schools for the 2022-23 school year, and it was granted by the DPI.

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 7.03, School Year/School Calendar

### **Fiscal Impact Statement**

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The item does not authorize expenditures. Ronald Wilson Reagan College Preparatory High School, Rufus King International High School, and Casimir Pulaski High School agree to pay any additional costs incurred as a result of this unique school year.

### **Implementation and Assessment Plan**

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Upon approval by the Board, the Administration will submit a request to the DPI prior to the January 1, 2023, deadline for an early start date for the 2023-24 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School, and Casimir Pulaski High School.

### **Committee's Recommendation**

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Your Committee recommends that the Board direct the Administration to submit the request to the Wisconsin Department of Public Instruction prior to the January 1, 2023, deadline for an early start date for the 2023-24 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School, and Casimir Pulaski High School.

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

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## **(Item 7) Action on a Request to Establish the Milwaukee Public Schools Retirement Plan Committee**

### **Background**

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In response to the Milwaukee Public Schools Supplemental Pension Plans Audit 2021-041, April 2021, as well as guidance from legal counsel, the Administration is recommending that the Board approve the establishment of the Retirement Plan Committee and its members to oversee the Milwaukee Public Schools 403(b) Plan, Milwaukee Board of School Directors Supplemental Retirement Plan for Teachers ("Teacher Plan"), and the Milwaukee Board of School Directors Early Retirement Supplement and Benefit Improvement Plan ("Administrators Plan"), as attached to the minutes of your Committee's meeting.

### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Board Rule 2.02, Committee Meetings

### **Fiscal Impact Statement**

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There are no expenditures associated with this item.

### **Implementation and Assessment Plan**

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Upon approval by the Board, the Administration will work with Retirement Plan Committee members to schedule quarterly meetings starting in 2023 as indicated in the attachments.

### **Committee's Recommendation**

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Your Committee recommends the Board approve plan amendments 1-3, as attached to the minutes of your Committee's meeting, and the establishment of the Retirement Plan Committee and its members, as outlined in attachments 4 and 5 to the minutes of your Committee's meeting.

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

\* \* \* \* \*

**(Item 8) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess of \$25,000; Acceptance of the Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Budget Transfers; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; and Acceptance of Donations**

**Purchases**

RFB 5811 Authorization to Issue a Blanket Purchase Order to American Lithography & Publishing, Inc., for Printing and Mailing of Seasonal Recreation Guides

The Administration is requesting authorization to issue a blanket contract to American Lithography & Publishing, Inc., for printing and mailing of seasonal recreation guides. This vendor will be used to print and mail Milwaukee Recreation’s Recreation Guide, which is mailed to every residential address in the city of Milwaukee. The booklet is published four times per year (winter, spring, summer, and fall).

The quarterly Recreation Guide is Milwaukee Recreation’s primary marketing tool. It remains the best and most effective way for the Department to convey detailed information about the full range of programs and services offered. While the majority of Milwaukee Recreation’s customers now register online, most customers still prefer to page through a printed booklet to review program information and plan their class schedules. The printed booklet also helps to ensure that every resident (with or without internet access) has the chance to discover and benefit from Milwaukee Recreation’s services.

The contractor was chosen pursuant to RFB 5811, which closed on October 24, 2022. The blanket purchase order will run from January 1, 2023, through December 31, 2023. The total cost of the purchases over the one-year term will not exceed \$302,672.00.

Budget Code: 000-0-0-000-BL-ECTS (Blanket Contract) .....\$302,672

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
16	5	2	No	0	NA	NA	NA	300	10

Authorization to Issue a Purchase Order to Nearpod, Inc., for Premium Plus Access to Nearpod

The Administration is requesting authorization to issue a purchase order to Nearpod, Inc., for premium services for grades 3-12. Nearpod helps educators make any lesson interactive, whether in the classroom or virtual. A teacher can create interactive presentations that can contain quizzes, polls, videos, collaborative boards, and more. This product will include premium features for all teachers and 49,000 students in grades 3-12. It also includes district features like larger class sizes, unlimited storage, LMS integration, custom professional development and training options, and a dedicated District Success Manager and District Strategy Consultant for onboarding and implementation. MPS will receive premium plus access to Nearpod for one year, from January 1, 2023, through December 31, 2023.

There are 669 active teacher Nearpod users in Milwaukee Public Schools. These teachers are spread across at least 52 different schools. Library media specialists have already received training in Nearpod and are in a position to support the teachers in the schools which they serve. MPS educators have launched 12,930 unique Nearpod lessons since September 1, 2020, alone. Just over half of the lessons launched are teacher-created lessons, while the rest use existing lessons from the Nearpod Lesson Library. There are more than 8,500 Wisconsin state standards-aligned lessons that already include all of the Nearpod interactive features. There are Nearpod science lessons directly aligned with the District’s new science adoption, making science educators an initial focus for rollout of Nearpod.

This purchase is made under The Interlocal Purchasing System (TIPS) Cooperative Contract 200105.

This subscription will run from January 1, 2023, through December 31, 2023, and will not exceed \$349,152.00.

Budget Code: ITS-0-0-7G2-CI-ECTSCOVD.....\$349,152.00

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

Authorization to Issue a Purchase Order to Scholastic, Inc., for RISE and RISE Up Intervention Kits and Professional Development

The Administration is requesting authorization to issue a purchase order to Scholastic, Inc., for RISE and RISE Up intervention kits and professional development. These kits are used to provide targeted, small-group instruction in reading comprehension, word study and phonics, and guided writing. RISE and RISE Up intervention kits for kindergarten through 8th-grade reading interventionists will provide continuity within our district. This intervention program is also compatible with the District’s focus on guided reading, and it aligns well with the Next Step Forward in Guided Reading book that all K5-8th-grade classroom teachers received as a Tier 1 resource.

Thirty sets of RISE/RISE Up intervention kits will be purchased at a cost of \$6,850 per set. Professional development will be held on January 18 and February 13 and will cost a total of \$5,998.00. Shipping and handling will be applied at 9%.

This purchase is made using The Interlocal Purchasing System (TIPS) Cooperative Contract 200903.

The blanket purchase order will run from January 1, 2023, through December 31, 2025, and will not exceed \$229,175.50.

Budget Code: SDV-0-S-8H3-CI-ESUP .....\$229,175.50

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours per 12-month contract)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	5%	NA	NA	NA	400	10

Authorization to Issue a Blanket Purchase Order to Amazon Business for Online Marketplace

The Administration is requesting authorization to issue a blanket purchase order to Amazon Business for online marketplace. This will allow teachers and departments to make purchases needed for their classrooms and departments that they would otherwise have to go to a store to purchase or purchase from Amazon using their own funds.

This purchase is made under the State of Utah’s Contract #MA3457 for Online Marketplace.

The blanket purchase order will run from January 1, 2023, through December 31, 2025, and will not exceed \$700,000.00

Budget Code: Various.....\$700,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours per 12-month contract)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	5%	NA	NA	NA	400	10

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

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

**C030523 von Briesen & Roper, S.C.**

Original Contract Amount .....\$100,000.00  
 RCC 9/13/2022.....200,000.00  
 Ending amount.....\$300,000.00

On April 22, 2022, the Milwaukee Board of School Directors and von Briesen & Roper, S.C., entered into professional services contract number C030523, with a term of April 22, 2022, through April 21, 2023, for legal services related to employment matters. On September 13, 2022, additional funds of \$200,000 were added.

**C030645 Safeway Transportation Services Corporation**

Original Contract Amount .....\$8,622,385.20  
 RCC 9/13/2022.....1,293,357.00  
 Ending amount.....\$9,915,742.20

On July 1, 2022, the Milwaukee Board of School Directors and Safeway Transportation Services Corporation entered into professional services contract number C030645, with a term of July 1, 2022, through June 30, 2025, for transportation of orthopedically-impaired students and specialty programs. On October 11, 2022, additional funds of \$1,293,357 were added due to expanded transportation services.

**Routine Monthly Reports**

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

**Donations**

Location	Donor	Amount	Gift or Purpose
<b>Monetary Donations</b>			
Allen-Field School	Great American Life Insurance Company	\$2,795.08	General School Supplies
Bay View High School	Gerald Hollander	\$100.00	Gay/Straight Support
Bay View High School	Milwaukee Jazz Festival Incorporated	\$2,500.00	Music and Band Support
Bay View Montessori School	Parent of Ever Daniels	\$5.00	Classroom Donation
Bay View Montessori School	Parent of Mia Mathy	\$5.00	Classroom Donation
Bay View Montessori School	Parent of Juan Perez	\$5.00	Classroom Donation
Bay View Montessori School	Parent of Brooklyn Edwards	\$5.00	Classroom Donation
Bay View Montessori School	Anonymous	\$5.00	Classroom Donation
Bay View Montessori School	Parent of Owen Mueller	\$15.00	Classroom Donation
Bay View Montessori School	Anonymous	\$15.00	Classroom Donation
Bay View Montessori School	Anonymous	\$15.00	Classroom Donation
Bay View Montessori School	Anonymous	\$15.00	Classroom Donation
Bay View Montessori School	Adriana Delgadillo	\$15.00	Classroom Donation
Bay View Montessori School	Anonymous	\$25.00	Classroom Donation
Bay View Montessori School	Erin Rose Woods	\$25.00	Classroom Donation
Bay View Montessori School	Anonymous	\$25.00	Classroom Donation
Bay View Montessori School	Anonymous	\$25.00	Classroom Donation
Bay View Montessori School	Conrad Ayla	\$50.00	Classroom Donation
Bay View Montessori School	Anonymous	\$50.00	Classroom Donation
Bay View Montessori School	Margaret Leyes	\$75.00	Classroom Donation
Bay View Montessori School	Ryan Scofield	\$75.00	Classroom Donation
Bay View Montessori School	Bay View Montessori PTO	\$200.00	New Classroom Teacher Donation
Bay View Montessori School	Bay View Montessori PTO	\$200.00	New Classroom Teacher Donation

Location	Donor	Amount	Gift or Purpose
Bay View Montessori School	Bay View Montessori PTO	\$400.00	New Classroom Teacher Donation
Cass Street School	Lisa Marie Menefee	\$1,000.00	PTO
Clemens School	Anonymous	\$12.00	5th-grade Field Trip Fee
French Immersion School	Parent of Edrick Kabore	\$5.00	Support African Dance Program
French Immersion School	Gretchen Bloss	\$35.00	African Dance
Hamilton High School	CAF America, C/O Cybergrants LLC	\$500.00	General School Supplies
Hawthorne School	FYM Foundation	\$2,000.00	Support for Staff
James Fenimore Cooper School	Laura Brzenk-Grandbois	\$50.00	General School Supplies
King High School	Rebecca Christman	\$50.00	Cross County Uniform
King High School	Glory Tutaj	\$150.00	Band Club
King High School	Luke Laga	\$250.00	Band Club
King High School	Renee Joos	\$250.00	Band Club
King High School	United Way of Greater Milwaukee & Waukesha County	\$434.00	General School Supplies
King High School	Samuel L Schaefer	\$440.00	Baseball Club
King High School	Allison Malone*	\$750.00	Student Zen Room.
King High School	Steven Marshall	\$1,400.00	Chamberlin Scholarship Fund
King High School	Richard Goff	\$40.00	Cross County Uniform
King High School	Michelle Anderson	\$40.00	Cross County Uniform
King High School	Tory Kress	\$40.00	Cross County Uniform
King High School	Erin Odonnell	\$50.00	Cross County Uniform
King High School	Laurie Stilin	\$50.00	Cross County Uniform
King High School	Julie Mlajan	\$50.00	Cross County Uniform
King High School	Catherine Tanner	\$50.00	Cross County Uniform
King High School	Nathan Elliott	\$50.00	Cross County Uniform
King High School	Tamanjong Fusi	\$50.00	Band Music Supplies
King High School	Anonymous	\$70.00	Cross County Uniform
King High School	Susan Hurliman	\$75.00	Cross County Uniform
King High School	Ronald Dithardt	\$100.00	Band Music Supplies
King High School	Daniel Didier	\$150.00	Cross County Uniform
King High School	Sarah Siegel	\$200.00	Cross County Uniform
King High School	Kathleen Dreyer	\$200.00	RKHS Autism Students
King High School	Jessica Farah	\$250.00	Cross County Uniform
King High School	Thomas Lasalle	\$250.00	Cross County Uniform
King High School	William Stoll	\$250.00	Cross County Uniform
King High School	Jason Perry	\$1,200.00	Cross County Uniform
Meir School	Tina Gleason	\$80.00	Culinary Club
Meir School	New Berlin Lions Club	\$180.00	State Fair Lions Corn Roast
Mitchell School	MJB Sweet Dreams, LLC	\$384.00	General School Supplies
Strategic Partnerships and Customer Service	VJS Development Group	\$235.00	MPS School Supply Drive
Vieau School	Optimist Club of Mke	\$1,085.36	Washington DC Trip
Vincent High School	Milwaukee County Farm Bureau	\$2,500.00	General School Supplies
Washington High School	Ron Glaser Family	\$3,585.00	Memorial Fund for Basketball Team
Wedgewood Park School	Northwestern Mutual Foundation	\$1,000.00	Northwestern Mutual Leadership Retreat
<i>Total Monetary Donations</i>		<i>26,185.44</i>	
<b>Non-monetary Donations</b>			
Academy/Accelerated Learning	DonorsChoose	\$526.28	General School Supplies
Albert E. Kagel School	DonorsChoose	\$292.66	Let's Play Outside!
Albert E. Kagel School	DonorsChoose	\$349.07	We Love Playing Soccer!
Albert E. Kagel School	DonorsChoose	\$454.26	General School Supplies
Albert E. Kagel School	DonorsChoose	\$488.85	General School Supplies

