

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

**PLEASE REVIEW PRIOR TO THE  
JULY 28, 2022, BOARD MEETING**

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**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
JUNE 2, 2022**

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

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

Absent and Excused — Director Taylor— 1.

The Board Clerk read the following call of the meeting:

May 26, 2022

Special Board Meeting  
5:30 p.m., Thursday, June 2, 2022

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Robert E. Peterson, a special meeting of the Board of School Directors will be held at 5:30 p.m., Thursday, June 2, 2022, for the purpose of conducting performance evaluations of the Superintendent of Schools and of the Board Clerk/Chief Officer, Office of Board Governance.

The Board may retire to executive session pursuant to Wisconsin Statutes, §19.85(1)(c), which provides that a governmental body may convene in executive session for the purpose of considering employment, promotion, compensation, or performance-evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

This meeting is for information and discussion purposes only. No action will be taken.

Public testimony will not be taken during this meeting.

Board members will meet in person at the Central Services Building; however, MPS buildings remain closed to the public due to the contingencies of the COVID-19 pandemic.

This meeting will be broadcast on Time- Warner/Spectrum Channel 13, and via livestream and the MPS YouTube Stream, the links to which may be found at:

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

JACQUELINE M. MANN, Ph.D.  
Board Clerk

Director Herndon moved to retire to closed session to consider the performance evaluations of the Superintendent of Schools and of the Board Clerk/Chief Officer, Office of Board Governance, pursuant to Wisconsin Statutes, §19.85(1)(c).

The motion passed, the vote being as follows:

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

Noes — None.

The Board retired to closed session at 5:44 p.m.

Director Gokalgandhi left the closed session at 6:54 p.m. and returned at 6:57 p.m.

The Board adjourned from closed session at 9:49 p.m.

JACQUELINE M. MANN, Ph.D.  
Board Clerk



**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
JUNE 7, 2022**

Special meeting of the Board of School Directors called to order by President Peterson at 8:15 p.m.

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

Absent and Excused — Director Carr — 1.

The Board Clerk read the following call of the meeting:

June 2, 2022  
REVISED

Special Board Meeting  
6:30 p.m., Tuesday, June 7, 2022  
*(or immediately following the meeting of the Committee on Parent and Community Engagement scheduled  
to begin at 5:30 p.m.)*

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Robert E. Peterson, a special meeting of the Board of School Directors will be held at 6:30 p.m. on Tuesday, June 7, 2022, for consideration of the following items of business:

1. Update and Possible Action on the Performance Evaluations of the Superintendent of Schools and of the Board Clerk/Chief Officer, Office of Board Governance; and
2. Action on a Request to Retire to Closed Session to Confer with Legal Counsel on Litigation in which the Board Is or Is Likely to Become Involved.

With respect to Item 1, above, the Board may retire to executive session pursuant to Wisconsin Statutes, §19.85(1)(c), which provides that a governmental body may convene in executive session for the purpose of considering employment, promotion, compensation, or performance-evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

With respect to this Item 2, above, the Board may retire to executive session under the provisions of Wisconsin Statutes, §19.85(1)(g) which allows a governmental body to enter into a closed session for the purpose of conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The Board may return to open session to take action on matters discussed in closed session. Otherwise, the Board will adjourn from closed session.

No public testimony will be taken.

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

JACQUELINE M. MANN, Ph.D.  
Board Clerk

**(Item 1) Update and Action on the Performance Evaluations of the Superintendent of Schools and of the Board Clerk/Chief Officer, Office of Board Governance**

**Background**

The Board may retire to executive session on this item, pursuant to Wisconsin Statutes, §19.85(1)(c), which provides that a governmental body may convene in executive session for the purpose of considering employment, promotion, compensation, or performance-evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

The Board may reconvene in open session to take action on matters discussed in executive session; otherwise, the Board will adjourn from executive session.

**Strategic Plan Compatibility Statement**

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

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

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Administrative Policy BG 3.01, Board-appointed Officials

**Recommendation**

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The recommendation is that the Board determine how it wishes to proceed.

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**(Item 2) Action on a Request to Retire to Closed Session to Confer with Legal Counsel  
on Litigation in Which the Board Is or Is Likely to Become Involved****Background**

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At the request of President Robert E. Peterson, a special meeting of the Board has been called for the purpose of conferring with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The Board may retire to executive session on this item, pursuant to Wisconsin Statutes, §19.85(1)(g), which allows a governmental body to retire to a closed session for the purpose of conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The Board may reconvene in open session to take action on matters considered in executive session or to continue with the remainder of its agenda.

**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 1.18, Legal Representation

**Recommendation**

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

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Director Taylor moved to retire to closed session to consider the items on the agenda, pursuant to Wisconsin Statutes, §19.85(1)(c) and §19.85(1)(g), respectively.

The motion passed, the vote being as follows:

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

The Board retired to closed session at 8:21 p.m.

The Board reconvened in open session at 9:18 p.m.

Upon returning to open session, Director Peterson moved that the Board:

1. approve the third supplement to the contract with the Superintendent of Schools, to include the 4.7% COLA, commensurate with all district employees;
2. authorize the Board's President to work with the Office of the city Attorney to execute the contract under the terms and conditions as outlined in the closed session;
3. approve the seventh supplement to the contract with the Board Clerk/Chief Officer, Office of Board Governance; and
4. authorize the Board's President to work with the Office of the city Attorney to execute the contract under the terms and conditions as outlined in the closed session.

The motion passed, the vote being as follows:

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

Noes — None.

The Board adjourned at 9:29 p.m.

JACQUELINE M. MANN, Ph.D.  
Board Clerk





**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
JUNE 28, 2022**

Special meeting of the Board of School Directors called to order by President Peterson 5:11 p.m.

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

Absent and Excused — Director Herndon — 1.

The Board Clerk read the following call of the meeting:

June 23, 2022

Special Board Meeting  
5:00 p.m., Tuesday, June 28, 2022

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Robert E. Peterson, a special meeting of the Board of School Directors will be held at 5:00 P.M., on Tuesday, June 28, 2022, to take action on a Request to retire to closed session to confer with legal counsel on litigation in which the board is or is likely to become involved.

The Board may retire to closed session pursuant to Wisconsin Statutes, §19.85(1)(g) which allows a governmental body to retire to a closed session to confer with legal counsel on litigation in which the Board is or is likely to become involved.

The Board may reconvene in open session to take action on matters considered in closed session, otherwise the Board will adjourn from the closed session.

Public testimony will not be taken during this meeting.

The Board of School Directors will continue to hold its committee meetings virtually; however, Board members will join the meeting in person from the Central Services building.

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

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

JACQUELINE M. MANN, Ph.D.  
Board Clerk

Director O'Halloran moved to retire to closed session pursuant to Wisconsin Statutes, §19.85(1)(g), which allows a governmental body to retire to executive session for the purpose of conferring with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The motion passed, the vote being as follows:

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

Noes — None.

The Board retired to closed session at 5:16 p.m.

The Board adjourned from the closed session at 5:48 p.m.

JACQUELINE M. MANN, Ph.D.  
Board Clerk



# BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN JUNE 30, 2022

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

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

Absent — None.

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

- Anne Baker, a retired teacher from Thoreau School;
- Mary Bell, a retired food service assistant from Golda Meir School;
- Tomorrow Brumfield, an 8<sup>th</sup>-grade student at Fifty-third Street School;
- Alexis Calles, a K3 student from Forest Home Avenue School;
- Camiona (Cami) Funches a 2021 graduate from Transition High School;
- Erick Gonzalez an 11<sup>th</sup>-grade student from Reagan High School;
- Dechale Hampton, a 9<sup>th</sup>-grade student at Riverside High School;
- Muhammad Arman Rashidullah, a 5<sup>th</sup>-grade student at Zablocki School;
- “M” Joan Spahr, a retired substitute teacher;
- Rose Waldman, a retired clerical staff member; and
- Richard Warnke, a retired groundskeeper

## AWARDS AND COMMENDATIONS

### Excellence in Education Award

The Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, parent, or community member for a display of excellence, achievement, and innovation that may serve as an example to our school district and to the entire Milwaukee community. This month, the Milwaukee Board of School Directors is pleased to present the “Excellence in Education Award” to five influential leaders.

**David Crowley, Milwaukee County Executive; Cavalier Johnson, Mayor, City of Milwaukee; Marcelia Nicholson, Milwaukee County Supervisor; Jeffrey Norman, Milwaukee Police Chief; and José Pérez, Milwaukee Common Council President**

Each of these leaders holds a sitting position, representing the great City or County of Milwaukee. These influential leaders are at the forefront of our great city and the anticipated changes awaiting the community. Each of these leaders is a true representation that anything is possible when you grow up in Milwaukee, attend MPS, and believe in yourself.

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## APPROVAL OF MINUTES

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

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## REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

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

#### **Background**

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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's goals of academic achievement; student, family and community engagement; and effective and efficient operations as they are aligned to the District's strategic objectives and the Five Priorities for Success:

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

Activities from late May through mid-June are also included in the following report.

#### **Senior Send-off**

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Milwaukee Public Schools hosted its annual Senior Send-off on Friday, June 17, at Rufus King International High School. The event helps students celebrate the end of high school and the start of new adventures. Class of 2022's graduates attended to enjoy food, music, games, and great prizes suited to college or apartment living.

A number of graduates were nominated for "Senior of the Year" honors, recognizing the seniors' persistence and determination that led them to exceptional achievement.

During the event, students also received information about supports available in MPS College and Career Centers this summer.

#### **Summer Recreation Programs**

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As the 2021-22 school year comes to an end, families can find daily affordable childcare with MPS Recreation along with Childcare Camps, Community Learning Centers, and Safe Places.

Milwaukee Recreation provides a safe haven for young people during non-school hours throughout the year, including during the summer months, at Childcare Camps, Community Learning Centers, and Safe Places. Ages served vary by location — several locations offer programs to children as young as three years old.

Each summer program provides a variety of academic and recreational support, including:

- academic assistance
- enrichment activities (art and music)
- technology education
- sports and fitness activities
- leadership and social skills development.

More than 60 locations are currently open for affordable summer childcare and enrichment programs. Many sites operate daily summer programming from the morning to the evening, Monday through Friday, beginning Tuesday, June 21; however, programs' hours and dates vary by location.

#### **Childcare Camps**

Milwaukee Recreation leads a variety of activities at Childcare Camps to provide academic support, enrichment, and recreation to thousands of young people during the summer.

Our staff members foster environments that promote creativity, expand knowledge, and offer safe places for students to be themselves. Childcare Camps are affordable, and Wisconsin Shares childcare reimbursements are accepted (prices vary by location).

**Summer 2022 Childcare Camps Site List**

Camp	Days of Operation
Academy of Accelerated Learning	06/27/2022-08/12/2022 — 8:00 a.m.-4:30 p.m.
Bryant	06/21/2022-07/29/2022 — 7:00 a.m.-5:00 p.m.
Congress†	06/06/2022-07/29/2022 — 7:30 a.m.-5:00 p.m.
Cooper	06/27/2022-08/05/2022 — 7:00 a.m.-4:30 p.m.
Craig	06/27/2022-08/25/2022 — 7:00 a.m.-4:30 p.m.
Elm	06/27/2022-08/19/2022 — 7:00 a.m.-6:00 p.m.
Emerson	06/21/2022-07/31/2022 — 8:00 a.m.-5:00 p.m.
Fairview	07/05/2022-08/12/2022 — 7:00 a.m.-4:00 p.m.
Fernwood	06/21/2022-08/17/2022 — 7:00 a.m.-5:00 p.m.
Goodrich	06/27/2022-08/19/2022 — 7:00 a.m.-5:30 p.m.
Lloyd Barbee*	06/27/2022-08/12/2022 — 7:00 a.m.-5:00 p.m.
MacDowell*†	06/10/2022-08/05/2022 — 6:00 a.m.-6:00 p.m.
Milwaukee German Immersion	06/27/2022-08/19/2022 — 7:00 a.m.-5:30 p.m.
Ninety-Fifth	06/27/2022-08/19/2022 — 6:30 a.m.-5:30 p.m.
Parkview	06/21/2022-08/12/2022 — 7:00 a.m.-6:00 p.m.
Starms ECC*	06/06/2022-08/05/2022 — 7:30 a.m.-6:15 p.m. (Closed 06/20/2022 and week of 07/04/2022)
Thoreau*	06/21/22-08/26/2022 — 6:30 a.m.-6:00 p.m.
Trowbridge (Parkside)	6/21/2022-08/12/2022 — 6:30 a.m.-6:00 p.m.

\*Camp K3 Program; †Early Start School

**Community Learning Centers (CLCs) and Safe Places**

In partnership with local youth-serving and neighborhood agencies, Milwaukee Recreation strives to increase student achievement and learning by offering engaging academic-enrichment activities at Community Learning Centers (CLCs). Our CLCs are safe, fun places for youth to learn and to play throughout the year. The programs provide positive out-of-school alternatives and serve as havens for young people. At these CLCs, Milwaukee Recreation offers educational, recreational, and social activities for youth, including youth-development activities, college and career readiness, social and emotional learning, technology education, art, music, family-engagement activities, and more.

CLC programs are funded by grants from the U.S. Department of Education and the Wisconsin Department of Public Instruction. CLC programs may charge a nominal program fee; however, the ability to pay is not a barrier to program participation. Scholarships may be available upon request.

**Summer 2022 Community Learning Centers (CLC) & Safe Places (SP) Site List**

Site	Address	Type	Dates of Operation	Lead Agency
Allen-Field	730 W. Lapham Blvd.	CLC	June 21-August 12 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Auer Ave.	2320 W. Burleigh St. @ The Goldin Center	CLC	June 21-August 12 — 7:00 a.m.-6:00 p.m.	Children's Outing Association
Bay View	2751 S. Lenox Ave	CLC	June 21-July 29 — 11:00 a.m.-5:00 p.m.	Boys & Girls Club of America
Bradley Tech*	700 S. 4 <sup>th</sup> Street	SP	June 21-July 29 — 1:00 p.m.-5:00 p.m. June 30-July 1 — 11:00 a.m.-5:00 p.m. July 5-July 29 — 1:00 p.m.-5:00 p.m.	Boys & Girls Club of America
Bethune*	1535 N. 35 <sup>th</sup> St.	CLC	June 21-June 24 — 7:00 a.m.-6:00 p.m. June 27-July 27 — 12:00 noon-6:00 p.m. July 28-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America

Site	Address	Type	Dates of Operation	Lead Agency
Browning*	5440 N. 64 <sup>th</sup> St.	SP	June 21-June 24 — 7:00 a.m.-6:00 p.m. June 27-July 27 — 12:00 noon-6:00 p.m. July 28-July 29 — 7:00 a.m.-6:00 p.m.	Silver Spring Neighborhood Center
Carson	4920 W Capitol Dr.	CLC	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Carver	1900 N. 1 <sup>st</sup> St.	SP	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Clarke	2816 W. Clarke St.	CLC	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Doerfler	3014 W. Scott St.	CLC	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Children's Outing Association
Eighty-first Street	2964 N. 81 <sup>st</sup> St.	CLC	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Engleburg	5100 N. 91 <sup>st</sup> St.	CLC	June 21- August 12 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Fifty-third Street*	3618 N. 53 <sup>rd</sup> St.	CLC	June 21-June 24 — 7:00 a.m.-6:00 p.m. June 27-July 27 — 12:00 noon-6:00 p.m. July 28-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Forest Home Avenue	1516 W. Forest Home Ave.	SP	June 21- August 12 — 7:00 a.m.-6:00 p.m.	Milwaukee Christian Center
Fratney	3255 N. Fratney St	CLC	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Gaenslen*	1250 E. Burleigh St.	SP	June 21-June 24 — 7:00 a.m.-6:00 p.m. June 27-July 27 — 12:00 noon-6:00 p.m. July 28-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Grantosa Drive	4850 N. 82 <sup>nd</sup> St	CLC	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Greenfield	1711 S. 35 <sup>th</sup> St.	CLC	June 21- August 12 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Hayes	971 W. Windlake Ave.	CLC	June 21-August 5 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Holmes	2463 N. Buffum St.	SP	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Children's Outing Association
Hopkins-Lloyd*	1503 W. Hopkins St.	CLC	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Children's Outing Association
Jackson	2121 W. Hadley St.	SP	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Neu-Life Community Resource Center
Kagel	1210 W Mineral St.	SP	June 21-August 5 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Kluge	5760 N. 67 <sup>th</sup> St.	CLC	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
LaFollette	3239 N. 9 <sup>th</sup> St.	CLC	June 21-August 5 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Lincoln Avenue	1817 W. Lincoln Ave.	CLC	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America

Site	Address	Type	Dates of Operation	Lead Agency
Maple Tree*	6644 N. 107 <sup>th</sup> St.	CLC	June 21-June 24 — 7:00 a.m.-6:00 p.m. June 27-July 27 — 12:00 noon-6:00 p.m. July 28-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Mitchell	1728 S. 23 <sup>rd</sup> St.	SP	June 21-August 12 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
North Division	1011 W. Center St.	CLC	June 21-August 5 — 11:00 a.m.-5:00 p.m.	Boys & Girls Club of America
Obama	5075 N. Sherman Blvd.	CLC	June 21-August 5 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Riley	2424 S. 4 <sup>th</sup> St.	CLC SP	June 21-August 19 — 7:00 a.m.-6:00 p.m.	AmericaSCORES
Riverwest	2765 N. Fratney St.	CLC	June 21-August 12 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Sherman	5110 W. Locust St.	CLC	June 21-August 5 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Story	3815 W. Kilbourn Ave.	SP	June 21-August 5 — 7:00 a.m.-6:00 p.m.	Neighborhood House of Milwaukee
Townsend Street	3360 N. Sherman Blvd.	CLC	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Vieau*	823 S. 4 <sup>th</sup> St.	CLC	June 21-June 24 — 7:00 a.m.-6:00 p.m. June 27-July 27 — 12:00 noon-6:00 p.m. July 28-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Washington	2525 N. Sherman Blvd.	CLC	June 21-July 29 — 11:00 a.m.-5:00 p.m.	Boys & Girls Club of America
Westside	1945 N. 31 <sup>st</sup> St.	CLC	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Children's Outing Association

\*Summer Academy Sites: Open June 21-24; July 28-29 (K5-K8 — 7:00 a.m.-6:00 p.m.; middle and high school — 11:00 a.m.-5:00 p.m.); and June 27-July 27 (K5-K8 — 12:00 noon-6:00 p.m.; middle and high school — 1:00 p.m.-5:00 p.m.)

In partnership with local youth-serving and neighborhood agencies, Milwaukee Recreation offers educational, recreational, and social-enrichment activities for youth at Safe Places. Under the direction of trained staff from partner agencies, Safe Places provide youth with opportunities to engage in educational and social-enrichment activities and play in safe environments. Safe Places also support families by providing opportunities for parental involvement in various activities and social events.

A nominal program fee is charged; however, most Safe Place programs accept Wisconsin Shares child care subsidies.

We look forward to all of our families benefiting from the summer recreation programs.

## Summer Enrichment Programs

### *Camp Rise*

Camp Rise is a pilot program for male students ages ten to fifteen. Students in this program focus on leadership development and community engagement, along with a basic introduction to financial literacy.

### *Lead Generation Project*

The Lead Generation Project serves MPS high schools by assisting students in reviewing, in assessing, and in improving their core academics. Students participate in ACT prep and financial-literacy courses, and they receive exposure to healthcare careers while preparing to compete at the postsecondary education level.

### Summer Academy

Summer Academy helps high-school students to recover and to gain credits, to participate in internships, and to attend career camps. At the elementary level, students participate in academic enrichment in the areas of literacy, music, STEM, art, social studies, and mathematics.

### Scholarship Awards

The class of 2022 set a new scholarship record with \$107,000,000 in scholarships, exceeding the previous record by \$11,000,000. The class of 2022 will be heading out to more than 70 out-of-state colleges and universities, including Harvard, Yale, the United States Military Academy at West Point, and 27 HBCUs (historically Black colleges and universities).