Location	Donor	Amount	Gift or Purpose
Albert E. Kagel School	DonorsChoose	\$502.44	General School Supplies
Albert E. Kagel School	DonorsChoose	\$512.02	General School Supplies
Albert E. Kagel School	DonorsChoose	\$602.35	General School Supplies
Story School	DonorsChoose	\$178.08	Expressing Ourselves
Doerfler School	DonorsChoose	\$207.06	Magic Journal!
Doerfler School	DonorsChoose	\$270.14	What's All That STEAM!!
Doerfler School	DonorsChoose	\$302.92	Maximize Math Minutes
Doerfler School	DonorsChoose	\$476.20	Get to the Point!
Bay View High School	DonorsChoose	\$485.73	I Need a Kidney...Table :)
Bay View High School	DonorsChoose	\$532.14	General School Supplies
Bay View Montessori School	Helen Morscher*	\$250.00	Office Supplies and Shelving Unit
Bay View Montessori School	Margaret Curtiss	\$2,543.00	Children's Books
Browning School	DonorsChoose	\$423.25	Constantly Creating
Burdick School	DonorsChoose	\$616.23	General School Supplies
Kilbourn School	DonorsChoose	\$334.43	General School Supplies
Pulaski High School	DonorsChoose	\$272.15	Books That Mirror My Students
Pulaski High School	DonorsChoose	\$272.49	Manga Love + Basic Supplies
Clara Barton School	DonorsChoose	\$861.84	Bear Readers!
Clemens School	Lisa Boortz	\$1,635.97	Clothing Donation
Dr. Benjamin Carson Academy of Science	DonorsChoose	\$133.41	Stuck on You
Dr. Benjamin Carson Academy of Science	DonorsChoose	\$137.96	Amazing Math
Dr. Benjamin Carson Academy of Science	DonorsChoose	\$147.71	We've Got Rhythm
Dr. Benjamin Carson Academy of Science	DonorsChoose	\$164.44	Sewing The Seeds Of Love
Dr. Benjamin Carson Academy of Science	DonorsChoose	\$393.99	Beautiful Science Supplies
Carver Academy	DonorsChoose	\$707.93	General School Supplies
Emerson School	Anonymous	\$3.50	School Wide PBIS Event
Emerson School	Chad Perkins	\$6.58	Bags of Candy Corn for Fall Harvest Fest
Emerson School	Leah Soik	\$28.56	School Wide PBIS Event
Emerson School	4Imprint	\$500.00	250 Water Bottles with Logo Printed
Emerson School	Milwaukee Film	\$959.00	Buses Paid for Field Trip
Engleburg School	DonorsChoose	\$417.58	General School Supplies
Fernwood School	DonorsChoose	\$315.14	Cooking Class with K5s
Forest Home Avenue School	DonorsChoose	\$145.87	Educational Kits & Games
Forest Home Avenue School	DonorsChoose	\$224.25	Writing Wizards
Forest Home Avenue School	DonorsChoose	\$264.54	PBIS Prizes to Start the Year!
Forest Home Avenue School	DonorsChoose	\$276.78	Get the Basics
Forest Home Avenue School	DonorsChoose	\$324.07	Math Station Organizers
Forest Home Avenue School	DonorsChoose	\$354.68	The Gift of Peace and Quiet!
Forest Home Avenue School	DonorsChoose	\$495.27	General School Supplies
Frances Brock Starms Early Childhood Center	DonorsChoose	\$605.33	Classroom Supply Essentials
Frances Brock Starms Early Childhood Center	DonorsChoose	\$1,402.05	General School Supplies
Gaenslen School	DonorsChoose	\$241.96	General School Supplies
French Immersion School	Anonymous	\$50.00	PBIS Prizes
Meir School	DonorsChoose	\$206.39	MS Soccer



Location	Donor	Amount	Gift or Purpose
Meir School	DonorsChoose	\$355.80	Bright Students, Bright Lights
Goodrich School	Marianne O'Connor	\$152.00	Bus for Field Trip
Goodrich School	Lynden Sculpture Garden	\$456.00	Buses Paid for Field Trips
Grantosa Drive School	DonorsChoose	\$153.71	Being Independent
Greenfield School	DonorsChoose	\$383.45	General School Supplies
Greenfield School	DonorsChoose	\$421.34	Having Fun With Math!
Vincent High School	DonorsChoose	\$422.66	Back to Biology!
Hayes Bilingual School	Generac Power Systems, Frank Gallo*	\$598.00	Portable Generator
Thoreau School	DonorsChoose	\$230.49	Magazines needed!
Thoreau School	DonorsChoose	\$481.30	Financial Literacy Materials
Thoreau School	DonorsChoose	\$484.28	General School Supplies
Thoreau School	DonorsChoose	\$732.43	General School Supplies
Hi-Mount School	DonorsChoose	\$581.75	General School Supplies
James Fenimore Cooper School	DonorsChoose	\$334.50	General School Supplies
Fratney Street School	DonorsChoose	\$294.81	Math Journals and Materials
Fratney Street School	DonorsChoose	\$453.45	General School Supplies
Lancaster School	DonorsChoose	\$335.61	Keep It Clean
Lloyd Barbee Montessori	DonorsChoose	\$382.34	Little Chefs
Goodrich School	DonorsChoose	\$140.42	Thank You For Reading
Goodrich School	DonorsChoose	\$158.61	Laundry Supplies Needed!
Goodrich School	DonorsChoose	\$165.06	Self Regulation Tools
Goodrich School	DonorsChoose	\$169.36	Sensory Input and Calming Down
Goodrich School	DonorsChoose	\$259.04	Flexible Seating!
Goodrich School	DonorsChoose	\$334.07	Classroom Makeover
Goodrich School	DonorsChoose	\$371.29	General School Supplies
Goodrich School	DonorsChoose	\$408.86	Snacks, Pencils and Clean Up!
Goodrich School	DonorsChoose	\$419.81	General School Supplies
MacDowell Montessori	DonorsChoose	\$155.42	Supplies for a New Year
MacDowell Montessori	DonorsChoose	\$156.50	Starfall Rocks
MacDowell Montessori	DonorsChoose	\$315.06	Back to School Basics!
MacDowell Montessori	DonorsChoose	\$631.03	General School Supplies
Manitoba School	Stephen Kolodi, American Legion	\$75.00	Winter Items for Students
Manitoba School	VFW 537	\$200.00	Student Supplies Donation
Manitoba School	DonorsChoose	\$225.33	Successful Supplies
Manitoba School	DonorsChoose	\$400.11	New School Year
Bethune Academy	DonorsChoose	\$396.41	Books my kids WANT to read!
French Immersion School	DonorsChoose	\$379.11	Cruisin Around The Classroom
German Immersion School	DonorsChoose	\$431.55	Headphones for K5
Milwaukee High School of the Arts	DonorsChoose	\$401.36	Let's Get Flexible, Flexible!
Milwaukee High School of the Arts	DonorsChoose	\$493.21	General School Supplies
Milwaukee High School of the Arts	DonorsChoose	\$510.66	General School Supplies
Milwaukee Parkside School	DonorsChoose	\$831.11	Classroom Learning Essentials
Milwaukee School of Languages	DonorsChoose	\$563.08	Creatively Repurposing Plastic
Milwaukee Sign Language School	DonorsChoose	\$385.96	Back to Basics
Milwaukee Sign Language School	DonorsChoose	\$421.60	Supplies for Success
Milwaukee Sign Language School	DonorsChoose	\$565.03	Delighted by Dramatic Play
Milwaukee Sign Language School	DonorsChoose	\$698.92	Make a Home in Middle School

Location	Donor	Amount	Gift or Purpose
Milwaukee Sign Language School	DonorsChoose	\$699.01	Scaling Down Math Clutter
Spanish Immersion School	DonorsChoose	\$589.45	General School Supplies
Hawthorne School	DonorsChoose	\$400.32	Bins, Bins, and More Bins!
Ninety-fifth Street School	DonorsChoose	\$134.93	September Fun!
Ninety-fifth Street School	DonorsChoose	\$195.93	Stickers Galore!
Ninety-fifth Street School	DonorsChoose	\$314.33	A Wish for Read Aloud Books
Ninety-fifth Street School	DonorsChoose	\$360.68	We Have a Ball on Starfall!
Ninety-fifth Street School	DonorsChoose	\$362.60	Gaa Gaa for Graphic Novels
Ninety-fifth Street School	DonorsChoose	\$595.73	General School Supplies
Obama School of Career and Technical Education	DonorsChoose	\$406.08	Daily Binder
Obama School of Career and Technical Education	DonorsChoose	\$495.06	Never Bored With Busy Boxes
Obama School of Career and Technical Education	DonorsChoose	\$814.79	General School Supplies
Holmes School	DonorsChoose	\$414.05	Work Station Bins Needed!
Parkview School	DonorsChoose	\$557.71	General School Supplies
Kluge School	DonorsChoose	\$131.50	Teachers Helping Teachers
Kluge School	DonorsChoose	\$699.90	General School Supplies
River Trail School	DonorsChoose	\$527.53	Back to School Basics
Riverside High School	DonorsChoose	\$171.26	Supplying Their Needs!
Riverside High School	DonorsChoose	\$293.91	Flexible Seating
Riverside High School	DonorsChoose	\$361.74	Exceeding Their Expectations!
Riverside High School	DonorsChoose	\$478.98	Welcome Back Tigers!
Riverside High School	DonorsChoose	\$553.44	Colorful Classroom Library
Riverside High School	DonorsChoose	\$804.34	General School Supplies
Rogers Street Academy	DonorsChoose	\$490.19	Independent Learning Stations
Rogers Street Academy	DonorsChoose	\$521.79	Diverse Literature
Roosevelt Middle School	DonorsChoose	\$621.58	General School Supplies
King High School	DonorsChoose	\$519.85	General School Supplies
King High School	DonorsChoose	\$1,409.14	General School Supplies
Strategic Partnerships and Customer Service	LOAF, Inc.	\$2,950.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	AT&T Pioneers	\$7,800.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	Salvation Army	\$34,998.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	Poggers, Inc.	\$80,024.35	MPS School Supply Drive
Strategic Partnerships and Customer Service	United Way of Greater Milwaukee and Waukesha County	\$308,160.00	MPS School Supply Drive
Thurston Woods	DonorsChoose	\$256.00	Back to Basics
Townsend School	DonorsChoose	\$421.19	General School Supplies
Townsend School	DonorsChoose	\$435.47	Moving From Pencil to Pen!
Townsend School	DonorsChoose	\$542.88	General School Supplies
Townsend School	DonorsChoose	\$765.30	General School Supplies
Trowbridge School	DonorsChoose	\$150.78	Book Bins
Trowbridge School	DonorsChoose	\$194.37	Water Bottles
Trowbridge School	DonorsChoose	\$217.40	Speedy Library Labels
Trowbridge School	DonorsChoose	\$241.89	General School Supplies
Trowbridge School	DonorsChoose	\$253.56	Book Bins Showcase Literature
Trowbridge School	DonorsChoose	\$269.02	A Waters Journey
Trowbridge School	DonorsChoose	\$316.15	General School Supplies

Location	Donor	Amount	Gift or Purpose
Grant School	DonorsChoose	\$160.06	Now I Get It!
Vieau School	DonorsChoose	\$139.40	It All Adds Up
Vieau School	DonorsChoose	\$167.86	Tubs of Fun!
Vieau School	DonorsChoose	\$207.32	Educational Kits & Games
Vieau School	DonorsChoose	\$227.18	Water Bottles
Vieau School	DonorsChoose	\$240.54	Becoming WOW Writers!
Vieau School	DonorsChoose	\$279.42	Let's Play House!
Vieau School	DonorsChoose	\$290.90	Kindergarten Summer Art
Vieau School	DonorsChoose	\$338.88	We Are the Champions!
Vieau School	DonorsChoose	\$357.78	General School Supplies
Vieau School	DonorsChoose	\$374.11	Classroom Storage
Vieau School	DonorsChoose	\$451.40	Literacy and Representation
Vieau School	DonorsChoose	\$552.92	Making Bilingual Students Grow
Vieau School	DonorsChoose	\$574.18	Kitchen Area Organization
Walt Whitman School	DonorsChoose	\$468.92	General School Supplies
William Cullen Bryant School	DonorsChoose	\$137.76	Tools to Teach Self-Regulation
Zablocki School	Carlisle Interconnect Technologies	\$250.00	General School Supplies
<i>Total Non-monetary Donations</i>		<i>\$496,954.25</i>	
Total Value of Donations		\$523,139.69	
*Donations from MPS Alumni		\$1,598.00	

### **Committee's Recommendation**

Your Committee recommends that the Board:

1. authorize the purchases as listed in the attachments to the minutes of your Committee's meeting; and
2. accept the donations as listed, with appropriate acknowledgment to be made on behalf of the Board.