### Free Summer Meals

MPS offers free summer meals for children under the age of eighteen. There is no application and no sign-up — just stop by one of the schools below, grab a lunch, and pick a comfy spot to sit and eat.

Site	Address	Dates	Breakfast	Lunch	Dinner
ALBA	1712 S. 32 <sup>nd</sup> St.	06/07/22-08/09/22	NA	NA	5:30-7:30 p.m.
Allen Field	730 W. Lapham Blvd.	06/21/22-08/05/22	8:30-9:00 a.m.:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Bay View	2751 S. Lenox St.	06/07/22-08/11/22	NA	NA	6:30-7:30 p.m.
Bay View	2751 S. Lenox St.	06/21/22-07/29/22	NA	12:00-12:30 p.m.	3:00-3:30 p.m.
Bethune	1535 N. 35 <sup>th</sup> St.	06/21/22-07/29/22	7:45-8:15 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Bradley Tech	700 S. 4 <sup>th</sup> St.	06/09/22-07/29/22	7:45-8:15 a.m.	1:00-1:30 p.m.	3:30-4:00 p.m.
Browning	5440 N. 64 <sup>th</sup> St.	06/21/22-07/29/22	7:45-8:15 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Carson	4520 W. Capital Dr.	06/21/22-07/29/22	8:30-9:00 a.m.:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Carver	1500 N. 1 <sup>st</sup> St.	06/21/22-07/29/22	8:30-9:00 a.m.:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Clarke	2816 W. Clarke St.	06/21/22-07/29/22	8:30-9:00 a.m.:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Clement Ave.	3656 S. Clement Ave.	06/27/22-07/27/22	7:45-8:15 a.m.	12:00-12:30 p.m.	NA
Cooper	5143 S. 21 <sup>st</sup> St.	06/27/22-07/27/22	7:45-8:15 a.m.	12:00-12:30 p.m.	NA
Doerfler	3014 W. Scott St.	06/21/22-07/29/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Douglas	3620 N. 18 <sup>th</sup> St.	06/07/22-08/11/22	NA	NA	6:30-7:30 p.m.
Eighty-first St.	2964 N. 81 <sup>st</sup> St.	05/21/22-07/29/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Elm	900 W. Walnut Ave.	06/27/22-07/27/22	7:45-8:15 a.m.	12:00-12:30 p.m.	NA
Engleburg	5100 N. 91 <sup>st</sup> St.	06/21/22-08/12/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Fifty-third	3618 N. 53 <sup>rd</sup> St.	06/21/22-07/29/22	7:45-8:15 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Forest Home	1516 W. Forest Home Ave.	06/21/22-08/12/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Fratney	3255 N. Fratney St.	06/21/22-07/29/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Gaenslen	1250 E. Burleigh St.	06/21/22-07/29/22	7:45-8:15 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Grantosa	4850 N. 82 <sup>nd</sup> St.	06/21/22-07/29/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.



Greenfield	1711 S. 35 <sup>th</sup> St.	06/21/22- 08/12/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Hamilton	6215 W. Warnimont Ave.	06/07/22- 07/27/22	7:45-8:15 a.m.	1:00-1:30 p.m.	NA
Hayes	971 W. Windlake Dr.	06/21/22- 08/05/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Hayes	971 W. Windlake Dr.	06/21/22- 08/11/22	NA	NA	6:30-7:30 p.m.
Holmes	2463 N. Buffum. St.	06/21/22- 07/29/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Hopkins	1503 W. Hopkins St.	06/21/22- 07/29/22	7:45-8:15 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Lloyd	2121 W. Hadley St.	06/21/22- 07/29/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Jackson	2121 W. Hadley St.	06/21/22- 07/29/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Kagel	1210 W. Mineral St.	06/21/22- 08/05/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Kluge	5750 N. 67 <sup>th</sup> St.	06/21/22- 07/29/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
LaFollette	3239 N. 9 <sup>th</sup> St.	06/21/22- 08/05/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Lincoln Ave.	1817 W. Lincoln Ave.	06/21/22- 07/29/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Lloyd Barbee	4456 N. Teutonia .Ave.	06/27/22- 07/27/22	7:45-8:15 a.m.	12:00-12:30 p.m.	NA
MACL	2430 W. Wisconsin Ave.	06/27/22- 07/27/22	7:45-8:15 a.m.	12:00-12:30 p.m.	NA
Maple Tree	6644 N. 107 <sup>th</sup> St.	06/21/22- 07/25/22	7:45-8:15 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Metcalfe	3400 W. North Ave.	06/21/22- 08/12/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Mltchell St.	1728 S. 23 <sup>rd</sup> St.	06/21/22- 08/12/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Morgandale	3635 S. 17 <sup>th</sup> St.	06/27/22- 07/27/22	7:45-8:15 a.m.	12:00-12:30 p.m.	NA
MSOL	8400 W. Burleigh St.	06/09/22- 07/27/22	7:45-8:15 a.m.	1:00-1:30 p.m.	NA
North	1011 W. Center St.	06/21/22- 08/05/22	NA	12:00-12:30 p.m.	3:00-3:30 p.m.
North	1011 W. Center St.	06/07/22- 08/11/22	NA	NA	6:30-7:30 p.m.
Obama	5075 N. Sherman Blvd.	06/21/22- 08/05/22	NA	12:00-12:30 p.m.	3:00-3:30 p.m.
Obama	5075 N. Sherman Blvd.	06/07/22- 08/11/22	NA	NA	6:30-7:30 p.m.
Riley	2424 S. 4 <sup>th</sup> St.	06/21/22- 08/19/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Riverwest	2765 N. Fratney St.	06/21/22- 08/12/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Rogers	2430 W. Rogers St.	06/21/22- 08/19/22	7:45--8:15 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Sherman	5110 W. Locust St.	06/21/22- 08/05/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Story	3815 W. Kilbourn Ave.	06/21/22- 08/05/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Townsend	33.60 N. Sherman Blvd.	06/21/22- 07/25/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Veau	823 S. 4 <sup>th</sup> St.	06/21/22- 08/12/22	7:45--8:15 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Washington	2525 N. Sherman Blvd.	06/21/22- 07/25/22	NA	12:00-12:30 p.m.	3:00-3:30 p.m.
Washington	2525 N. Sherman Blvd.	06/07/22- 08/11/22	NA	NA	6:30-7:30 p.m.

WCLL	1017 N. 12 <sup>th</sup> St.	06/09/22- 07/27/22	7:45-8:15 a.m.	1:00-1:30 p.m.	NA
Westside	1945 N. 31 <sup>st</sup> St.	06/21/22- 07/29/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.

\* \* \* \* \*

**(Item 2) Action on a Request to Authorize Funding for Hazard Pay****Background**

School closures were mandated on March 16, 2020, due to the start of the COVID-19 pandemic. Some staff, who had to work on-site with the public to keep district operations functioning, received hazard pay for work performed on-site between March 18, 2020, and May 20, 2020. Other staff did not receive this additional compensation, however, even though they were required to work on-site with the public during the same time period. This item requests stipends, in the total amount of \$150,000, for eligible staff who have not received hazard pay previously and who had been centrally mandated to work on-site with the public between March 18, 2020, and May 20, 2020.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

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

**Fiscal Impact Statement**

This item requests \$150,000 be set aside for stipends.

**Implementation and Assessment Plan**

If approved, the Administration will provide stipends to eligible staff who have not receive hazard pay previously and who had been centrally mandated to work on-site with the public at the beginning of the pandemic.

**Superintendent's Recommendation**

The Administration recommends that the Board authorize \$150,000 for hazard-pay stipends for eligible staff who have not received hazard pay previously and who had been centrally mandated to work on-site with the public between March 18, 2020, and May 20, 2020.

Director Herndon moved approval of the Administration's recommendation.

The motion passed, the vote being as follows:

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

Noes — None.

\* \* \* \* \*

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

### (Item 1) Monthly Report With Possible Action on Legislative Matters or Related Issues Concerning Milwaukee Public Schools.

#### Background

As of May, 2022, there are \$5.6 billion of available funds at the state level which could be put to use immediately to support Wisconsin's schools, municipalities, and communities.

The memo from the Legislative Fiscal Bureau (provided under separate cover and summarized below) documents the percentage of funding reimbursement provided by the State to school districts in order to support students with disabilities.

#### State Special Education Funding as a Percentage of Costs, 1975-76 to 2021-22

Aid Year	Prior-year Aidable Costs	GPR* Appropriation	
		Amount	% of Aidable Costs
1975-76	N.A.	\$49,775,700	N.A.
1976-77	N.A.	66,987,500	N.A.
1977-78	N.A.	77,464,800	N.A.
1978-79	N.A.	91,567,100	N.A.
1979-80	N.A.	96,056,700	N.A.
1980-81	\$160,992,774	107,679,800	66.9%
1981-82	180,984,557	116,662,800	64.5
1982-83	201,367,758	122,646,400	60.9
1983-84	216,653,142	140,688,100	64.9
1984-85	236,273,202	148,408,700	62.8
1985-86	254,515,426	152,181,000	59.8
1986-87	286,214,733	160,257,200	56.0
1987-88	315,971,891	187,853,200	59.5
1988-89	350,519,727	198,064,400	56.5
1989-90	384,007,893	225,363,200	58.7
1990-91	425,652,941	246,757,200	58.0%
1991-92	479,550,078	253,957,200	53.0
1992-93	528,811,961	257,730,400	48.7
1993-94	585,879,920	261,330,400	44.6
1994-95	625,111,874	275,548,700	44.1
1995-96	661,268,995	275,548,700	41.7
1996-97	698,164,312	275,548,700	39.5
1997-98	747,324,650	275,548,700	36.9
1998-99	799,556,093	275,548,700	34.5

Aid Year	Prior-year Aidable Costs	GPR* Appropriation	
		Amount	% of Aidable Costs
1999-00	839,923,150	288,048,700	34.3
2000-01	880,915,596	315,681,400	35.8
2001-02	936,787,956	315,681,400	33.7
2002-03	989,101,487	315,681,400	31.9
2003-04	1,037,592,026	316,466,900	30.5
2004-05	1,069,514,911	320,771,600	30.0
2005-06	1,110,784,291	320,771,600	28.9
2006-07	1,157,850,871	332,771,600	28.7
2007-08	1,213,607,540	350,192,500	28.9
2008-09	1,285,385,255	368,939,100	28.7
2009-10	1,322,974,688	368,939,100	27.9
2010-11	1,312,271,260	368,939,100	28.1
2011-12	1,385,983,348	368,939,100	26.6
2012-13	1,343,053,653	368,939,100	27.5
2013-14	1,359,647,100	368,939,100	27.1
2014-15	1,375,594,466	368,939,100	26.8
2015-16	1,391,199,161	368,939,100	26.5
2016-17	1,404,311,864	368,939,100	26.3
2017-18	1,435,356,008	368,939,100	25.7
2018-19	1,482,145,947	368,939,100	24.9
2019-20	1,534,311,880	384,472,300	25.1
2020-21	1,595,858,595	450,276,200	28.2
2021-22**	1,564,719,581	468,091,800	29.9

\*General Purpose Revenue

\*\*Preliminary

Where the State once reimbursed 66.9% of costs, it reimburses only 29.9% today. The decline in the reimbursement rate provided by the State has placed increasing financial pressure on school districts to move funds from other areas and has influenced decisions to pass operational referenda at the local level in order to support programs and services for all students. As illustrated below, in 2021-22, 71 school districts in Wisconsin had at least 10% of their revenue limits supplemented by non-recurring operational referenda.