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

\* \* \* \* \*

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

RFP 1001 Authorization to Extend the Contract with Gabriel Roeder Smith & Company for Pension Actuarial Services and Pension Actuarial Services Related to Other Post-employment Benefits (OPEB) Liability

The Administration is requesting authorization to extend the contract with Gabriel Roeder Smith & Company for actuarial consulting services for the District's two supplemental pension plans (the Milwaukee Board of School Directors' Supplemental Early Retirement Plan for Teachers, and the Milwaukee Board of School Directors' Early Retirement Supplement and Benefit Improvement Plan). The actuarial consulting services provided include the annual actuarial valuations, semi-annual forecasts of pension contributions and funding status, and related consulting services on an as-needed basis for each pension plan. Government Accounting Standards Board (GASB) Statement No. 67/68 requires governmental entities to disclose the financial reporting for pension plans administered through trusts.

These services are permissible charges to the pension trusts and thus will not be processed through IFAS. These fees will not exceed \$68,500.

The Administration is requesting authorization to extend the contract with Gabriel Roeder Smith & Company for actuarial consulting services associated with projecting the District's Other Post-employment Benefits (OPEB) liability. Government Accounting Standards Board (GASB) Statement No. 74/75 requires governmental entities to quantify and to report their OPEB liabilities for health and life insurance benefits.

Contractor was chosen pursuant to RFP 1001. The original contract was authorized by the Board to run from March 1, 2019, through February 28, 2022. The contract provided for the option of two one-year extensions upon mutual consent of the parties, certain performance metrics incorporated into the contract being met, and the Board’s approval. MPS is exercising the second, and final, option to extend the contract.

The final contract extension will run from March 1, 2023, through February 28, 2024. The total cost of the contract in this extension term will not exceed \$77,500, of which \$9,000 will be the responsibility of MPS, and the remaining \$68,500 will be paid from the trust by BMO.

Budget Code: OBA-0-0-EMB-DW-ECTS (Contract Services — Other Business).....\$9,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	NA	NA	NA	100	10

**RFP 1034 Authorization to Extend a Blanket Contract with Goodwill Talentbridge, LLC, for Contingent Staffing Services**

The Administration is requesting authorization to extend a blanket contract with Goodwill TalentBridge, LLC, (“Goodwill”) for contingent staffing services. This contractor will be used to deliver contingent staffing services for non-executive personnel (classified positions). Positions include, but are not limited to, secretarial/clerical, food services, and children’s health assistants to Milwaukee Public Schools.

As a result of the high volume of hiring, the District is required to extend a contract for contingent staffing for classified positions, it is necessary to fill these positions temporarily while the recruitment-and-hiring process is completed.

Contractor was chosen pursuant to RFP 1034, which closed on November 9, 2020. The Board approved a contract with Goodwill with an initial term running from January 1, 2021, through December 31, 2021, with two additional one-year options to extend if certain performance metrics incorporated into the contract are met. Goodwill has met the performance metrics codified in the contract; therefore, MPS is exercising the second, and final, one-year option to extend the contract. This contract renewal will run from January 1, 2023, through December 31, 2023.

The total cost of the contract in the final Term will not exceed \$3,750,000.00.

Budget Code: Varies by location using services .....\$3,750,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
4,504	2,248	2,667	No	5%	5%	\$222,683	NA	600	30

**RFP 1086 Authorization to Contract with Holistik Connections, LLC, for Therapeutic Services**

The Administration is requesting authorization to enter into a contract with Holistik Connections, LLC, for therapeutic classrooms. This Contractor will be used to deliver therapeutic services for students at the contractor’s site. The contractor will service students who exhibit chronic behaviors that may have caused the students to experience limited success, even with access to the continuum of services offered in a traditional school setting. Through the structures provided in the contractor’s program, it is expected that students will acquire the necessary skills to enable them to be successful in a traditional school setting. Services are developed and provided in a daily therapeutic and educational environment for students in grades 6 through 12 whose socio-emotional and behavioral-disability-related needs are impacting their academic performance.

Contractor was chosen pursuant to RFP 1086, which closed on September 8, 2022. The contract will run from January 1, 2023, through June 30, 2025.

The total cost of the contract will not exceed \$373,975.00.

Budget Code: SEP-0-I-IF3-1S-ECTS (Exceptional Education and Supportive Services — Contracted Services).....\$373,975.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
6	4	5	No	0	NA	NA	NA	400	10

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

- Gabriel Roeder Smith & Company, for Pension Actuarial Services and Pension Actuarial Services Related to Other Post-employment Benefits (OPEB) Liability; OBA-0-0-EMB-DW-ECTS.....\$9,000.00
- Goodwill Talentbridge, LLC, for Contingent Staffing Services; Budget code varies by location using services.....\$3,750,000.00
- Holistik Connections, LLC, for Therapeutic Services; SEP-0-I-IF3-1S-ECTS .....\$373,975.00

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

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

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

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

\* \* \* \* \*

**(Item 10) Action on the Award of Exception-to-bid Requests**

\_\_\_\_\_ Authorization to Contract with Marquette University for Building Resiliency in Classroom Education Services

The Administration is requesting authorization to enter into a contract with Marquette University for building resiliency in classroom education services. The contractor will be used to provide social-emotional learning and mental health services for students enrolled in five MPS schools in the 53206 ZIP code: Jackson Elementary, Andrew Douglas School, Franklin Elementary, Keefe Avenue Elementary, and LaFollette Elementary. This initiative will create full-time positions for three Peace Education Specialists, two therapists, and .five administrative position and will offer 15 professional development sessions at the schools.

The exception to bid has been granted because this vendor is required to be used for these services, pursuant to an existing grant (Administrative Policy 3.09(2)(c).

The contract will run from January 1, 2023, through August 31, 2023, and will not exceed \$509,914.

Budget Code: HDH-0-S-5U3-LS-ECTS (Leadership Services — Contracted Services) .....\$509,914.00

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

————— Authorization to Enter into a Contract with Pacific Educational Group for Courageous Conversations about Race

The Administration is requesting authorization to enter into a contract with Pacific Educational Group for professional development services regarding Courageous Conversations about Race. The contractor will be used to deliver a variety of professional development experiences to district staff members at all schools and across all departments and to provide coaching to district leadership guiding implementation, as well as to train an identified cohort of staff members to be licensed facilitators of the work to maintain district sustainability over time.

A District Equity Leadership Team (DELT) will continue to meet with district leadership monthly to monitor and to support district-wide implementation, to create goals and metrics, and to create a multi-year action plan. We are contracting with the Director of Pre-K12 District Partnerships to provide coaching for this cabinet over the course of six sessions.

For the 2022-23 school year, all staff members will continue to attend the Virtual Courageous Conversations Experience, which will be facilitated internally by the team of certified facilitators. For the first time, we will be contracting for the in-person My Brother’s Keeper two-day seminar, specifically looking at meeting the needs of Black and Brown youth throughout the district.

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

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

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

The contract will run from January 1, 2023, through December 31, 2023, and will not exceed \$166,550.00.

Budget Code: DTI-0-S-8K3-SN-ECTS .....\$166,550.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	25%	25%	\$41,637.50	NA	300	10

————— Authorization to Extend a Contract with Smart Interpreting Services, Inc., DBA Professional Interpreting Enterprise, for Interpretation Services

The Administration is requesting authorization to extend a contract with Smart Interpreting Services, Inc., DBA Professional Interpreting Enterprise, for interpretation services. The contractor will provide interpretation services for students and staff who are deaf and hard of hearing in MPS. The grade level of the students may be from pre-K3 to 12th grade. The students will have varied proficiency in American Sign Language (ASL). Interpretation services may be needed for classroom instruction as well as after school activities, such as sporting activities, after-school programs, and other similar programs. In addition,

interpreters may be needed to accompany students on field trips. Interpretation services will be needed for adults who participate in activities sponsored by MPS as well as staff who work for MPS. Activities may include, but will not be limited to, individualized education plan (IEP) meetings, parent/teacher conferences, school performances, and graduation ceremonies.

The Americans with Disabilities Act (ADA) requires MPS to provide interpretation services to any individual whose primary mode of communication for any school activity or individual conference at which he/she is present is sign language. The State of Wisconsin’s Department of Regulations and Licensing (DRL) requires interpreters to have DRL licenses to interpret for adults who are deaf or hard of hearing in school settings.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of unique design (Administrative Policy 3.09(7)(e)(1)(b)(vi)). This qualifies for an exception to bid because the vendor can meet the capacity needed for MPS staff, as we request two to three in-person sign-language interpreters each week for adults.

The initial term of the contract had a term of January 1, 2022, through December 31, 2022. The first contract extension will run from January 1, 2023, through December 31, 2023, and will not exceed \$450,000.

Budget Code: HI2-0-I-EEN-DW-ECTS (Interpreting Services — Contract Services) .....\$450,000.00

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

————— **Authorization to Enter into a Contract with Walk on Water Consulting, Inc., for Peoplesoft Support and Upgrades**

The Administration is requesting authorization to enter into a contract with Walk on Water Consulting, Inc., (“WOW”) to support PeopleSoft, the District’s human resource-management system. This contractor will be used to provide critical upgrades to the PeopleSoft application and related database, to deliver support for customizations to the PeopleSoft modules, and to assist, on an as-needed basis, with application support and troubleshooting.

WOW has been involved with the PeopleSoft application since its implementation at MPS in 1999. WOW will be used by the District during this extension as an escalated level of support for critical HR system needs and in addressing time-sensitive payroll issues.

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

The contract will run from January 1, 2023, through December 31, 2025.

The total cost of the contract over a three-year period will not exceed \$375,000.

Budget Code: TSV-0-0-TLN-DW-ECTS (Technology — Contracted Services).....\$375,000.00

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

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

- Marquette University, for Building Resiliency in Classroom Education Services;  
HDH-0-S-5U3-LS-ECTS .....\$509,914.00
- Pacific Educational Group, for Courageous Conversations about Race;  
DTI-0-S-8K3-SN-ECTS.....\$166,550.00
- Smart Interpreting Services, Inc., DBA Professional Interpreting Enterprise, for Interpretation Services;  
HI2-0-I-EEN-DW-ECTS .....\$450,000.00
- Walk on Water Consulting, Inc., for PeopleSoft Support and Upgrades;  
TSV-0-0-TLN-DW-ECTS .....\$375,000.00

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

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

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

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

\* \* \* \* \*

**(Item 11) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with ENA Services, LLC, for Internet Access Service and Connectivity**

**Background**

The Administration is requesting authorization to extend the contract with ENA Services, LLC, for internet access service and connectivity.

The E-Rate program (“E-rate”), administered by the Federal Communications Commission (“FCC”), provides discounts on eligible telecommunications services and products for eligible schools and libraries. Discounts are available through an application process. The District has participated in this program since its inception in 1998. E-Rate is governed by the Telecommunications Act of 1996 and the corresponding rules promulgated by the FCC, as well as subsequent guidance and rule changes issued through FCC’s orders. E-Rate is administered by the FCC’s contractor, the Schools and Libraries Division (“SLD”) of the Universal Service Administrative Company (“USAC”). The District must strictly adhere to the FCC’s rules and orders, and sufficient funding must be available for E-Rate funding to be granted. The most significant requirements are 1) the selection of the winning vendor must be made via a competitive procurement in which price is the primary factor, and 2) resulting contracts must be fully executed before submitting applications for funding requests to the SLD.

This contractor was chosen pursuant to RFP 1055, Internet Access Service and Connectivity:

Total contract amount .....	\$247,200
Anticipated E-Rate reimbursement .....	\$222,480
MPS’s anticipated share.....	\$24,720

The original contract provided for four one-year options to be exercised solely at the discretion of MPS. This will be the first one-year extension. This contract extension will run from July 1, 2023, through



June 30, 2024. It is anticipated that E-Rate will pay an estimated 90% of the amount deemed E-Rate-eligible for internet access service and connectivity. The total cost of the contract in this extension year will not exceed \$247,200.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

Budget Code: PIN-0-0-TLN-DW-E TEL (E-Rate Contracts) .....\$247,200

**Implementation and Assessment Plan**

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

Upon the Board’s approval, the District will sign the contract extensions prior to filing E-Rate applications. The Administration will make a request for funds to pay its share of the contract costs during the FY23-24 budget process.

**Committee’s Recommendation**

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

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

\* \* \* \* \*

**(Item 12) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with Charter Communications Operating, LLC, for Leased Metro Ethernet Services**

**Background**

The Administration is requesting authorization to extend the contract with Charter Communications Operating, LLC, for leased metro ethernet services.

The E-Rate program (“E-rate”), administered by the Federal Communications Commission (“FCC”), provides discounts on eligible telecommunications services and products for eligible schools and libraries. Discounts are available through an application process. The District has participated in this program since its inception in 1998. E-Rate is governed by the Telecommunications Act of 1996 and the corresponding rules promulgated by the FCC, as well as subsequent guidance and rule changes issued through FCC’s orders. E-Rate is administered by the FCC’s contractor, the Schools and Libraries Division (“SLD”) of the Universal Service Administrative Company (“USAC”). The District must strictly adhere to the FCC’s rules and orders, and sufficient funding must be available for E-Rate funding to be granted. The most significant requirements are 1) the selection of the winning vendor must be made via a competitive procurement in which price is the primary factor, and 2) resulting contracts must be fully executed before submitting applications for funding requests to the SLD.