#### Dependency on Operational Referendum (Source: Department of Public Instruction)

Districts that have at least 10% of their revenue limit supplemented by non-recurring operating referenda:

2013 ..... 30	2016 ..... 46	2019 ..... 66	2022 ..... 71
2014 ..... 36	2017 ..... 55	2020 ..... 68	
2015 ..... 39	2018 ..... 57	2021 ..... 72	

Numbers are based on 2021-22 base revenue limit from the 2021-22 Revenue Limit Worksheet.  
The State Legislature will remain out of session until January of 2023.

### **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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## **(Item 2) Action on a Resolution and Participation Agreement with the Southeastern Wisconsin Schools Alliance (SWSA)**

### **Background**

The mission of the Southeastern Wisconsin Schools Alliance (SWSA), which comprises school districts in southeastern Wisconsin, is to support and to promote world-class schools through research, advocacy, public policy, and effective communication for the benefit of students and the economic vitality of the region. In striving to achieve this mission, the goal of the Alliance is to identify issues on which member districts can agree and for which they can advocate. Pursuant to Section 66.0301 of the Wisconsin Statutes, member school districts agree to enter into the agreement as provided below and as defined by the Southeastern Wisconsin Schools Alliance's resolution, which is also provided below, to achieve this goal. It is of benefit to all of the Alliance's members to discuss and to refine their positions on issues, whether or not consensus on those issues is ultimately reached. A lack of consensus, however, should not prevent individual districts or groups of districts from advocating for issues on their own.

#### **Southeastern Wisconsin School Alliance Agreement (Section 66.0301)**

Pursuant to a resolution adopted by school districts participating in the Southeastern Wisconsin School Alliance (SWSA):

Participating school districts hereby mutually agree, pursuant to Section 66.0301 of the Wisconsin Statutes, to the following conditions:

1. That said parties agree and contract with Hubbard, Wilson & Zelenkova, to serve as Legislative Counsel for the Southeastern Wisconsin School Alliance as hereinafter set forth;
2. That the School District of South Milwaukee is to be the operator and fiscal agent of the Southeastern Wisconsin School Alliance;
3. That the fiscal agent district shall establish and maintain records in accordance with the uniform financial accounting system prescribed by the Department of Public Instruction;
4. That the pro-ration of costs will be assessed equally to each participating school district as provided in the authorizing resolution;
5. That the estimated budget and plan of operation for this cooperative shall be approved in advance to contract signing by all school district parties hereto;

6. That variations from the budget will require prior approval of all school district parties hereto;
7. That the fiscal agent agrees to file the required financial reports with the Department of Public Instruction;
8. That attached hereto and incorporated herein by reference are the budget, the plan for operation and plan of payments to said operator of fiscal agent by each school district.

2022-23 Proposed Annual Budget  
Southeastern Wisconsin School Alliance (SWSA)  
May 11, 2022

	Proposed Budget
Expenses:	
Legislative Liaison Team	\$34,125
Executive Director	54,000
Dues/Memberships	2,500
Operational Expenses (Web development/host, travel, printing, & supplies)	1,800
Special SWSA Projects (Communication, research, etc.)	4,000
Total Expenses	<u>\$96,425</u>
Revenues:	
Fees from Participating School Districts (based on 29 members)	89,600
Total Revenue	<u>\$89,600</u>
Use of Reserves:	\$6,825

Basis for Prorating Costs: Equal distribution among member districts based upon 66.0301.

2022-23 Southeastern Wisconsin School Alliance Projected Participant Listing

District	SWSA Fee	District	SWSA Fee
Brown Deer	\$3,200	Muskego-Norway	\$3,200
Cudahy	\$3,200	Nicolet	\$3,200
Elmbrook	\$1,600	Oak Creek/Franklin	\$3,200
Fox Point/Bayside	\$3,200	Oconomowoc	\$3,200
Franklin	\$3,200	Pewaukee	\$3,200
Glendale/River Hills	\$3,200	Port Washington-Saukville	\$3,200
Grafton	\$3,200	Racine Unified	\$3,200
Greendale	\$3,200	Saint Francis	\$3,200
Greenfield	\$3,200	Shorewood	\$3,200
Hamilton	\$3,200	South Milwaukee	\$1,600
Kenosha	\$3,200	Waukesha	\$3,200
Kettle Moraine	\$3,200	Wauwatosa	\$3,200
Milwaukee Public Schools	\$3,200	West Allis/West Milwaukee	\$3,200
Menomonee Falls	\$3,200	Whitefish Bay	\$3,200
Mequon/Thiensville	\$3,200	Whitnall	\$3,200
Mukwonago	\$3,200	Total	\$96,000

The School District of South Milwaukee serves as operator and fiscal agent of the SWSA and, as such, establishes and maintains records in accordance with the uniform financial accounting system prescribed by the Department of Public Instruction.

The Milwaukee Public Schools has been a member of the Alliance since 2002. Until 2014, MPS covered the cost of its membership through the provision of in-kind services through the Office of Governmental Relations Services. In 2014, however, due to the expanding efforts of the SWSA and the group's increased level of advocacy on behalf of K-12 education, MPS agreed to join the other member districts in providing a \$3,000 annual payment to the organization. In 2017-18, the payment was increased to \$3,200. The payment for 2022-23 remains at \$3,200.

Provided under separate cover is SWSA's 2021-22 annual report.

**Fiscal Impact Statement**

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The Southeastern Wisconsin Schools Alliance's annual participation fee for 2022-23 is \$3,200.

**Implementation and Assessment Plan**

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Once the Board has adopted the resolution and approved submission of the Participation Agreement, the Office of Board Governance will forward the signed documents to the SWSA.

**Strategic Plan Compatibility Statement**

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

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

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Board Governance Policy BG 1.02, Goals

**Recommendation**

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The Office of Board Governance recommends that the Board:

1. adopt the resolution; and
2. authorize the Board's President and the Board Clerk to sign and to submit the Participation Agreement, along with the \$3,200 membership fee, to the Southeastern Wisconsin Schools Alliance (SWSA).

Director O'Halloran moved to approve the recommendation of the Office of Board Governance.

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.

\* \* \* \* \*

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

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

**Background**

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

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

The following report includes activities from late May through mid-June.

**Report to the Milwaukee Board of School  
Directors, June 2022**

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

OAE's monthly report will provide a highlight of one area of the OAE's Work Plan and its progress from the previous month.

June is the last month of the OAE's fiscal year 2022 (FY22) Work Plan. A final report on work completed as part of the FY22 Work Plan will be transmitted to the Board subsequent to the close of FY22 on June 30, 2022. Additionally, the OAE's FY23 Work Plan is provided below. Implementation of the FY23 Work Plan will begin July 1, 2022.

### **Work Plan Highlight: Historically Underutilized Business Program (HUB)**

HUBs are for-profit businesses that are 51% or more owned, controlled, or managed by minority, women, disadvantaged, SBA-8A, or other MPS-targeted businesses that are certified by a recognized agency. In accordance with Administrative Policy 3.10, Historically Underutilized Business Program, the HUB program strives to increase the number of diverse business enterprises that supply goods and services to the District. It is the declared policy of the Board and its administration to aid, to assist, and to protect, to the extent justified by the evidence, the interests of historically underutilized business concerns in order to preserve free competitive enterprise and to ensure that a fair proportion of the total purchases and contracts or subcontracts for goods and services for MPS be placed with HUBs. MPS routinely identifies business opportunities to certified HUB firms in its competitive bid/RFP process.

### **Accountability and Efficiency Services**

Between May 16 and June 20, 2022, Accountability and Efficiency Services fulfilled six requests for information/research and five constituent inquiries. The service area also completed four special projects and satisfied one independent hearing officer (IHO) assignment request.

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

### **Contract Compliance Services**

During the reporting period, Contract Compliance Services (CCS) staff members focused efforts on the Communities in Need (COIN) and student-engagement programs. CCS certified seven COIN participants in the carpentry, electrical, laborer, and masonry skilled trades areas. The individuals will complete workforce hours on upcoming integrated project-delivery ESSER II and III general construction projects.

CCS also participated in a meeting with one of our Mission Aligned Partners (MAPs) to discuss strategic partnership opportunities and leveraging resources to support its community members and our Latino students through internships and scholarships in the 2022-23 school year.

Finally, CCS successfully placed 36 students in employment opportunities with various MAPs, where they are developing their professional skills, including communication, self-advocacy, and the ability to effectively work in professional settings independently and with others. Additionally, four internal MPS departments have signed on to host summer student interns. Four students will have the opportunity to work alongside MPS staff members in providing support in administrative and clerical tasks, peer tutoring, and information technology.