This contractor was chosen pursuant to RFP 1062, Leased Metro Ethernet Services:

Total contract amount .....	\$1,458,715
Anticipated E-Rate reimbursement .....	\$1,277,028
MPS’s anticipated share* .....	\$181,685

\*\$181,685 of total costs are ineligible under E-Rate. As such, the 90% E-rate share is based on total E-Rate-eligible costs of \$1,277,028.

The original contract provided for four additional one-year extensions to be exercised solely at the discretion of MPS. This will be the first one-year extension. This contract extension will run from July 1, 2023, through June 30, 2024. It is anticipated that E-Rate will pay an estimate 90% of the amount deemed E-rate-eligible for leased metro ethernet services. The total cost of the contract in this extension year will not exceed \$1,458,715.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

Budget Code: PIN-0-0-TLN-DW-ETEL (E-Rate Contracts) .....\$1,458,715

**Implementation and Assessment Plan**

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

Upon the Board’s approval, the District will sign the contract extensions prior to filing E-Rate applications. The Administration will make a request for funds to pay its share of the contract costs during the FY23-24 budget process.

**Committee’s Recommendation**

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

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

\* \* \* \* \*

**(Item 13) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Enter into Contracts with Follet Content Solutions, LLC, and Mackin Educational Resources for Library Books and Library Materials**

**Background**

The Administration requests authorization to enter into blanket contracts with Follett Content Solutions, LLC, and Mackin Book Company, DBA Mackin Educational Resources, pursuant to an open competitive procurement, specifically Request for Proposal (RFP) 1081, which closed on October 24, 2022, to supply library books and library materials throughout MPS. Schools throughout the district will be able to place purchase orders as needed throughout the term of contracts.

Each contract will run from January 1, 2023, through December 31, 2025, with the option to extend up to two additional one-year terms upon mutual written consent. MPS will base its decision whether to extend on if performance metrics to be rated by MPS personnel are met. A minimum score of 90 points must be met for consideration of any future one-year extensions.

The total cost of each blanket contract shall not exceed \$800,000.

The waiver of Administrative Policy 3.09(9)(e) is being sought as a result of the three-year maximum contract term’s being surpassed if the two one-year option to extend is exercised.

Follett Content Solutions, LLC

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
830	53	476	No	10%	10%	\$80,000	NA	400	10

Mackin Book Company, DBA Mackin Educational Resources

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
484	149	329	No	10%	10%	\$80,000	NA	400	10

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

Budget Code: 000-0-0-000-BL-ECTS .....\$1,600,000

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

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

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

\* \* \* \* \*

**(Item 14) Action on Monthly Facilities Matters: FMS Award of Construction, Professional Services Contracts Recommendation, and Report with Possible Action Regarding Air Quality**

**Construction Contracts**

**ESSER III Audio/Visual Upgrade Projects, Bid Package 4, Division 1-6**

Alcott Elementary School, Fairview Elementary School, Milwaukee Spanish Immersion-Upper Campus, Grant Gordon Learning Center, Siefert Elementary School, Groppi High School

Prime Contractor

ALLCON LLC  
12704 West Arden Place  
Butler, WI 53007

Low bidder, base bid of.....\$63,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
34	10	4	Yes	0	0	NA	NA	0	0

Funds are available for the Audio/Visual project from account code ITS 0S 9P2 TC ENCQ (Project No. 7905). The project’s contract start date is scheduled for December 23, 2022, and completion date is January 31, 2023.

**Summary**

Total construction contract dollars awarded.....	\$63,000.00
Total dollars HUB participation .....	\$0.00
% of HUB participation.....	0%
% Minority employees within company.....	29%
% Women employees within company .....	11.76%

**Professional Services Contracts**

**RFP #8193 Space-utilization Study at Various MPS Sites**

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide a space-utilization study at various MPS sites. The selected firm is Eppstein Uhen Architects, Inc.

Contract Period: December 23, 2022-December 22, 2023

Budget Code: FAR 00 RDC DW ECNC .....\$297,570.00

**Genesis10 for Staffing Services**

Request authorization to enter into a contract with Genesis10, an approved vendor of the City of Milwaukee, per Bid #17704, for staffing services. Facilities and Maintenance Services is seeking to use these services to provide staffing services for various positions or for assistance in seeking applicants for vacant positions.

Contract Period: December 23, 2022-December 22, 2023

Budget Code: Various.....\$100,000

**Air-quality Report**

At its special meeting on March 23, 2021, the Milwaukee Board of School Directors adopted the Administration’s Reopening Plan with a number of provisions, including monthly reports regarding air quality, with priority to be given to classrooms and schools without window access to outside air. In February 2022, the Board changed the reporting period to quarterly.

The Department of Facilities and Maintenance Services (DFMS) continues to monitor mechanical systems throughout the district and to perform any necessary repairs to make sure MPS’s buildings are safe and clean.

The Administration will continue to pursue measures in ensuring good air quality in MPS’s buildings. The report will include updates on procuring consultants and the status of findings during the site investigations as part of their scope and steps toward procuring contractors to perform testing and balancing to identify any deficiencies in mechanical systems and then will evaluate potential deficiencies and establish a remediation plan if necessary. This defined process equates to performing a ventilation audit. DFMS is continually working with the integrated project delivery contractors along with the contracted owner’s representative in finalizing scopes at each school building.

Following is a report of project activities through November of 2022.

**Project-design Status**

Since the last project status update in August 2022, MPS, the Owner’s Representative, and the Integrated Project Delivery (IPD) teams continued meeting regularly, on a weekly basis, to update the project’s status and met with school staff as necessary to coordinate specific items of work identified to be completed in the near term, as well as longer-term planning. Those meetings continue to provide the IPDs

and the MPS team an opportunity to raise issues or questions, to address critical items, and to resolve any outstanding scope-related action items. In conjunction with the ongoing team meetings, each of the IPD teams has continued drafting Schematic Design, 95% and 100% drawings, and plan sheets for each of the scope's phases.

In addition to general project oversight, MPS design-related activities in 2022 have focused primarily on abatement planning and design and on coordinating with the City of Milwaukee on the zoning and code-language impacts that will affect the outdoor classrooms' scopes and other projects that are targeted for City Plan Review and permitting submissions. The MPS Environmental Team continues to coordinate with the IPD teams to identify project-specific abatement needs, locations, and quantities. This process aims to ensure that the identified work required to facilitate the flooring replacement and capital projects is bid out and completed in advance of the IPD teams proceeding on schedule with their planned work.

The Owner's Representative team, led by the Concord Group (CG), alongside MPS Department of Facilities & Maintenance Services (DFMS) personnel, is providing review and oversight of the IPD teams' design process and plan sets and continues to work with those teams through the process of completion of bid packages and the release of those scopes of work to the subcontractor market.

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

The outdoor-classroom design process continues after a review of bids have been received and adjustments have been made, with the City of Milwaukee currently reviewing plan-review submissions from the IPD teams in advance of obtaining permits and initiating construction of these spaces across the district.

### **Project-procurement Status**

The procurement process for bottle-filling stations has been completed, with the final orders having been placed with Ferguson by MPS. The submission of the outdoor-classroom structure orders is also well underway, with the majority of required structures having been delivered to the IPD teams. Some early procurement packages for major HVAC equipment replacements have been issued, with the goal of reducing the impact that long lead-time items have on project completion.

The IPD teams continue to release bid packages and award work for the other scopes of materials, equipment, and work, and the teams are targeting completion of the issuance of the remaining packages for the ESSER II work. The team anticipates awarding the majority of the contracted work by the end of 2022.

### **Project-construction Update**

MPS coordinated abatement-removal activities across the district in parallel with the carpet/flooring-replacement design, bidding, and installation and will continue in the immediate future and in the initial planning stages for abatement required for capital replacement projects. To date, 102,750 square feet of flooring has been removed and abated in advance of replacement flooring being installed. This is broadly the equivalent to an area that would encompass just under 2.25 football fields, or 1.4 World Cup soccer fields in size. The abatement team has additionally removed approximately a mile and a half of pipe wrap in advance of HVAC valve and equipment replacements.

Construction activities are ongoing by all of the IPD teams. Current ongoing work involves the replacement of outdated water fountains with new water-bottle filling stations. That work continues to take place during the school year, with a goal of being as minimally intrusive as possible. To date, 213 bottle-fillings stations have been replaced with new units, with an additional 135 in progress and 158 to be installed. Flooring replacement activities have continued over the last several months, and to date 301,198 square feet of flooring has been replaced. This completed work is the equivalent to the area of approximately 6.3 football fields or 3.9 World Cup soccer fields.

IPDs' testing and balancing of school HVAC systems is currently ongoing at various school sites across the District, with the remainder to follow as soon as feasible. That work continues to be coordinated with school engineering and administrative staff. Additional construction activities anticipated to continue are localized flooring and piping-insulation abatement, the installation of window and security screens, and carpet and resilient flooring installation as we are able to coordinate with the schools. Preparation for the

outdoor-classroom-related site work began in September 2022 at sites that have the design and bidding activities completed.

For work that is anticipated to take place during the remainder of the school year and the upcoming Winter Break, MPS, CG, and the IPD teams will be meeting with schools on an individual basis to minimize disruption and inconvenience to school staff and students, identifying acceptable start dates for move management, removal of existing finishes, replacement of finishes and ancillary cleaning, and the date the students and staff can reoccupy spaces.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

This item authorizes expenditures for:

**Construction Contracts**

- ALLCON, LLC, for ESSER III Audio/Visual Upgrade Projects, Bid Package 4, Division 1-6, at Alcott, Fairview, Milwaukee Spanish Immersion-Upper Campus, Grant Gordon, Siefert, and Groppi; Code: ITS 0S 9P2 TC ENCQ.....\$63,000.00

**Professional Services Contracts**

- Eppstein Uhen Architects, Inc., for a Space-utilization Study at Various MPS Sites; Code: FAR 00 RDC DW ECNC.....\$297,570.00
- Genesis10, for Staffing Services for Facilities and Maintenance Services; Code: Various.....\$100,000.00

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

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

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

\* \* \* \* \*

**(Item 15) Report and Action on a School Safety Assessment**

**Background**

At its regular meeting on August 25, 2022, the Board adopted Resolution 2223R-006:

RESOLVED, That the Milwaukee Board of School Directors hereby directs the Administration to issue a Request for Proposals (RFP) for a school security expert to conduct a school safety risk and vulnerability assessment for the district; and be it

FURTHER RESOLVED, That the school safety assessment shall be completed no later than December 31, 2022, and shall include, but not be limited to, the following components:

- unannounced walkthroughs of randomly selected school buildings to audit building security, documenting any potential risks for intrusion from outsiders or other physical school safety concerns;
- analysis of building-level security, emergency and/or crisis response policies and procedures, with a focus on policies and procedures related to preventing and responding to violent incidents on school grounds;
- assessment of the content, frequency, participation and quality of school safety trainings conducted by schools and the central office; and be it

FURTHER RESOLVED, That the Administration shall report the findings of the school security expert to the Board no later than the December 2022 board business meeting.

In response to the Board’s action, proposals were received from several vendors. After review of the proposals and the vendors most used by members of the Council of Great City Schools, it was determined that Safe Havens International, Inc., provided the most robust, thorough proposal. School districts that Safe Havens International, Inc., has provided safety audits for include Broward County, Atlanta Public Schools, Orange County Public Schools, and Indiana.

The Administration is requesting authorization to issue a contract to Safe Havens International, Inc., to provide a school safety audit of the Milwaukee Public Schools. The audit will include unannounced walkthroughs of school buildings to audit buildings’ security and to document any potential risks for intrusion from outsiders or other physical school safety concerns. Also included will be an analysis of building-level security and emergency and crisis-response policies and procedures, with a focus on policies and procedures related to preventing and responding to violent incidents on school grounds. An assessment of the content, frequency, participation, and quality of school safety trainings conducted by the schools and central services will also be done.

Safe Haven International’s assessment will also include the evaluation of student supervision (when possible) at each school. Safe Haven International is the only organization that currently offers advanced-level evaluation and training on the topic of student supervision that encompasses all areas of the school and student-supervision techniques for field trips and emergency situations.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of unique design (Administrative Policy 3.09(7)(e)(1)(b)(vi)) and delivery (Administrative Policy 3.09(7)(e)(1)(b)(vii)).

Safe Havens International, Inc., is a pioneer in school-safety train-the-trainer programs. Seven of its analysts authored the IS 360: Preparing for Mass Casualty Incidents: A Guide for Schools, Higher Education, and Houses of Worship training program for the United States Department of Homeland Security under the White House’s 2013 School Safety Initiative. Safe Havens International, Inc., is able to complete the audit of all school buildings within four months, where other vendors require nine to eighteen months.

The term of the contract runs from January 2, 2023, through May 30, 2023, and will not exceed \$799,948.

Budget Code: SCS-0-S-7C3-SA-ECTS .....\$799,948.00

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

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 4.03, Security

**Fiscal Impact Statement**

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

### **Implementation and Assessment Plan**

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Upon approval the Board, the contract will begin as indicated in the attachments to the minutes of your Committee's meeting.

### **Committee's Recommendation**

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The Administration recommended that the Board authorize the exception-to-bid contract request as set forth in the attachments to this minutes of your Committee's meeting.

Your Committee is reporting this item to the Board without recommendation.

Director Carr moved approval of the Administration's recommendation to contract with Safe Havens International, Inc. as an exception-to-bid procurement. The motion passed, the vote being as follows:

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

Noes — None.