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

## **Annual Work Plan, Fiscal Year 2023**

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### **Vision Statement**

The Office of Accountability and Efficiency (OAE) will be a resource to all stakeholders and will strive to enhance operational efficiencies by building a collaborative and coordinated accountability and compliance program that accommodates the distinctiveness and complexities of all district activities.

### **Mission Statement**

The Office of Accountability and Efficiency (OAE) will provide leadership on accountability and efficiency and support an accountability environment within the district. The OAE will also strive to bring public transparency to the District's financial operations.

## Office Structure

As an independent office, the Office of Accountability and Efficiency reports directly to the Milwaukee Board of School Directors. This independence allows the OAE to review, to analyze, and to visually present data to increase the knowledge of all district stakeholders, ultimately leading to informed action aligned to the District's goals.

The Office of Accountability and Efficiency comprises two service areas: Accountability and Efficiency Services and Contract Compliance Services. It is important to note that the Accountability and Efficiency Services area implements both accountability and transparency services and process-improvement and efficiency services efforts as outlined in Administrative Policy 2.03, Administrative Organization Plan.

### *Accountability and Efficiency Services*

The OAE's Accountability and Efficiency Services manages accountability, transparency, process-improvement, and efficiency projects to enhance district operations and public transparency. This includes, but is not limited to, producing the five-year financial forecast, processing district RFP/BID appeals, fulfilling Independent Hearing Officers (IHO) requests, implementing the District's whistleblower policy, and carrying out other projects as requested by the Milwaukee Board of School Directors, district departments, or members of the public.

### *Contract Compliance Services*

The OAE's Contract Compliance Services manages efforts to fulfill the District's diversity and economic responsibility as a primary employer and purchaser of goods. This includes, but is not limited to, implementation of the Communities in Need Program (COIN), Historically Underutilized Businesses Program (HUB), and the student-engagement Program.

## Fiscal Year 2022-23 (FY23) Overview

The FY23 Work Plan extends the work set in previous years related to baselining operations, increasing office capacity, and data-analysis programming. This provides the foundation for the focus on financial analysis and fiscal transparency in FY23.

The FY23 Work Plan is also inclusive of the following:

- directives outlined in current board and administrative policy and procedure;
- items carried forward by the Board at its annual organizational meeting (e.g., defined contribution);
- requests by the Board, district departments, or the public; and
- activities directed by the Senior Director of the Office of Accountability and Efficiency.

Using a largely project management approach, the Office of Accountability and Efficiency executes activities in the following three focus areas:

- **Accountability and efficiency:** Includes those activities that support an accountability environment, bring public transparency to the District's operations, enhance operational efficiencies, and improve district processes. These projects are managed and implemented by Accountability and Efficiency Services.
- **Contract compliance:** Includes those activities that fulfill the District's responsibility as a primary employer and purchaser of goods. These projects are managed and implemented by Contract Compliance Services.
- **General operations:** Includes day-to-day and recurring activities assigned to the Office of Accountability and Efficiency and those activities necessary to achieve operational efficiency with the OAE. These projects are managed and implemented by both service areas within the Office of Accountability and Efficiency.

While this Work Plan is intended to provide a comprehensive overview of intended work to be performed by the OAE during FY23, changes may be necessary based on the District's needs. As such, activities may be added throughout FY23 as directed by the Milwaukee Board of School Directors.



**FY23 Planned Activities*****Accountability And Efficiency Services***

Includes both accountability and transparency services and process-improvement and efficiency services efforts.

**Annual Review of Budget/Comprehensive Annual Financial Report (CAFR)**

Board Governance Policy BG 3.08 charges the OAE with bringing oversight and accountability to the financial operations, evaluating fiscal performance and transparency, and making recommendations in the furtherance of fiscal stewardship for MPS. The OAE satisfies this responsibility by conducting an independent review of the district's most significant annual financial documents

**Activities:**

Receipt and review of financial documents, reasonableness testing and independent calculations, trending, forecasting, sensitivity analysis, examination of alignment to the Board's policies and priorities, and consultation with external auditors

**Outputs:**

Memoranda summarizing analysis to the Board and Administration, possible process-improvement projects, updated tracking of fund balances, updated tracking of long-term obligations, and updated tracking of most significant cost drivers

**Anticipated Outcome:**

Improved balance-sheet position, reduced actuarial liabilities, stronger cash reserves, and stronger cash flows

**Constituent Support**

The Office of Accountability and Efficiency provides constituents with efficient service in response to inquiries, requests, and concerns received in person, via phone, or via e-mail.

**Activities:**

Request review, request processing, request follow-up, and constituent-inquiry trend analysis

**Outputs:**

Number of constituent inquiries, processing time in business days, and number of inquiries resolved/closed

**Anticipated Outcome:**

100% of constituents will receive an acknowledgement of their requests within 48 hours

**Five-year Financial Forecast**

In accordance with the Board's action of June 2013, the Office of Accountability and Efficiency works with the Office of Finance to project the District's revenues and expenditures over the next five years. Assumptions are calculated based on actuals, trends, economic indicators, and regional and local economics. Each year, the current five-year forecast is presented to the Milwaukee Board of School Directors to assist with the upcoming budget process.

**Activities:**

Budget and actuarial data acquisition, assumptions update, pro forma update, sustainability analysis, cash flow analysis, and debt analysis

**Outputs:**

Five-year enrollment forecast, five-year revenue forecast, and five-year expense forecast

**Anticipated Outcome:**

The five-year forecast will be completed and presented to the Board annually as part of the budget-development cycle

**Independent Hearing Officer (IHO) Assignments**

In accordance with Administrative Policy 6.16, Complaints and Grievances: Staff; the MPS Employee Handbook Part V; and district procedures for employee grievances, the Office of Accountability and Efficiency maintains a list of qualified Independent Hearing Officers (IHO) and randomly selects IHOs when requested by the Employment Relations Department.

**Activities:**

IHO request review, IHO request processing, IHO assignment, annual verification of IHO list, and assignment trend analysis

**Outputs:**

Number of IHO requests, number of IHO assignments, and average response time in business days

**Anticipated Outcome:**

100% of IHO requests will be fulfilled within two business days of receipt of request

**Requests for Data Analysis/Visualization**

The Office of Accountability and Efficiency routinely receives requests for data analysis and data visualization. Examples include third-Friday enrollment analysis and mapping of board districts.

**Activities:**

Activities will vary dependent upon the request

**Outputs:**

Number of requests received, number of requests fulfilled, and request-specific data presentation

**Anticipated Outcome:**

Outcomes will vary dependent upon the request

**Requests for Information/Research**

The Office of Accountability and Efficiency routinely receives requests for information, including research requests. Examples include sending and receiving reports, employee demographics reports, and vendor cost/spending information.

**Activities:**

Activities will vary dependent upon the request

**Outputs:**

Number of requests received, number of requests fulfilled, and request-specific information presentation

**Anticipated Outcome:**

Outcomes will vary dependent upon the request

**RFP/BID Appeals**

In accordance with Administrative Policy 3.09, Purchasing and Bidding Requirements, the bid/RFP-appeals process allows for vendors or prospective vendors to formulate protests regarding alleged irregularities or improprieties during the MPS procurement process. The OAE independently reviews all appeals and formulates a recommendation within 10 days of receipt.

Activities:

Appeal receipt, determination of standing, appeal processing, review of findings of fact, determination of corrective action, external consultation, and issuance of final report

Outputs:

Number of appeals received, number of appeals reviewed, number of recommendations made, response time in business days, and final report

Anticipated Outcome:

100% of RFP/bid appeals will be reviewed and recommendations will be made within 10 business days of receipt

**Special Projects**

The Office of Accountability and Efficiency routinely receives special accountability-, efficiency-, transparency-, or process-improvement-related requests. Recent examples include special contract reviews and automating the creation of the District's public budget presentation.

Activities:

Activities will vary dependent upon the project

Outputs:

Number of requests received, number of project hours, number of projects completed, and project-specific outputs

**Whistleblower Protection**

In accordance with Administrative Policy 6.35, Whistleblower Protections, the District's whistleblower process urges all members of the Milwaukee Board of School Directors, employees, independent contractors, and volunteers to report any known or suspected violations of legal, criminal, policy, or ethical nature. All violations or suspected violations may be reported to the Senior Director of the Office of Accountability and Efficiency, among others. The policy states that no action shall be taken against any board member, employee, or volunteer who makes a good-faith complaint. All complaints are treated as confidential to the extent possible, consistent with the parameters of adequate investigation.

Activities:

Complaint receipt, process overview, and case specific activities

Outputs:

Number of whistleblower complaints received, processing time in business days, and number of whistleblower complaints resolved/closed

Anticipated Outcome:

Outcomes will vary dependent upon the case

***Contract Compliance Services*****Communities in Need Program (COIN)**

In accordance with Administrative Policy 3.13, Communities in Need Initiative, the COIN initiative is MPS's workforce-preference program which targets the employment of district constituents on construction contracts who are unemployed or under-employed and meet general free/reduced-priced lunch eligibility criteria. Facilities and Maintenance Services contractors provide regular work opportunities for COIN workers under this program. COIN individuals represent both skilled and unskilled workers.

Activities: Contract review, COIN assignments, COIN monitoring and control, focus groups, industry advisory committee, and mission-aligned partners

**Outputs:**

Number of contracts reviewed, number of contracts with COIN requirements, number of contracts monitored, number of COIN workers engaged, average COIN percentage assigned, and total COIN workers' hours

**Anticipated Outcome:**

% COIN participation will increase over that of the previous fiscal year.

**Historically Underutilized Businesses Program (HUB)**

In accordance with Administrative Policy 3.10, Historically Underutilized Business Program, the HUB program strives to increase the number of diverse business enterprises that supply goods and services to the District.

**Activities:**

Contract review, HUB assignments, HUB monitoring and control, vendor information sessions, and supplier diversity connections

**Outputs:**

Number of contracts reviewed, number of contracts with HUB requirements, number of contracts monitored, average HUB percentage assigned, and total HUB assignment

**Anticipated Outcome:**

% HUB participation will increase over that of the previous fiscal year.

**Student-engagement Program**

In accordance with Administrative Policies 3.10, Historically Underutilized Business Program, and 3.13, Communities in Need Initiative, student-engagement requirements expose MPS's students to career exploration through educational activities that may include paid employment. The student-employment requirement affords MPS's students the opportunity to gain meaningful employment experiences. Many vendors and contractors continue the partnership's commitment beyond the requirement period. Most MPS contracts now require a minimum of 10 hours of career education.

**Activities:**

Contract review, student-engagement assignments, student-engagement monitoring and control, job-readiness training sessions, and community connections

**Outputs:**

Number of contracts reviewed, number of contracts with student-engagement requirements, number of contracts monitored, number of students engaged, average student-engagement hours assigned, total student-engagement hours

**Anticipated Outcome:**

% student-engagement participation will increase over that of the previous fiscal year.

**General Operations**

In addition to these accountability and efficiency and contract compliance activities, the Office of Accountability and Efficiency is responsible for various general operations functions, including, but not limited to, the following:

- board agenda item review and analysis;
- board and board committee meeting participation;
- advisory committees' participation as directed by the Board;
- electronic direct-payment monitoring and quality control;
- Contract Compliance reporting system's maintenance;

- identification of improvement opportunities in routine school and departmental audit reports;
- participation in district events; and
- professional development

### **FY23 Reporting**

In accordance with Board Governance Policy BG 3.08, Role of the Management of the Office of Accountability and Efficiency, the Office of Accountability and Efficiency will provide a monthly progress update to the Board via an agenda item at the Board's regular monthly meeting. Additionally, while not required by board policy, the Office of Accountability and Efficiency will provide the Board with a summary report aligned with the annual work plan on an annual basis subsequent to the close of the fiscal year.

### **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 eight expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times:

- May 31, 2022, at 9:00 a.m., 10:00 a.m., 11:00 a.m., 2:00 p.m., and 3:00 p.m.
- June 1, 2022, at 11:00 a.m.
- June 8, 2022, at 9:00 a.m.
- June 22, 2022, at 1:00 p.m.

Also forwarded to the Board for its information were the monthly expulsion summaries.

Director Taylor moved to accept the reports of the Independent Hearing Officers of May 31 2022, and June 1, 8, and 22, 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:

- Report of the Committee on Accountability, Finance, and Personnel, Item Two, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding 60 Days, which had been set aside at the request of the Administration;
- Report of the Committee on Legislation, Rules and Policies, Item Two, Action on Adoption of a Proposed Procedure on Time Schedules and Workload, which had been set aside at the request of Director O'Halloran; and

- Report of the Committee on Student Achievement and School Innovation, Item Five, Report on Resolution 2122R-004 and Action on Recommendations of the Middle School and High School Steering Committee, which had been set aside at the request of Director Leonard.

On the motion of Director Siemsen, 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) 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 Report, Report on Hire Data, and Report on Resignation Data**

#### Classified Personnel Transactions

Code	Name	Position	Salary	Date
<b>New Hires</b>				
2	Nicole Foster	Building Service Helper I	\$15.18/hr.	05/02/2022
2	Willie Love	Building Service Helper I	\$17.21/hr.	05/02/2022
7	Lori Schroeder	Building Service Helper I	\$15.18/hr.	05/02/2022
2	Kiara Smith	Building Service Helper I	\$15.18/hr.	05/02/2022
5	Melissa Weber	Building Service Helper I	\$15.18/hr.	05/02/2022
5	Patrick Rohan	Central Kitchen Delivery Driver	\$24.26/hr.	04/25/2022
6	Adriana Hernandez	Para Ed Assistant	\$18,872.00	05/02/2022
7	Lynn Leicher Smoot	Para Ed Assistant	\$18,872.00	04/28/2022
4	Nazarath Torres	Para Ed Assistant	\$18,872.00	05/09/2022
5	Amanda Turner	School Bookkeeper — 10-month	\$35,470.00	05/09/2022
2	Shinique Jackson	School Secretary I — 12-month	\$33,570.00	05/25/2022
4	Elisa Martinez	School Secretary I — 12-month	\$34,814.00	05/24/2022
<b>Promotions</b>				
2	Kenyetta Maclin	Accounting Assistant III	\$49,734.00	05/09/2022
2	Angela Birdsong	Boiler Attendant Trainee	\$40,563.00	05/16/2022
2	Syreeta Brandon	Boiler Attendant	\$43,380.00	05/02/2022
2	Ashontie Colbert	Boiler Attendant	\$43,380.00	05/02/2022
2	Howard Crook	Boiler Attendant	\$45,630.00	05/02/2022
4	Jose Roman	Boiler Attendant	\$43,380.00	05/02/2022
5	Teri Zeren	Data Support Assistant	\$45,864.00	05/16/2022
2	Terry Gilbert	Human Resources Assistant	\$39,701.00	05/09/2022
4	Guillermo Valadez	Plumber — Restricted Journeyman	\$30.99/hr.	05/04/2022
2	Audreanna Ball	School Bookkeeper — 10-month	\$33,409.00	05/09/2022
4	Manuel Andrade Ponce	School Engineer II	\$54,997.00	05/02/2022
2	Peace Dixon	School Engineer II	\$52,562.00	05/30/2022
2	Kierra Evans	School Engineer II	\$56,215.00	05/30/2022
5	Troy Helminak	School Engineer III	\$63,114.00	05/02/2022
4	Bridget Inostrosa	School Engineer III	\$63,114.00	05/02/2022
5	Jerome Lange	School Engineer III	\$71,212.00	05/02/2022
2	Isaac McGinty	School Engineer IV	\$71,599.00	05/16/2022
5	Christie Wiedower	School Kitchen Manager II	\$31,029.00	04/25/2022

Code	Name	Position	Salary	Date
4	Marlin Hernandez	Secretary II	\$46,377.00	05/16/2022

**Rehires**

2	Kenneth Bland	Building Service Helper I	\$15.18/hr.	04/21/2022
2	Phillip Robertson	Central Kitchen Delivery Driver	\$21.65/hr.	04/25/2022
2	Jimika Martin	School Engineer I	\$49,698.00	04/25/2022

**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>					
4, r	Colon De Jesus, Wanda	Bilingual Education	XX/4W2	\$44,073.00	5/2/2022
4, r	Gonzalez, Michelle	English As Second Language	XX/4W2	\$44,073.00	5/9/2022
5, r	Grimm, Haley N	Multicateg. Comp. Sen	01/BA	\$44,870.00	5/16/2022
4, nr	Mayorga, Laura Xiomara	Spec Ed Multicateg.	XX/4W2	\$44,073.00	5/2/2022
5, r	Wiese, Kathleen	Gen'L Elem & K8 — All Grades	01/BA	\$44,870.00	4/19/2022

**Teacher Leader (Early Start School)**

5, nr	Felten, Abigail L	Educational Operations	1C/BA	\$64,014.00	8/8/2022
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Codes:	Teachers	SSWs	Psychs	Other	Total
1	Native American	0	0	0	0
2	African American	0	0	0	0
3	Asian/Oriental/Pacific Islander	0	0	0	0
4	Hispanic	3	0	0	3
5	White	3	0	0	3
6	Other	0	0	0	0
7	Two or more ethnic codes	0	0	0	0
	Males	0	0	0	0
	Females	6	0	0	6
r	Resident				
nr	Non-resident				

**Certificated Leaves of Absence**

	<u>Present Assignment</u>	<u>Effective From</u>
Illness Leave, April 2022 Jodi Wehausen	Division of Special Services	April 6, 2022
Illness Leave, May 2022 Carolyn Neumann	Franklin School	May 4, 2022
Angela Branch	Riverwest Elementary School	May 9, 2022
Lynda Cypov	Parkside School	May 12, 2022
Personal Leave, May 2022 Brittany Sanchez	Longfellow School	May 12, 2022
Maria Macias	Milw. Spanish Immersion School	May 12, 2022
Personal Leave, October 2022 Jordan Jozefacki	Itinerant	October 27, 2022
Military Leave, April 2022 Melissa Childs	Office of Human Resources	April 18, 2022

### Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
<b>Certificated Resignations</b>						
Retire	30.2	4	Linda Aguado	Teacher	Trowbridge	06/16/2022
Retire	24.9	2	Norman Alexander	Teacher	Dr. King Elem	06/30/2022
Personal	1.8	5	Kyle Amati	Teacher	Roosevelt	05/26/2022
Personal	0.4	4	Antonio Aranda	Teacher	Longfellow	06/16/2022
Personal	1.9	5	Anthony Bacchi	Psych	Metcalfe	06/03/2022
Other Dist	17.8	5	Carrie Baker Jackson	Teacher	Ronald Reagan	06/30/2022
Retire	38.7	5	Marcella Baruzzini	Teacher	Zablocki	06/16/2022
Personal	3.8	5	Katherine Beck	Teacher	Franklin	06/16/2022
Personal	0.9	5	Jennifer Bennett	Teacher	North Division	05/27/2022
Retire	33.8	6	Sarah Berg	Teacher	Gaenslen	06/16/2022
Personal	20.7	5	Vicky Bishop	Teacher	North Division	04/04/2022
Other Dist	8.6	5	Benjamin Bodart	Teacher	JMAC	05/27/2022
Other Dist	1.9	5	Katie Brister	Teacher	Bethune	06/16/2022
Personal	6.2	2	Jessica Brito	Teacher	Bradley Tech	04/22/2022
Personal	0.9	5	Mariah Brown	Teacher	Stuart	06/16/2022
Other Dist	22.0	2	Melissa Buford	Teacher	Brown Street	06/16/2022
Other Work	0.9	5	Katlynn Cahill	Teacher	Humboldt Park	06/16/2022
Personal	2.8	2	Dakota Caldwell	Teacher	Lancaster	06/16/2022
Personal	1.8	5	Katelin Calo	Teacher	Spanish Imm	06/16/2022
Other Dist	1.9	4	Lizeet Caro	Psych	ALBA	06/03/2022
Other Dist	2.9	5	Sara Carse	Psych	Douglas	06/03/2022
Personal	2.9	5	Amanda Carvalho	Teacher	Keefe	06/16/2022
Personal	25.8	3	Lee Ann Chappelle	Teacher	Franklin	06/16/2022
Personal	3.8	4	Jolene Chartier	Teacher	Parkside	06/16/2022
Personal	2.1	5	James Christensen	Teacher	Carver Acad	05/06/2022
Personal	5.8	2	Keyante Clayvon	Teacher	Bay View Mont	06/16/2022
Personal	1.4	5	Emily Clifford	Teacher	Pulaski	05/27/2022
Personal	9.6	5	Sarah Costa	Teacher	Garland	06/16/2022
Other Dist	1.9	3	Ankita Datta	Teacher	Bradley Tech	05/27/2022
Retire	27.7	5	Debra Dawson	Teacher	Central Svcs	06/16/2022
Retire	30.8	5	Cynthia Dean	SLP	Central Svcs	05/27/2022
Other Work	3.9	5	Ashley Deluca	Teacher	Morse	05/27/2022
Personal	5.2	2	Miles Dhuey	Principal	Story	06/30/2022
Other Work	3.3	5	Kelly DiGiacinto	Teacher	Rufus King MS	05/27/2022
Other Dist	10.8	5	Christina Diop	SLP	Bryant	06/16/2022
Personal	3.3	5	Janessa Doucette	Specialist I	Central Svcs	05/31/2022
Other Dist	1.9	5	Emily Dunn	Teacher	AAL	06/16/2022
Personal	7.9	7	Hannah Ellison	Teacher	Hayes	06/16/2022
Personal	0.9	5	Margaret English	Teacher	Brown Street	06/16/2022
Retire	29.8	5	Kristine Esmond	Lit Int Tchr	Central Svcs	05/06/2022
Personal	10.7	2	Kimberly Evans Green	Teacher	Townsend	05/27/2022
Other Dist	8.2	5	Lindsey Folta	Teacher	Vincent	05/27/2022
Retire	33.3	2	Christlyn Frederick Stanley	Principal	Keefe	06/30/2022
Other Dist	4.8	5	Margaret Gapinski	Teacher	Rufus King HS	05/30/2022
Personal	6.3	4	Mercedes Garcia	Teacher	Spanish Imm	06/16/2022
Personal	0.8	5	Tracy Gardner	Teacher	53 <sup>rd</sup> Street	05/20/2022
Other Dist	5.9	7	Jaclyn Garrow	Teacher	Mitchell	06/16/2022
Other Dist	10.8	5	Kathryn Gerou	SLP	Roosevelt	06/30/2022
Personal	0.9	5	Madelin Ginster	Teacher	Congress	05/27/2022
Retire	32.3	5	Maureen Gleesing	Teacher	South Division	06/03/2022
Other Dist	0.9	5	Mary Graffis	Teacher	JMAC	05/27/2022
Retire	4.4	5	Peggy Hamby	SLP	Morgandale	06/17/2022
Other Dist	2.9	5	Erika Hansen	Teacher	Bradley Tech	05/27/2022
Personal	4.8	5	Caitlin Hanson	Teacher	Kluge	06/16/2022
Personal	0.9	5	Gracia Hasebrook	Teacher	Grant	06/20/2022



Reason	Yrs Svc	Code	Name	Position	Location	Date
Personal	24.6	2	Sharon Hegwood	Teacher	Bradley Tech	05/27/2022
Other Dist	6.8	6	Joshua Hennes	Teacher	Obama SCTE	05/27/2022
Retire	30.0	5	Barbara Hickling	Manager III	Central Svcs	07/08/2022
Personal	4.4	2	Shatavia Jefferson	Teacher	Maple Tree	06/16/2022
Personal	7.8	5	Kelsey Jeffery	Teacher	Doerfler	06/16/2022
Retire	24.0	5	Kimberly Johnson	Teacher	Parkside	06/16/2022
Personal	2.3	2	Nikia Johnson	Teacher	Marshall	05/27/2022
Personal	3.7	2	Cassandra Jones	Teacher	JMAC	05/28/2022
Personal	5.5	5	Urszula Julien	SLP	Carver	06/16/2022
Retire	26.8	5	Sandra Kelly	Teacher	Rufus King MS	05/27/2022
Personal	8.3	5	Patrick Kenny	Teacher	Kagel	06/16/2022
Other Dist	8.8	5	Rachel Koeppler	Teacher	South Division	05/27/2022
Retire	32.5	5	Elizabeth Krueger Safer	Teacher	Wedgewood Park	01/20/2023
Personal	16.8	5	Tyson Kuhrmeier	Teacher	Parkside	06/16/2022
Personal	1.5	5	Kim Lamers	Nurse	Central Svcs	06/03/2022
Personal	0.4	5	Megan Lane	Teacher	Washington	05/27/2022
Retire	23.9	5	Alice Lanphier	Teacher	Rufus King HS	08/08/2022
Personal	7.9	5	Sarah Larkin	SST	Carver	06/30/2022
Personal	0.9	5	Jonathan Lauer	Teacher	Burbank	06/16/2022
Retire	19.6	3	Mary Lawler	Teacher	MacDowell	05/27/2022
Other Work	2.9	5	James Leggett	Teacher	French Immersion	06/16/2022
Personal	1.9	5	Alec Lenczner Bagdasarian	Teacher	Wedgewood Park	05/27/2022
Personal	6.3	5	Tracy LoMenzo	Teacher	Pulaski	05/27/2022
Other Dist	9.4	2	Paula Mackey	Teacher	Franklin	06/16/2022
Personal	8.8	4	Johnathan Manzo	SST	Hawley	06/16/2022
Other Dist	4.8	2	Tamika Marable	Teacher	Lloyd Barbee	06/16/2022
Personal	2.9	2	James Matthews	Teacher	Townsend	06/16/2022
Personal	24.2	5	Kathleen McGovern	Teacher	Holmes	04/25/2022
Personal	3.3	5	Quinn McLeese	Teacher	Rufus King MS	05/27/2022
Personal	1.9	5	Rebecca Meldman	Teacher	Lincoln MS	05/27/2022
Other Work	0.9	5	Julia Meyer	Teacher	Story	06/16/2022
Personal	0.9	4	Nadia Moreno	SSW	Audubon	06/03/2022
Retire	17.9	5	Sally Morgan	Teacher	MacDowell	05/27/2022
Other Dist	0.9	5	Philip Morris	Teacher	Townsend	06/16/2022
Personal	3.9	5	Jeffrey Neuser	Teacher	Vincent	05/27/2022
Personal	3.8	5	Timothy Ott	Teacher	Obama SCTE	05/27/2022
Personal	2.9	3	Yeng Parman Thao	Teacher	Audubon HS	05/26/2022
Personal	12.9	5	John Peacock	Teacher	Rufus King HS	05/27/2022
Personal	1.8	4	Reyes Perez	Teacher	Hopkins Lloyd	06/16/2022
Personal	4.2	4	Yomara Perez	Teacher	Mitchell	06/16/2022
Personal	24.0	2	Chauna Perry Finch	Supervisor I	Central Svcs	06/30/2022
Personal	4.8	5	Victoria Phillips	SLP	53rd Street	06/16/2022
Other Dist	1.2	5	Olyvia Pierce	Teacher	JMAC	05/27/2022
Personal	0.8	4	Elba Polo Fernandez	Teacher	Hayes	06/17/2022
Retire	37.7	5	Barbara Reading	Teacher	Siefert	06/16/2022
Personal	5.8	5	Ashley Reuter	Teacher	Central Svcs	06/16/2022
Personal	0.8	4	Francisco Robles	Teacher	Morse	05/27/2022
Personal	3.4	5	Tylor Rockwell	Nurse	Central Svcs	06/03/2022
Retire	33.3	5	Angela Rourke	SST	Maple Tree	06/16/2022
Other Work	4.8	2	Sierra Rowe	Teacher	Auer	06/16/2022
Personal	2.2	5	Allie Rudolph	Teacher	Bethune	06/16/2022
Personal	7.4	6	Redouane Sabbar	AP	Ronald Reagan	06/01/2022
Personal	1.9	4	Brittany Sanchez	SLP	Longfellow	06/16/2022
Retire	30.0	4	John Sanchez	Principal	Fernwood	06/24/2022
Retire	25.7	4	Gladys Sandino	Teacher	Forest Home	06/16/2022
Personal	6.5	5	Rachel Sanfelippo	Teacher	Lincoln Ave	06/16/2022
Other Dist	25.8	5	Heather Sattler	Teacher	Alliance	05/27/2022
Personal	7.8	5	Aude Sauvignon	Teacher	French Immersion	06/16/2022
Personal	13.8	5	Kathleen Schuppner	SLP	Central Svcs	06/16/2022
Retire	32.8	5	Mary Selbach	Teacher	Milw Sign Lang	06/16/2022

Reason	Yrs Svc	Code	Name	Position	Location	Date
Other Work	11.8	7	Ranjit Singh	Supervisor I	Central Svcs	06/03/2022
Personal	7.9	5	Catherine Slusher	Nurse	Central Svcs	06/22/2022
Personal	17.3	5	Nathan Snieg	Teacher	Hartford	06/16/2022
Retire	30.0	5	Mary Stefanik	Teacher	Fairview	06/16/2022
Personal	3.4	2	Tanesha Stewart	Teacher	Rufus King MS	05/27/2022
Personal	2.9	5	Sarah Stuhlmacher	Teacher	Gaenslen	06/16/2022
Other Dist	0.9	5	Rachel Szurek	Teacher	Milw Sch of Lang	05/28/2022
Personal	0.9	3	Shannon Thao	Teacher	Pulaski	05/27/2022
Other Dist	12.8	5	Ryan Thompson	Teacher	Riverside	06/13/2022
Other Work	10.3	5	Joseph Timm	Teacher	Cass	06/16/2022
Personal	1.8	5	Andy Tranel	Teacher	Westside Acad	06/16/2022
Other Dist	4.8	5	Sara Vandersteen	Teacher	AAL	06/17/2022
Personal	7.9	4	Ayleen Vargas Delgado	Teacher	Milw Sch of Lang	05/27/2022
Personal	6.8	5	Jenni Vaughn	Teacher	Mitchell	06/16/2022
Personal	3.8	4	Lisa White	Teacher	ALBA	05/27/2022
Retire	19.9	5	Julia Wolz	Teacher	Maple Tree	06/16/2022
Other Work	1.9	5	Kaitlin Worman	SLP	Hayes	06/16/2022
Personal	4.9	2	Junius Yates	Principal	Obama SCTE	06/30/2022
Personal	0.8	5	Donna Zelenak	Teacher	Starms	05/27/2022