\* \* \* \* \*

### **COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT**

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

#### **(Item 1) Report with Possible Action Regarding Discipline Disproportionality & Progress**

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

#### **Background**

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In September 2020, the Board directed the Administration to report progress and updates on discipline disproportionality on a monthly basis. This work is aligned with the Five Priorities for Success with the vision of creating a positive school climate for all students. Schools utilize proactive strategies to support students and engage with alternatives to suspension when appropriate. Administration uses this data to strategize the best use of the resources at hand, servicing all schools with Tier 1 supports and focusing on those demonstrating a need for additional supports.

#### **Report on Discipline Disproportionality, November 2022**

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The following report is an update of activities to support the following proactive approaches to realizing accelerated outcomes in reducing disproportionality within Milwaukee Public Schools for the 2022-23 school year:

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

#### **Providing Proactive Supports and Interventions**

All Discipline Champions received guidance and best practices in culture and climate throughout the year. The focus in November was classroom-management strategies. Best practices for increasing opportunities to respond, as well as to validate/affirm and build/bridge (VABB), were shared across the



district. The strategy of VABB, which is from Dr. Sharoky Hollie's Culturally & Linguistically Responsive Teaching framework, involves understanding that students' cultures may affect their behavioral choices in school and helping them "bridge" their behaviors across to more situationally appropriate behaviors in school. School staff members also looked further at the classroom-managed behavior of leaving the classroom without permission and strategies to support students engaging in this behavior.

Resources and best practices regarding awareness of cyber-bullying and digital citizenship were shared with Discipline Champions as well as on the MPS website under Student Support Strategies. The "Parents Act Now!" resources from Children's Wisconsin, as well as resources from the Cyberbullying Research Center and the National Prevention Council, were shared.

The Classroom Organization and Management Program's (COMP's) workshops were held for classroom teachers. Foundations of Restorative Practices professional development and follow-up coaching on strengthening community within the classroom and addressing conflict through restorative language were also offered.

The use of specific strategies for classroom-managed behaviors are documented within Infinite Campus. Total documented strategies for the month of November, through November 30, 2022, across all schools are included in the table below.

	Total		Total
Brain Breaks	121	Parental Contact	3,522
Behavior Contract	88	Planned ignoring	884
Rewind/Broken Record	118	Redirection	3,991
Buddy Classroom	462	Recovery area (within room)	207
Community Service	24	Referral to Building Intervention Team (BIT)	80
Collection of Property	171	Restorative conversation	250
Engagement opportunities	83	Restorative Circle	17
Go Guardian	50	Secret Signal	11
Independent work	42	Consultation with support staff	1,482
Mindfulness	107	Self-monitoring	54
Moving students' seats	490	Tangible Acknowledgement System	246
One-on-one conversation	5,962	Reflection sheet	69
Proximity Control	865	VABB	18
Praise 5:1	19		

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

Tier 2/Tier 3 Intervention	Students	Tier 2/Tier 3 Intervention	Students
Check-in/check-out (CICO)	1,280	Behavior Assessment/Intervention Plan (BAIP)	50
Individualized CICO	262	FBA/BIP	126
Social Academic Instructional Group (SAIG)	683	Educational Wraparound and RENEW*	65

\*Rehabilitation for Empowerment, Natural Supports, Education, and Work

### **Strengthening Student, Staff, and Community Collaboration**

Student Discipline Committees have been formed at all traditional middle and high schools, with at least one meeting being held in November 2022. A sampling of student conversations in November included topics of relationship building, school policies, and classroom instructional practices.

The first quarterly Community Conversations were held on November 9, 2022, with the focus on elevating student voice. Information was shared regarding the Essentials of School Culture and Climate survey, Student Discipline Committees, the Superintendent's Student Advisory Council, Black and Latino Male Achievement mentoring, and Gender and Identity Inclusion affinity groups. All participants spent time in breakout rooms with district leaders discussing what approaches to student voice excite them as well as what additional opportunities they would like to see the District explore. Additional Community Conversations will be held on January 11, 2023, March 15, 2023, and May 17, 2023. All members of the MPS and Milwaukee community are encouraged to participate in these important discussions.

The Violence Prevention Program (VPP) collaborated with City Year on a professional development plan for the school year. A cross-departmental meeting regarding digital citizenship, healthy relationships,

and relationship violence was facilitated by VPP. A trauma-sensitive school book study collaboration meeting occurred with cohort participants.

The Department of Gender and Identity Inclusion hosted sessions of LGBTQ+ awareness training for Central Services staff members.

PBIS and Restorative Practices coaches attended school-based team meetings to support facilitation, to analyze data, and to identify coaching needs. All schools submit minutes of the monthly meetings of their PBIS Tier 1 teams and Building Intervention Teams (BITs) and receive feedback on minutes from their PBIS coaches.

### Reconceptualizing the Role of School Leaders within Discipline

	Student Populations	YTD Suspension Events		Student Populations	YTD Suspension Events
American Indian	1%	1%	Pacific Islander	0	0
Asian	8%	1%	White	9%	3%
Black	50%	81%	Multi-ethnic	4%	1%
Hispanic	28%	13%			

All school leaders attended professional development on the Culture, Climate and Alternatives to Suspension Toolkit in November. The focus for the month was supporting teachers with classroom-management strategies. School leaders are supporting classroom teachers in using additional strategies in the classroom found within the Culture, Climate, and Alternatives to Suspension Toolkit.

School leaders are submitting monthly reflections on school data and their next steps as building leaders. Below are the areas that school leaders have identified as next steps to support positive climate.

- community building
- discuss as staff
- discuss practices and procedures with students
- practice strategies with staff
- provide PD
- share best practices
- update school procedures.

In November 2021 there were 2,780 suspensions recorded through November 30, 2021. In November 2022, there were 2,204 suspensions through November 30, 2022. Below are all behavioral events that led to out-of-school suspensions or Student Services suspension across the district from November 1 through November 30, 2022, as recorded in Infinite Campus.

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multi-ethnic	Total
Arson				5			1	6
Assault	4		1	22		1		28
Battery	2		2	22		1	1	28
Bullying	4	0	0	24		0	0	28
Chronic Disruption or Violation of School Rules	49	2	3	241		12	2	309
Disorderly Conduct	104	3	11	439		11	9	577
Endangerment of Physical Safety/Mental Wellbeing	25	1		194		7	4	231
False Fire Alarms			1	7				8
Fighting	53	2	10	452		7	8	532
Gambling			2	5				7
Gang Activity				8				8
Inappropriate Personal Property	6			26		1	1	34
Inappropriate use of electronic communication devices	5		1	27		1		34
Intent to Distribute Drugs/Alcohol/Meds				1				1
Leaving the Classroom without Permission				6			1	7
Loitering	1			6				7
Other Substances/Materials	4		2	30			1	37
Personal Threat	11		2	33		4	1	51
Possession of Drug Paraphernalia	1		2	12		1	1	17
Possession of Stolen Property						1		1
Possession/Ownership/Use of Alcohol	1			3				4
Possession/Ownership/Use of Drugs	5	1		41			1	48

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multi-ethnic	Total
Possession/Ownership/Use of Gun	1			1				2
Possession/Ownership/Use of Weapons Other than Guns	6		1	24		3		34
Possession/Use of Fireworks	2			2				4
Reckless Vehicle Use	1			1				2
Sexual Assault	4			7				11
Sexual Harassment	3	1	2	9				15
Skipping Class				7				7
Substantial Environmental Disruption	2			17		1	1	21
Theft				10				10
Trespassing				1				1
Use of Tobacco, Including Chewing	17	1	1	28		1		48
Vandalism	4		1	14			1	20
Verbal Abuse/Profanity/Harassment	4			19		2	1	26
<b>Grand Total</b>	<b>319</b>	<b>11</b>	<b>42</b>	<b>1,744</b>	<b>0</b>	<b>54</b>	<b>34</b>	<b>2,204</b>

#### Total Suspension Events by Grade Level:

K4-K5	7	4 <sup>th</sup> Grade	50	8 <sup>th</sup> Grade	359	12 <sup>th</sup> Grade	77
1 <sup>st</sup> Grade	11	5 <sup>th</sup> Grade	94	9 <sup>th</sup> Grade	616		
2 <sup>nd</sup> Grade	15	6 <sup>th</sup> Grade	201	10 <sup>th</sup> Grade	321		
3 <sup>rd</sup> Grade	50	7 <sup>th</sup> Grade	259	11 <sup>th</sup> Grade	144		

#### Alternatives to Suspension

The following alternatives to suspension were used by administrators through November 30, 2022.

Conference	149	Mediation	96	Repairing-harm Circle	12
Counseling	1,248	Referral to BIT	40	Restorative Conference	61
Detention	92	Referral to Support Staff	39		

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

In November, sessions of Courageous Conversations about Race (CCAR) Exploration were held with high-school teachers, school secretaries, and Central Services staff members. All participants completed reflections and identified personal next steps after attending CCAR Exploration. Participants throughout 2022-23 indicated the following about their experience attending CCAR Explorations.

	Agree	Disagree
The facilitator was effective	93.30%	6.70%
I have increased passion for racial equity	90.69%	9.31%
I have greater persistence in this work	90%	10%
I have increased knowledge of race	89.48%	10.52%
I have greater knowledge of my racial experience	88.47%	11.53%
I understand how I can continue my journey	90.69%	9.31%

Participants were asked what next steps they would consider participating in to continue their journey with having Courageous Conversations about Race.

Collaboration opportunities	164	Beyond Diversity seminar	154
Sharing example conversations	259	Self-paced modules	186
Sharing articles	230	Drop-in sessions to practice	100

The District Equity Leadership Team (DELT) met to create working agreements, to practice living in protocols, and to look deeper at the District's anti-racism work through the lens of the Courageous Conversations about Race framework. In November, session 5 of Leadership in Equity and Antiracism Development Series (LEADS) with CCAR was held for school SSTs. Participants reflected on how they engage in multiple perspectives within their leadership and on the role of the ladder of inference in decision making and expanded their racial autobiographies into adulthood and their experiences as educational leaders. They also explored the three Cs of whiteness in their personal leadership.

**Next Steps**

In December, there will be additional sessions of Courageous Conversations about Race held for regular education and special education teachers.

Additional follow-up meetings will be held within individual Momentum Schools to co-create individualized support next steps for each school, based on need and areas of concern.

Highlights of best practices from the Culture, Climate and Alternatives to Suspension Toolkit will be presented to all school leaders at the Principal Leadership Institute. The December highlights will be restorative strategies for school leaders and classroom teachers to use throughout the schools.

LEADS Session 6 will be held with SSTs.

A book cohort will be convened regarding *Learning and Teaching While White: Antiracist Strategies for School Communities*.

**Black and Latino Male Achievement (BLMA)**

**Mission**

The Department of Black & Latino Male Achievement collaboratively works to improve the outcomes of Black and Latino male students within MPS by challenging systems, structures, and spaces of oppression and seeks to create conditions that promote greater success.

**Vision**

Black and Latino boys and young men will possess an affirmed sense of identity, dignity, and self-confident and will have the necessary tools to triumphantly navigate K-12, college, career, and life.

**Key Departmental Messages**

- Black and Latino male students are assets to our schools and community.
- Black and Latino male students are always the center of our work.
- Black and Latino male students are not broken, the system is.
- BLMA is not a savior, but a partner in improving academic and life outcomes for Black and Latino male students.
- BLMA is a hub among work happening at the city, state, and national level.
- BLMA aims to collaborate with both internal and external stakeholders.

**BLMA Mentoring**

High-school Mentoring .....	12 schools	BLMA Buddies Cohort, 2.....	8 schools
Manhood Development .....	4 schools		
BLMA Buddies, Cohort 1 .....	8 schools		

**Ongoing Activities**

- UWM Mentor Kick-off
- BLMA Buddies Expansion
- Manhood Expansion
- Mentoring Program Expansion
- Partnership Expansion
- Cultural Collaborations PD
- Dr. Gholdy Muhammad’s PLI series
- Courageous Conversations about Race and Solving Disproportionality & Achieving Equity

**On the Horizon for Semester Two, 2022-23**

**Events/Planning**

- Denim Day (in collaboration with Gender and Identity Inclusion)
- Mental Health Symposium
- Black Panther: Wakanda Forever Screening
- Marquette/CURTO Dual-enrollment Program
- Cultural Collaborations PD
- Mentoring Sessions
- Educators-of-Color Affinity Space

**Riverside High School**

- 1,221 students
- 20.8% Latino
- 64.8% Black

- 2.1% White
- 9.3% Asian

### Suspension Data, through November 30 of Each Year

	<u>2021</u>	<u>2022</u>
Total Suspensions	432	347
Suspensions for Chronic Disruptions	187	14

### Current/Ongoing Activities

- Created an easy reference guide with teachers regarding classroom-based interventions to accompany our behavior T chart
- One-on-one conversations, referral to supportive services, mentoring, restorative interventions, parental involvement, and behavior contracts
- Avoidance of classroom infractions becoming chronic and escalating to items that administration must address.
- This year, we have focused on providing interventions at the administrative level.
- Assigned an administrator to oversee disciplinary concerns each period to address discipline and to provide immediate positive interventions for students
- School-wide focus on creating support for students' wellbeing.
- Encourage and grow clubs, activities, sports, and social events for students

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

Administrative Policy 1.06, Equity in MPS

### Fiscal Impact Statement

N/A

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## 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) Action on Resolution 2223R-012 by Directors Peterson and Leonard on Student Voter Education & Registration

#### Background

At its regular meeting on November 17, 2022, the Board referred Resolution 2223R-012 by Directors Peterson and Leonard to the Committee on Student Achievement and School Innovation:

WHEREAS, The Wisconsin Standards for Social Studies (SS.PS2.b.h) state that students in grades 9-12 should “[d]emonstrate the skills necessary to participate in the election process (i.e., registering to vote, identifying and evaluating candidates and issues, and casting a ballot);” and

WHEREAS, The Wisconsin Standards for Social Studies (SS.PS3.a.h) state that students in grades 9-12 should, “create and evaluate solutions to increase voter participation”; and

WHEREAS, Milwaukee Public Schools should ensure that all students have access to an education that teaches and promotes the importance of civic engagement and voter registration; and

WHEREAS, The Milwaukee Board of School Directors recognizes that student voter registration is an important element of preparation for adult life; and

WHEREAS, MPS should encourage students to pursue and maintain civic engagement through voter-education programs and by encouraging their peers and families to become civically engaged through participation in all federal, state, and local elections; and

WHEREAS, The Board believes that all students should be registered to vote before they graduate from school and be equipped to make informed decisions about voting; now, therefore, be it RESOLVED, That the Administration, in accordance with state law and the Wisconsin Standards for Social Studies, develop a specific plan and timeline to increase voter registration and actual voting by eligible high-school students; and be it

FURTHER RESOLVED, That the plan and timeline be developed collaboratively, with participating groups to include, but not be limited to, the League of Women Voters, Souls to the Polls, the Milwaukee Teachers' Education Association, and appropriate MPS groups/departments such as Parent Coordinators, Student Services, Transportation, Guidance/Counseling, Social Work, College and Career Readiness, and the Social Studies team; and be it

FURTHER RESOLVED, That the planning process consider the inclusion of the following provisions:

- 1) that any request by a student to be provided voter-registration information be forwarded to the appropriate school official, granting the student access to necessary information;
- 2) opportunities for all qualified staff to become Voter Champions within their school communities to support eligible students to register to vote before they graduate;
- 3) a formal recognition within the district that annually, on the fourth Tuesday of the month of September, Student Voter Registration Day will be recognized within Milwaukee Public Schools;
- (4) that the District provides eligible students with year-round opportunities to engage in voter-registration activities and to carry out year-round initiatives related to these efforts;
- (5) the District develop two-month timelines in advance of spring and fall election days to ensure that all students who are 18 by the election day have time and support to obtain necessary documents and, if necessary, transportation to DMV offices so that qualifying students may obtain identification that will allow them to vote; and
- (6) any other provisions that surface during conversations with the participating groups and MPS departments; and be it

FURTHER RESOLVED, That district-implemented voter-registration education initiatives and efforts shall be non-partisan and without pressure or influence on any individual or group of individuals to register to vote for any particular political party, to vote for any particular candidate, or to solicit campaign contributions; and be it

FURTHER RESOLVED, That the Administration report back to the full Board during its February board cycle so that the plan can be implemented before the general election in April 2023; and be it

FURTHER RESOLVED, That after the April 2023 election, the Board and the Administration consider ways to improve the process for subsequent election cycles.

The Milwaukee Board of School Directors recognizes that student voter registration is an important element of preparation for adult life and believes that all students should be registered to vote before they graduate from high school.

In accordance with state law and the Wisconsin Standard for Social Studies, the Administration is being asked to develop a specific plan and timeline to increase voter registration among eligible MPS high-school students. The plan and timeline will be developed collaboratively, with the appropriate MPS departments and community organization such as, but not be limited to, the League of Women Voters, Souls to the Polls, the Administrators and Supervisors Council, and the Milwaukee Teachers' Education Association.

### **Strategic Plan Compatibility Statement**

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

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

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Administrative Policy 7.01, Teaching and Learning Goals

### **Fiscal Impact Statement**

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No fiscal impact

## Implementation and Assessment Plan

The Administration will report back to the Committee during the February 2023 board cycle so that the plan can be shared and implemented.

## Committee's Recommendation

Your Committee recommends that the Board adopt the revised resolution as presented below, and with the addition of the Milwaukee Election Commission as a collaborator.

RESOLVED, That the Administration, in accordance with state law and the Wisconsin Standards for Social Studies, develop a specific plan and timeline to increase voter registration and actual voting by eligible high-school students; and be it

FURTHER RESOLVED, That the plan and timeline be developed collaboratively, with participating groups ~~to include such as~~, but not be limited to, the Milwaukee Election Commission, the League of Women Voters, Souls to the Polls, the Administrators and Supervisors Council, the Milwaukee Teachers' Education Association, and appropriate MPS ~~groups/departments~~ such as ~~Parent Coordinators, Strategic Partnership and Customer Service, Student Services, Transportation, Guidance/Counseling, Social Work, Specialized Services, College and Career Readiness, and the Social Studies team Curriculum and Instruction;~~ and be it

FURTHER RESOLVED, That the planning process consider the inclusion of the following provisions:

- 1) that any request by a student to be provided voter-registration information be forwarded to the appropriate school official, granting the student access to necessary information;
- 2) ~~opportunities for all qualified staff to become Voter Champions within their school communities to support eligible students to register to vote before they graduate;~~
- 3) ~~a formal recognition within the district that annually, on the Milwaukee Board of School Directors designate the fourth Tuesday of the month of September, as Student Voter Registration Day, which will shall be recognized within Milwaukee Public Schools;~~
- 4) ~~that the District shall provides eligible students with year-round opportunities to engage in voter registration activities and to carry out year-round initiatives related to these efforts voter-registration information to include, but be not limited, to a fact sheet outlining how and where to register to vote and where to vote on election days, which information shall be available for students on-going during the course of the school year;~~
- 5) ~~the District shall develop two-month timelines in advance of spring and fall election days to ensure that all students who are 18 by the election day have time and support to obtain necessary documents and, if necessary, transportation to DMV offices so that qualifying students may obtain identification that will allow them to vote; and be it~~
- 6) ~~any other provisions that surface during conversations with the participating groups and MPS departments; and be it~~

FURTHER RESOLVED, That district-implemented voter-registration education initiatives and efforts shall be non-partisan and without pressure or influence on any individual or group of individuals to register to vote for any particular political party, to vote for any particular candidate, or to solicit campaign contributions; and be it

FURTHER RESOLVED, That the Administration shall report back to the full Board during its February board cycle so that the plan can be implemented before the general election in April 2023 as of the Board's regular February 2023 meeting; and be it .

~~FURTHER RESOLVED, That after the April 2023 election, the Board and the Administration consider ways to improve the process for subsequent election cycles.~~

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

**(Item 2) Action on Approval of the Renewal of the Non-instrumentality Charter School Contract with Hmong American Peace Academy, LTD, the for Hmong American Peace Academy (HAPA)**

**Background**

Hmong American Peace Academy (HAPA) was established as a non-instrumentality charter school beginning with the 2004-05 school year. The current contract is for up to a maximum of 2,010 full-time-equivalent (FTE) pupils in grades K4 through 12. HAPA has two campuses: HAPA's main campus, which serves grades K4 through 2 and grades 6 through 12, is located at 4601 N. 84<sup>th</sup> St., while HAPA's Denver campus, which serves grades 3 through 5, is located at 8202 W. Denver Ave.

HAPA's mission is to provide students with rigorous academics, character development, and Hmong cultural values, preparing them to excel in college, universities, and careers. HAPA envisions that students will enjoy college and career success, value Hmong culture and heritage, and exhibit responsible and peaceful leadership in local and global communities.

In May 2022, the Department of Contracted School Services initiated the Charter School Review Process. On August 22, 2022, representatives from HAPA submitted the Charter Renewal Letter of Intent, and on September 22, 2022, HAPA submitted its Charter Renewal Application to seek renewal of its charter school contract.

On November 2, 2022, the Charter School Review Team (Team) conducted a full-day site visit at HAPA. 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 also heard testimony of parents and students and participated in classroom observations.

Based on a thorough review of the evidence provided, the Team recommends a five-year renewal of the non-instrumentality charter school contract with HAPA. This recommendation is based on HAPA's having consistently demonstrating a sound academic, financial, and organizational performance. HAPA provides a student-centered learning environment rooted in Hmong culture and heritage.

The Superintendent has reviewed the performance summary and concurs with the recommendation for contract renewal.

The charter school renewal application, performance summary data, and Team's recommendation, as reviewed by the Superintendent, 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 Implication 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 HAPA, 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:

1. approve the renewal of a five-year non-instrumentality charter school contract with Hmong American Peace Academy, LTD; and



2. 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 Hmong American Peace Academy, LTD, for the Hmong American Peace Academy (HAPA) and to draft a renewed non-instrumentality charter school contract to begin with the start of the 2023-24 school year and to 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 3) Approval of Areas to Be Opened for Textbook Study during the 2022-23 School Year**

#### **Background**

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

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

The Administration is recommending opening the following subject areas for adoption study during the 2022-23 school year:

#### **Music**

Music Grades 6-12

- 6-8 Spelling, Grammar, and Writing in French, German, and Spanish

#### **Writing**

- K-12 Writing
- K-5 Handwriting
- K-5 Spelling
- K-5 Handwriting, Spelling, Grammar, and Writing in Spanish
- 6-12 Spelling, Grammar, and Writing in Spanish
- K-5 Handwriting, Spelling, Grammar, and Writing in French, German, Italian, and Spanish

#### **Social Studies**

- Psychology (English and Spanish)
- Sociology
- Ethnic Studies (English and Spanish)
- Contemporary World Affairs
- Justice and You (English and Spanish)
- African American History
- Latin American History (English and Spanish)
- AP World History
- AP Human Geography
- AP U.S. Government and Politics
- AP Psychology
- AP U.S. History

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

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

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

Administrative Policy 7.26, Textbooks/Instructional Materials Adoption

**Fiscal Impact Statement**

This item does not authorize expenditures. The estimated cost of implementing the textbook adoption for these areas is \$16,500,000, as follows:

Music .....	\$2,000,000
Writing (including \$1,000,000 for professional development) .....	\$10,000,000
Social Studies.....	\$4,500,000

**Implementation and Assessment Plan**

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

1. When a subject area is to be opened for adoption, an evaluation committee led by a curriculum specialist will be established to study and to evaluate available materials and to make recommendations to the Superintendent concerning textbook/instructional materials adoptions for the subject areas.
2. Principals and teachers will be notified.
3. Parents will be notified and invited to serve on the parental advisory committee for textbook/instructional material evaluation. In addition, community organizations such as the District Advisory Committee, La Causa, United Community Center, NAACP ,and Urban League will be invited to send parent representatives. In an effort to further increase parental involvement in the textbook/instructional material evaluation process, the Administration will also solicit parents through School Governance Councils.
4. Publishers will be notified.
5. Teachers’ nominations and expressions of interest in serving on textbook/instructional materials evaluation committees for the various subject areas will be obtained.
6. Textbook/instructional materials evaluation committees will be appointed.
7. Curriculum specialists will provide training for textbook/instructional material evaluation committees’ members in selecting culturally-responsive materials that promote critical thinking.
8. Curriculum specialists will establish criteria for evaluating materials, based on the most recent literature and research related to instruction in that area. The specialists will obtain and will evaluate available materials, will meet with parents and publishers’ representatives, and will solicit reactions and assistance from other teachers, departmental chairpersons, curriculum committees, etc.
9. Curriculum Specialists and the Department of Procurement will review the proposals submitted by the publishers of textbook/instructional materials.
10. Textbook/instructional materials evaluation committees will formulate recommendations with respect to the subject areas and the materials under evaluation for possible adoption and present the recommendations for textbooks/instructional materials adoptions to the Superintendent in a confidential report. The textbook/instructional materials evaluation committees may recommend single, dual, or multiple adoptions for subject/courses, or they may recommend delaying adoption, pending further study.

Based upon the proposed timeline, textbook/instructional material evaluation committees would be appointed no later than February 2023. The committees will conduct the study during the months of February, March, and April and submit their recommendations to the Superintendent in April 2023. After considering the evaluation committees’ report, the Superintendent will submit recommendations to the Milwaukee Board of School Directors for consideration in May 2023.

**Committee’s Recommendation**

Your Committee recommends that the Board approve the areas specified above to be opened for textbook study for texts to be used during the 2023-24 school year.

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

\* \* \* \* \*

**(Item 4) Action on a Request to Approve the MPS 2023 Summer Academy Plan**

MPS Summer Academy Presentation

**Background**

Milwaukee Public Schools is pleased to offer summer extended-learning opportunities that enhance academic skills and exploration experiences to the youth residents of the city. For the summer of 2023, MPS will offer:

- Summer Academy Session I for high-school students, which will run June 6-June 22, except for June 19, which will be a non-attendance day;
- Summer Academy Session II for grade 7-12 students, which will run June 26-July 27; and
- Summer Academy for K5-eighth-grade students, which will run June 26-July 28.

High-school students will attend Monday through Friday from 8:00 a.m. to 1:00 p.m., while K5-eighth-grade students will attend Monday through Friday from 8:00 a.m. to 12:00 p.m. July 3 and July 4 will be non-attendance days. Breakfast and lunch will be provided.

The High-school Summer Academy is designed to engage students academically through recovery, acceleration, and career-skill-building opportunities. Students will also participate in career-based learning experiences such as internships and exploration, based upon their academic and career plans.

The Middle-school Summer Academy offerings seek to provide a variety of interactive, academically engaging experiences based on students' interests. Students have the option of participating in several career-exploration programs, acceleration opportunities, and skill development.

Elementary Summer Academy curriculum is designed to prepare students in grades K5-8 for the rigor of the next grade levels. Students will participate in five one-week themed camps focused on different content areas.

Elementary Exploration Camps are held to give students exposure to new subjects, to identify new areas of interests and abilities, to encourage curiosity, and to further learning. Camps may be half-day, full-day, week-long, or overnight at school locations or community organizations.

Extended school-year services are provided to qualifying students, as mandated in their Individualized Education Plans, during Summer Academy. Enrichment opportunities with community partners are built into programming.

Bridge programs are offered to assist in the transition of students to high school and sixth grade. Twenty-two high schools will offer freshman bridge. Eight schools will offer middle school bridge.

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 7.17, Summer Academy

**Fiscal Impact Statement**

Total expenditures of \$5.7 million are projected: \$3.2 million will be from Extension Funds for elementary, while \$2.5 million will come from board funds for both high school and extended-school-year. The cost will be split between FY22 and FY23 budgets.

**Implementation and Assessment Plan**

Upon approval, the Administration will begin preparing for implementation in the summer of 2023. All summer programs are contingent upon funding, enrollment, and building-modification projects with the Department of Facilities and Maintenance. Changes necessitated by these contingencies will be reported to the Board.

## **Committee's Recommendation**

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Your Committee recommends that the Board approve the 2023 Summer Academy Plan, as attached to the minutes of your Committee's meeting.

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

\* \* \* \* \*

## **(Item 5) Report with Possible Action on the Agriculture Focus of River Trail School**

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

### **Background**

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At its regular meeting on August 25, 2022, the Board adopted Resolution 2223R-005 to designate River Trail Elementary School as a Specialty school focused on agricultural sciences. This initiative allows River Trail's students to learn more about agricultural science and trains them to become tomorrow's scientists, nutritionists, entrepreneurs, teachers, and employers in the fields of food production, business, and marketing. With a combination of classroom instruction and applied agriculture experiences outside of the classroom, this initiative will build the foundation for future educated consumers and agriculturists.

The following report highlights new developments, to date, that support the gained partnerships, committed staff, families, and the alignment toward improved student achievement. The update on the "Grow Green" expansion focuses on River Trail's continuation to improve and expand its "Five As for Success": academics, arts, athletics, attendance, and agriculture. This update also includes the marketing, branding, transportation, and new FTE agriculture teacher.

### **River Trail Agricultural Sciences**

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#### **Historical Background**

- Citywide Regional Showcase in November 2020
- First school in the state to receive the American Heart Association's gift of a learning garden
- Created a Three Sisters Pumpkin Patch, including pumpkins, corn, and beans
- Purchased three indoor greenhouses and two outdoor greenhouses
- Received hydroponics towers through a grant
- Started a 4-H Club
- The Milwaukee Board of School Directors approved River Trail to add agriculture sciences as a school focus

#### **Growing Green**

##### **Five As for Success**

- Academics — State Report Card
- Agriculture — Updates
- Athletics — Football Championship
- Arts — Christmas Production
- Attendance — New Initiatives

##### **Culture and Climate**

- Decrease in referrals and suspensions

#### **What's on the Horizon**

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>• Food Forest           <ul style="list-style-type: none"> <li>— Preventing runoff</li> <li>— Planting berries</li> <li>— Animals</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>• Raised beds</li> <li>• Mequon Nature Preserve</li> <li>• Marketing plan</li> <li>• Third hydroponics machine</li> </ul> |
|---|--|

- The Hive Cafe
- Chick Quest

- Project-based learning opportunities

**Strengthening our Partnerships**

- Graef Engineering Consultant Firm
- Reflo Milwaukee
- 4H Agriculture Curriculum
- Milwaukee Metropolitan Sewerage District (MMSD)
- Mequon Nature Preserve
- Natural Resources Conservation Services/USDA
- Fresh Thyme
- American Heart Association
- Vincent recruitment efforts for 8<sup>th</sup>-grade students
- Vincent and River Trail agriculture teams
- Climate Justice Instructional Coach

**Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Administrative Policy 5.02, Use of School Facilities

\* \* \* \* \*

**(Item 6) Update, with Possible Action, on the Andrew S. Douglas African American Immersion School**

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

**Background**

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At its regular meeting on March 25, 2021, the Board adopted Resolution 2021R-021 to officially designate Andrew S. Douglas Middle School as an African Immersion school with the primary language of Spanish.

This update highlights the clear distinction between the African American Immersion and the African Immersion School. More specific details are provided regarding the audit that was conducted and the timeframe and supports that were needed to complete this task, as well as the engagement in which this school’s community participated to ensure that all stakeholders were kept abreast of the programmatic changes.

**Andrew Douglas African American Immersion School**

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**Background**

On March 25, 2021, the Milwaukee Board of School Directors adopted Resolution 2021R-021 to officially designate Andrew S. Douglas Middle School as an African Immersion school with the primary language of Spanish, launching the idea to families and educators and provided active and consistent support for the immersion program through advertisement, implementation, staffing, and professional development opportunities. This Resolution became a working document during the 2021-22 school year.

**About Andrew S. Douglas Middle School**

- K-8 elementary school, 2017-18
- K-8 elementary school, 2018-19 (in the Keefe Avenue School’s building)
- 6<sup>th</sup>-8<sup>th</sup>-grade Traditional middle school (remodeled, revitalized space), 2019-present
- 53206 Promise Partnership Middle School

Zerda Palmer has been the principal since the 2017-18 school year

## Demographics

Enrollment = 176+

### Student Population

- 92% African-American
- 30% Students with disabilities
- 85.2% Economically-disadvantaged
- 92 male students
- 80 female students

## Embarking on the Journey

- Learning team conversation in January 2022
- Full staff meeting in February 2022
- Staff survey conducted in April 2022
- Parental communication sent and SEC meeting held in March 2022
- Community partners surveyed and communicated with in April 2022

## Planning for the Journey

- Creating opportunities for civic engagement and opportunities
- Learning a variety of approaches, strategies, technology, and materials to support children's interests and abilities
  - Simulating project-based learning and role-playing to incorporate new opportunities for student discovery and engagement
  - Deciding when to take the lead during instruction and when to support the students' leadership in learning

## Curricular Supports & Partnerships

### Key Instructional Design

#### *Beginning Whole Group*

During this time, the goal is to communicate key learning intentions based on course standards and to share lesson expectations, to connect learning from previous day, and to provide an introduction to new learning.

#### *Small Group*

During small-group time, the goal is to provide differentiated teacher-led, explicit instruction based on students' needs and to create work stations that are independent of the teacher. Teachers may differentiate by product, process, learning environment, affect, and content, based on students' needs,

#### *Ending Whole Group*

The goal during this time is to provide opportunities for students to review, to reflect, and to articulate their understanding of their learning through a variety of modes. Teachers should be formatively assessing students to check for understanding to provide feedback and to plan for next steps in learning.

## Our Programmatic Vision

### Year 1: Grade 6

- Spanish
- Afro-Latino curriculum
- Ethnic studies
- African-American Immersion curriculum
- Social studies

### Year 2: Grade 7

- Spanish
- Afro-Latino curriculum
- Ethnic studies
- African-American Immersion curriculum
- Social studies
- Civic engagement

### Year 3: Grade 8

- Spanish
- Afro-Latino curriculum
- Ethnic studies
- African-American Immersion curriculum
- Social studies
- Politics and power

- Connecting the past to the present

**African-American Immersion Pathway**

**African History**

- Alkebulan (original name)
- Unique past
- 54 countries
- Geography and wildlife
- Urban vs. rural
- Languages
- The Arts
- Education
- European division
- Government and leaders
- Traditions
- Architecture
- Food

**African & African-American Slavery**

- Slave trade
- U.S. enslavement
- Name changes
- Living/work conditions
- Job types
- Control and punishments
- Slave revolts
- Language
- Underground Railroad
- Traditions
- Food
- Housing

**African-American History**

- Emancipation
- Juneteenth
- Military service
- Jim Crow and segregation
- The arts and language
- Inventions
- Migration and employment
- Black Wall Street
- Political leaders
- Education and sports
- Historical Black Colleges and Universities (HBCUs)
- Traditions
- Food
- Housing
- Civil rights

**Next Steps**

- Increase student achievement
- Increase student enrollment
- Re-imagine staffing opportunities
- Recruit and retain high-quality teachers
- Market the new African-American Immersion program
- Professional development for teaching staff
- Engage with additional community partners
- Collaboration with Dr. King Elementary School

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

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

\* \* \* \* \*

**(Item 7) Update with Possible Action on State Report Cards**

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

**Background**

As part of the State’s accountability system, the Department of Public Instruction produces report cards for every publicly-funded school and district in Wisconsin. These Accountability Report Cards include data on multiple indicators for multiple years across four PRIORITY AREAS (Student Achievement, Growth, Target Group, and On-track to Graduation). In addition, given their impact on students’ success, the Accountability Report Cards also measure attendance rates and chronic absenteeism. Data from the report cards are one of the many measures used to determine the performance of schools and the district. Many updates to the Accountability Report Cards will be reviewed.

**Report on State Accountability Report Cards**

*Due to the COVID-19 pandemic, please use caution when interpreting scores and ratings.*

## School Report Cards Summary

### Milwaukee Public Schools

Overall Score = 56.8, Meets Few Expectations

	2015-16	2016-17	2017-18	2018-19	2020-21*	2021-22
Fails to Meet Expectations	42	46	39	28	21	28
Meets Few Expectations	41	34	33	41	29	39
Meets Expectations	31	29	33	42	54	40
Exceeds Expectations	21	25	29	25	27	28
Significantly Exceeds Expectations	3	4	5	7	5	1

\*2020-21 was the first year of the report card's new format.

### Alternate Accountability Report Cards

	2015-16	2016-17	2017-18	2018-19	2020-21	2021-22
Satisfactory	3	9	8	5	4	8
Needs Improvement	11	10	10	10	15	9

### Highlights

- Maryland Montessori earned the highest overall accountability score — 83.0, Significantly Exceeds Expectations
- More than 69 schools have ratings of Meets, Exceeds, or Significantly Exceeds Expectations
- Comparisons with 2021:
  - 19 schools had higher ratings;
  - 94 had the same ratings;
  - 38 declined in ratings;
  - two schools received regular reports for the first time.

### Report Card's Messages

- Because there were no assessments in 2019-20, all K-4 schools and many K-5 schools do not have Target Group outcomes this year.
- Report cards use up to three years of data.

Report Card	Achievement Data Used		
2020-21	2017-18	2018-19	2020-21
2021-22	2018-19	2020-21	2021-22

### Students Participating in the Wisconsin Student Assessment System (WSAS)

Participation rates greatly impacted the calculation of growth and target-group outcomes. This then impacted the number of priority areas used to calculate a report card's scores.

	ELA		Math	
	2021	2022	2021	2022
Forward with DLM*	44.4%	94.9%	43.8%	94.9%
ACT Aspire with DLM	15.8%	58.6%	19.4%	71.3%
ACT with DLM	43.1%	75.7%	43.1%	75.8%

\*Dynamic Learning Maps assessment, which is administered statewide in English language arts (ELA) and mathematics in the spring and is intended for students with the most significant cognitive disabilities in grades 3-11. The DLM assessment is designed to compare a student's strengths and needs to clearly defined standards, skill levels, or areas of knowledge.

### Rating Categories' Cut Scores

Overall Accountability Ratings	Accountability Score Ranges	
	Previous Years	2021-22
Significantly Exceeds Expectations	83-100	83-100
Exceeds Expectations	73-82.9	70-82.9



Overall Accountability Ratings	Accountability Score Ranges	
	Previous Years	2021-22
Meets Expectations	63-72.9	58-69.9
Meets Few Expectations	53-62.9	48-57.9
Fails to Meet Expectations	0-52.9	0-47.9

- Threshold setting is due to changes to report cards over years.
- DPI's Office of Educational Accountability is to release a paper detailing the methodology of equi-percentile approach.

**Overview**

No deductions are included in the report card

**District's Details**

Milwaukee Public Schools (MPS) is a diverse district that welcomes all students, preparing them for success in higher education, post-educational opportunities, work, and citizenship. MPS is committed to providing an educational environment that is child-centered and supports achievement while collaborating with students, families, and community for the benefit of all.

The statement above is provided by the District. It is not an evaluation by the Wisconsin DPI.

Grades: K3-12

Enrollment: 69,115

Percent open-enrollment: 3.2%

American Indian or Alaskan Native	0.4%	White	9.6%
Asian	8.1%	Two or More Races	3.8%
Black or African American	50.3%	Students with Disabilities	19.3%
Hispanic or Latino	27.8%	Economically Disadvantaged	80.0%
Native Hawaiian or Pacific Islander	0.1%	English-learners	13.3%

**Priority Areas**

Achievement..... 28.3

Growth..... 64.1

On-Track to Graduation..... 58.5

	Subject-area Scores			
	Achievement		Growth	
	MPS	State	MPS	State
English Language Arts	32.2	59.6	69.8	66.0
Mathematics	24.4	57.7	58.4	66.0

	Area Scores	
	MPS	State
Chronic Absenteeism	64.3	85.7
Graduation	69.4	91.2
3 <sup>rd</sup> -grade English Language Arts	28.1	57.0
8 <sup>th</sup> -grade Mathematics	22.3	52.5

Target-group Outcomes..... 47.8

	Group Scores
	MPS
Achievement	8.5
Growth	71.7
Chronic Absenteeism	55.3
Graduation	66.6

MPS's score was the same or higher than those of 42.5% of the districts in the state.

Each priority area will have a chart that compares the district or school to the state in that area. For example, this school is compared to all other similar grade-band schools in the state on growth.

## Weighting

### Priority-area Weights

The report cards of schools and districts with higher percentages of economically-disadvantaged students will be scored more on growth. Schools and districts with lower percentages of economically-disadvantaged students will be scored more on achievement.

### Anomalies

- Schools that were quarantined in spring 2021 still have alternate report cards.
- Some K-5 and high schools that had low participation in Spring 2021 may not have growth or target-group outcomes.

### Course and Program Data

	<u>District</u>	<u>State</u>	
Advanced Courses	29.6%	19.9%	5,889 students successfully completed at least one Advanced Placement or International Baccalaureate course.
Dual Enrollment	4.7%	18.6%	935 students successfully completed at least one dual-enrollment course.
Industry-recognized Credentials	0.0%	2.8%	Four students earned at least one industry-recognized credential.
Work-based Learning	0.3%	3.4%	52 students participated in work-based learning programs.

Note: Data are from 2020-21 — Virtual learning offers fewer dual-enrollment and work opportunities.

MPS has a higher percentage of students taking advanced courses than does the state!

	<u>District</u>	<u>State</u>	
Art and Design	24.7%	23.0%	4,912 students successfully completed at least one art and design course.
Dance	0.4%	0.3%	88 students successfully completed at least one dance course.
Music	11.4%	18.3%	2,263 students successfully completed at least one music course.
Theater	2.1%	1.6%	424 students successfully completed at least one theater course.

MPS has a higher percentage of participation than does the state in three out of four areas!

## School Reporting

### School Improvement Plan and State Report Card

In accordance with state law's notification requirements, Milwaukee Public Schools provides families with their schools' report cards and educational options.

By January 30, 2023, all schools' websites will be updated with the current SIP-at-a-glance, Report Card links, and educational options

### Next Steps

#### Implement Ambitious Instruction: Accelerating Learning

- Increase students' academic performance through acceleration and scaffolding
- Increase students who are performing in the proficient category by five percentage points and decrease the students who are performing below basic by ten percentage points

#### Implement strategies to improve attendance

Schoolwide strategies (e.g., implementation of PBIS attendance interventions, calls to parents, monitoring data) are part of school improvement plans.

#### Increase four-year graduation rate

- More closely monitor course completion and programming
- Identify adults and students needing support to prevent failures

## Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

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

Administrative Policy 7.38, Balanced Assessment Systems

This presentation of the State Accountability Report Cards’ results fulfills the requirement in Wis. Stat., §115.385(4), for the public reporting of state report cards.

**Fiscal Impact Statement**

This item does not authorize expenditures.

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

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

**Background**

The 2021-22 monthly Regional Showcases provide a thorough picture of each region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the region and that may be replicated will be included.

This month, the Southwest Region is featured. The Southwest Region comprises 24 schools and serves 11,910 students in diverse settings to meet their varied needs. Schools in the Southwest Region ALBA, Academy of Accelerated Learning, Allen-Field, Curtin, Doerfler, Fairview, Forest Home, Grant, Greenfield, Hayes, Honey Creek, Kagel, Lincoln Avenue, Longfellow, Lowell, Manitoba, Milwaukee Spanish Immersion, Mitchell, Morgandale, Riley, Rogers, Vieau, Whitman, and Zablocki.

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

**Regional Showcase: Southwest Region**

**Demographics**

- 11,910 students
  - 24 schools
  - 35.0% English-learners
  - 22.6% students with disabilities
  - 81.9% economically disadvantaged
- |                           |       |
|---------------------------|-------|
| American Indian           | 0.3%  |
| Asian                     | 5.7%  |
| Black/African American    | 11.8% |
| Hispanic                  | 70.6% |
| Hawaiian/Pacific Islander | 0.1%  |
| White                     | 8.1%  |
| Multi-ethnic              | 3.4%  |

**2021-22 State Report Cards**

School	Overall Score
Academy of Accelerated Learning	AR Alternate Rating - Needs Improvement
ALBA (Academia de Lenguaje y Bellas Artes)	73.8 Exceeds Expectations
Allen-Field Elementary	57.1 Meets Few Expectations
Curtin Elementary	70.1 Exceeds Expectations
Doerfler Elementary	64.1 Meets Expectations
Fairview Elementary	77.6 Exceeds Expectations
Forest Home Elementary	63.3 Meets Expectations
Grant Elementary	52.3 Meets Few Expectations
Greenfield Bilingual	59.6 Meets Expectations
Hayes Bilingual School	68.4 Meets Expectations
Honey Creek Elementary	56.9 Meets Few Expectations
Kagel Elementary	71.2 Exceeds Expectations
Lincoln Avenue Elementary	57.1 Meets Few Expectations
Longfellow Elementary	67.2 Meets Expectations

School	Overall Score
Lowell International Elementary	46.8 Fails to Meet Expectations
Manitoba Elementary	57.0 Meets Few Expectations
Milwaukee Spanish Immersion	54.1 Meets Few Expectations
Mitchell Elementary	63.7 Meets Expectations
Morgandale Elementary	64.4 Meets Expectations
Riley Dual-language Montessori School	58.4 Meets Expectations
Rogers Street Academy	60.2 Meets Expectations
Vieau Elementary	59.2 Meets Expectations
Whitman Elementary	64.7 Meets Expectations
Zablocki Elementary	57.7 Meets Few Expectations

### **Jeremiah Curtin Leadership Academy**

#### **Vision Statement**

Jeremiah Curtin Leadership Academy, a STEM-focused school, is committed to providing a culturally-responsive education that meets the needs of the whole child, resulting in equitable outcomes for all students in the areas of academic achievement and social-emotional development.

At Jeremiah Curtin Leadership Academy, all learners will engage in leadership and learning experiences that are meaningful with real-world application by:

- engaging
- thinking
- collaborating
- innovating
- creating.

#### **Demographics**

• 302 students	Asian	14.9%
• 25.2% English-language learners	Black/African American	13.9%
• 16.9% students with disabilities	Hispanic	54.3%
• 87.7% economically-disadvantaged	Hawaiian/Pacific Islander	0.7%
	White	10.9%
	Multi-ethnic	5.3%

#### **STAR Screening**

Fall 2022-23

*English and Spanish Results Combined*

	Early Literacy	Reading	Math
Significantly below Target	23.5%	36.6%	31.4%
Well below Target	14.7%	23.9%	24.5%
Below Target	29.4%	27.8%	37.9%
On-target	14.7%	5.9%	
Significantly above Target	17.6%	5.9%	6.1%

#### **Year-to-year Comparisons**

*Early Literacy*

	21-22 Fall	21-22 Winter	21-22 Spring	22-23 Fall
Significantly below Target	33.3%	26.9%	19.2%	23.5%
Well below Target	18.5%	26.9%	11.5%	14.7%
Below Target	25.9%	23.1%	34.6%	29.4%
On Target	14.8%	7.7%	19.2%	14.7%
Significantly above Target	7.4%	15.4%	15.4%	17.6%

Starting the year 10.1% ahead of last fall!

*Reading*

	21-22 Fall	21-22 Winter	21-22 Spring	22-23 Fall
Significantly below Target	38.7%	35.3%	37.6%	36.6%
Well below Target	19.4%	23.5%	24.3%	23.9%
Below Target	31.3%	25.5%	27.5%	27.8%
On Target	6.0%	7.8%	6.4%	5.9%
Significantly above Target	4.6%	7.8%	4.1%	5.9%

Starting the year 1.2% ahead of last fall!

*Math*

	21-22 Fall	21-22 Winter	21-22 Spring	22-23 Fall
Significantly below Target	28.0%	26.7%	28.8%	31.4%
Well below Target	26.8%	28.0%	28.0%	24.5%
Below Target	38.9%	38.8%	34.2%	37.9%
On Target	—	—	—	—
Significantly above Target	6.3%	6.5%	9.1%	6.1%

Starting at the same place as last fall.

**School Programs**

- GE Foundation School STEM-focused
- Project Lead the Way (MSOE), K-8th grade
- Leadership & Character Building
- SEL
- Family Engagement
- Partnerships

**Opportunities for Growth**

- Explore why math has been stagnant
- Importance of continuing to meet the students’ diverse needs
- Continue to seek out and incorporate student and family voice
- Continue to focus on Tier 1 and Ambitious Instruction and leveraging the work of PLCs relative

to Tier 1 data

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

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

**Fiscal Impact Statement**

N/A

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**REGULAR ITEMS OF BUSINESS**

**(Item 1) Reports of the Board’s Delegates**

The Board received the reports of its delegates to CESA #1, to the Head Start Policy Council, to the Milwaukee Library Board of Trustees, and to the District Advisory Council (DAC).

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

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

**Academic Achievement**

- Attended the monthly meetings of the Board and its committees
- Met with the Executive Director of WASB
- Met with district administrators regarding textbook issues
- Met with Climate Justice Instructional Coach and others about the MPS Climate Justice Initiative
- Attended a Board work session on the Strategic Plan
- Had regular discussions with Dr. Melanie Stewart to guide the planning for the Strategic Plans
- Met with the Inclusive Perspectives Social Studies Committee (IPSSC) that is heading up the work on K-6 social studies content.

**Effective and Efficient Operations**

- Met with individuals from Facilities and Maintenance Services and the MPS Grant Office on energy-innovation grants
- Joined the Green and Healthy Schools meeting with the delegation from the Seattle Public Schools
- Met with the Seattle Public Schools’ delegation and MPS personnel and Reflow on greening school playgrounds
- Attended the IAAV (I Am A Voter) scholarship debrief

**Student, Family, and Community Engagement**

- Worked with Director Siemsen to create a resolution on “Collaborative/Shared Leadership” and with Director Leonard regarding a resolution on “Student Voter Education and Registration”
- Worked with “I am a Voter Campaign” to increase voter participation by young people, including the 2,358 MPS high-school students who were 18 years old by November 8
- Attended reception for retiring Danae Davis of Milwaukee Succeeds
- Gave keynote at the Wisconsin Court and Civic Conference
- Attended DMMAC meeting
- Participated in Bridges Segregation Data Dashboard Workshop on school segregation in Milwaukee
- Attended MKE Succeeds meeting regarding youth organizing
- Met with parents at Vieau Elementary
- Attended the Milwaukee Community Leadership meeting
- Throughout November and December, I responded to emails, phone call inquires, questions, and concerns from parents, students, staff, and the community

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**RESOLUTIONS****Resolution 2223R-013**

By Directors Leonard and Siemsen

WHEREAS, Milwaukee Public Schools serves a diverse population with varied cultural, religious, and dietary needs; and

WHEREAS, Seventy-five percent of MPS students are economically disadvantaged; and

WHEREAS, MPS is responsible for ensuring that students receive a nutritious breakfast and lunch; and  
 WHEREAS, Through its adoption of Resolution 2223R-001, the Board upheld several policies that relate to students taking responsibility for their education, specifically

- Administrative Policy 7.19, Student-Initiated Student Groups;
- Administrative Policy 7.20, Student Publications;
- Administrative Policy 8.18, Student Involvement in Decision Making;
- Administrative Policy 8.04, Student Desegregation; and

WHEREAS, Student involvement indecision making should include student involvement in the development of lunch and breakfast programs that are not only nutritious, but meet the diverse needs of the student body; and

WHEREAS, While the district has made great progress in improving its nutrition program, there is still much work to be done and students should be empowered to be part of that work; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors hereby establishes the Food Justice Task Force for the purpose of making recommendations on the MPS Nutrition Program to the Board for possible implementation; and be it

FURTHER RESOLVED, That membership on the Task Force include students from MPS schools, representation from the Board, the Milwaukee Teachers Education Association, youth groups including Youth Empowered in the Struggle (YES), and the Administration; and be it

FURTHER RESOLVED, That the charge of the Food Justice Task Force is to define the challenges that are impeding the district’s goals for its nutrition program and to develop a plan for possible implementation; and be it

FURTHER RESOLVED, That Task Force discussion and reporting include:

- defining a “full production kitchen” and making recommendations for the expansion of such kitchens in our schools;
- determining staffing needs and opportunities for attracting and retaining kitchen staff;
- making recommendations for professional development opportunities for food service workers to learn about the various dietary needs of the student populations they serve;
- recommending specific improvements to the quality and delivery of food to students;
- determining how use of local food sources could be maximized;
- recommendations for menu options that meet the dietary needs of our diverse student population; and be it

FURTHER RESOLVED, That the Food Justice Task Force report on its work on a bimonthly basis (every other month), with the first report to be given in February 2023.

Referred to The Committee on Student Achievement and School Innovation

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The Board adjourned at 6:20 p.m.

JACQUELINE M. MANN, Ph.D.  
Board Clerk