#### **Classified Retirements**

Retire	25.6	2	Harriet Fields	Secretary I	MacDowell	04/30/2022
Retire	3.6	2	Cassandra Greenlee	Secretary I	F & M	04/23/2022
Retire	7.5	2	Cassandra Holmes	Para	Pulaski	04/29/2022
Retire	20.0	5	Bruce Krueger	Boiler Att	Parkside	05/14/2022
Retire	28.0	5	Paul Mueller	BSH II	North Division	05/16/2022

Other District ..... 25

Other Work ..... 9

Personal ..... 76

Retirement ..... 29 (5 Classified & 24 Certificated)

#### **Affirmative Action Report**

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

#### **Report on Hires, FY18-FY22**

	Staff	Teachers
FY18	1,136	321
FY19	1,312	378
FY20	1,525	440
FY21	872	362
FY22	1,049	331

#### **Report on Resignation Data**

##### **All Staff Total Terms by Month, FY22**

July 2021	Aug 2021	Sept 2021	Oct 2021	Nov 2021	Dec 2021	Jan 2022	Feb 2022	Mar 2022	Apr 2022	May 2020	June 2022
104	362	111	151	98	76	113	67	64	85	175	43

##### **Teacher Total Terms by Month FY22**

July 2021	Aug 2021	Sept 2021	Oct 2021	Nov 2021	Dec 2021	Jan 2022	Feb 2022	Mar 2022	Apr 2022	May 2020	June 2022
46	62	24	40	28	19	35	12	9	37	103	17

**All Staff Terms, FY18-FY22**

	FY18	FY19	FY20	FY21	FY22
Retire	303	347	279	281	243
Resign	1,306	1,263	994	842	1,206
Total	1,609	1,610	1,273	1,123	1,449

**Teacher Terms, FY18-FY22**

	FY18	FY19	FY20	FY21	FY22
Retire	164	159	133	116	82
Resign	462	430	315	245	330
Total	626	589	448	361	412

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

**Recommended Appointments**

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

Codes	Name	Appointment	Location	Salary		
				Sched	Range	Amount
4, nr	Jose Frias	Assistant Principal III, WI Conservatory of Lifelong Learning	Office of the Chief of School Administration	03	12C	\$101,244
6, r	Stanley Loper	Assistant Principal I, Thoreau	Office of the Chief of School Administration	03	10C	\$92,954
5, nr	John Beck	Coordinator III, Student Performances	Office of the Chief of Communications & School Performance	03	08A	\$92,221
5, r	Kevin Condon	Assistant Principal I, Mitchell	Office of the Chief of School Administration	03	10C	\$85,000
2, r	Maggie McDaniel	Assistant Principal I, Grantosa	Office of the Chief of School Administration	03	10C	\$82,979
4, r	Veronica Martin	Business Specialist I, Nutrition Services	Office of the Chief of Finance	03	08A	\$80,869
2, nr	Khalil Davis	Specialist I, Contract Law	Office of the Chief of Finance	03	08A	\$70,465
2, r	Robin Bradford	Dean of Students, North Division	Office of the Chief of School Administration	03	06C	\$78,989
2, r	Jacqueline Roberts	Assistant Principal, Roosevelt	Office of the Chief of School Administration	03	11C	\$69,903
6, r	Thomas Scholle-Malone	Coordinator II, Recreation (Youth Sports)	Office of the Chief of Operations	03	07A	\$69,300
3, nr	Jenny Lo	Planning Assistant II	Office of the Chief of Academics	03	02A	\$65,511

**Recommended Reclassifications**

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

Codes	Name	Appointment	Location	Salary		
				Sched	Range	Amount
2, r	Bianca Franklin	Supervisor I, School Nursing	Office of the Chief of Academics	03	09A	\$95,760
5, nr	Susan Wollmer	Supervisor I, School Nursing	Office of the Chief of Academics	03	09A	\$92,029
2, r	Earnestine McCoy Hale	Supervisor I, School Nursing	Office of the Chief of Academics	03	09A	\$87,719
2, r	Marchell Bass Wilson	Supervisor I, School Nursing	Office of the Chief of Academics	03	09A	\$87,393
2, nr	Tashanda Edelen	Supervisor I, School Nursing	Office of the Chief of Academics	03	09A	\$84,859

### Recommended LTE Contracts Exceeding 60 Days

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

Codes	Name	Position	Location	Hourly	Dates
				Wage	
5, r	Michelle Douglas Meyer	Strong Start Math Leadership Project	Office of the Chief of Academics	\$50.00	06/01/22-08/31/22
5, r	Beth Schefelker	Strong Start Math Leadership Project	Office of the Chief of Academics	\$50.00	06/01/22-08/31/22
5, r	Linda Bolin	EEIC Mentors for Principals	Office of the Chief of Academics	\$40.00	07/01/22-12/31/22
5, nr	Susan Hebner	Graphic Design/Marketing Support	Office of the Chief of Communications & School Performance	\$40.00	05/15/22-09/15/22
5, r	Jeffrey Krupar	EEIC Mentors for Principals	Office of the Chief of Academics	\$40.00	07/01/22-12/31/22
5, r	James Lawton	EEIC Mentors for Principals	Office of the Chief of Academics	\$40.00	07/01/22-12/31/22
5, r	Sandy Schroeder	Project Manager & Site Coordinator	Office of the Chief of Operations	\$40.00	07/01/22-12/31/23
5, r	Debra Costello	Parchment Student Transcripts and Locker Knowledge Transfer	Office of the Chief of Communications & School Performance	\$36.76	05/16/22-07/15/22
1, r	Abbie Ruth Fishman	Advance Placement Project Assistant	Office of the Chief of Academics	\$30.00	05/01/22-11/01/22
5, nr	Christopher Geiser	Piano Accompanist	Office of the Chief of School Administration	\$30.00	08/10/2022-12/26/22
2, r	Rosemary Hayes	Administrative Assistant III	Office of the Chief of Academics	\$30.00	07/01/22-01/30/23
5, r	Lawrence Murphy	Co-Advisor/Artist in Residence	Office of the Chief of School Administration	\$30.00	08/01/22-12/01/22
5, r	Tammy Nemoir	Infinite Campus Coordinator/Data Base Support	Office of the Chief of School Administration	\$30.00	06/06/22-12/06/22
5, nr	Kris Bertram	Scanning/Filing	Office of the Chief of Human Resources	\$25.00	05/31/22-08/30/22
2, r	Cierra Taylor	Scanning of Personnel Files	Office of the Chief of Human Resources	\$15.00	06/06/22-08/19/22

Subsequent to the meeting of the Committee on Accountability, Finance, and Personnel, the Administration and the Office of Board Governance submitted the following additional recommended appointments for the Board's approval.

Codes	Name	Appointment	Location	Salary		
				Sched	Range	Amount
2, r	Tonja Whittley	Manager I, Professional Development	Office of the Chief of Academics	03	11A	\$114,470
5, nr	Kelly Bolin	Manager I, Financial Reporting	Office of the Chief of Finance	03	11A	\$101,989
5, r	Elizabeth Fiergola	Employment Relations Specialist III	Office of the Chief of Human Resources	03	10A	\$87,023
2, r	Kellie Carson	Assistant Principal, Siefert	Office of the Chief of School Administration	03	10C	\$96,736
4, r	Ruth Lopez	Recreation Supervisor Associate II	Office of the Chief of Operations	03	04A	\$60,131
2, r	Brandi Williams	Records Management Specialist I	Office of Board Governance	03	08A	\$70,465

Director Leonard moved to approve the Committee's recommendation, along with the list of additional appointments.

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 3) Action on the 2022-23 Salary Schedules

#### **Background**

On April 21, 2022, the Board approved salary increases across the board, to be effective July 1, 2022. The salary schedules for 2022-23 are attached to the minutes of your Committee's meeting for the Board's action.

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

Goal 3, Effective and Efficient Operations

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

Administrative Policy 6.21, Salary Schedules: Staff

#### **Fiscal Impact Statement**

Authorized expenditures were previously approved in the FY23 budget.

#### **Implementation and Assessment Plan**

This item aligns the salary schedules to the Board's action of April 21, 2022.

#### **Committee's Recommendation**

Your Committee recommends approval of the 2022-23 Salary Schedules as presented 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 4) Action on a Request for Approval of Job Descriptions Related to Director I, Restorative Practices, Supervisor I, System Administration, and Director I, State & Federal Programs**

**Background**

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Pursuant to Administrative Policy 6.19, the Superintendent is bringing forth approval of the job descriptions for the Director I, Restorative Practices; Supervisor I, System Administration; and Director I, State & Federal Programs positions, as summarized below.

**Director I, Restorative Practices**

Job Code: TBD

Reports to Chief of Staff

Office: Chief of Staff

Department: Restorative Practices

**Compensation Information**

Pay Grade: 14A

Pay Range: \$97,775-\$141,204 (7/1/22)

FLSA Status: Exempt

Term of Employment: Full-time

**Position Summary/Purpose**

- Directs and oversees the restorative-practices continuum framework in Milwaukee Public Schools that promotes and strengthens a safe and equitable learning environment;
- Collaborates with school- and district-based staff to improve district and school culture;
- Assists in reducing disproportionality and increasing academic achievement;
- Coordinates the schoolwide implementation of restorative practices by performing professional development as well as by monitoring and assessing progress;
- Models districtwide workshops and facilitates professional development for district stakeholders to help meet the needs of all students and staff throughout the district;
- Collaborates with local and national organizations to embed restorative practices in participating schools.

**Supervisor I, System Administration**

Job Code: TBD

Reports to Manager, Technical Services

Office: Communications & School Performance

Department: Technology

**Compensation Information**

Pay Grade: 09A

Pay Range: \$77,368-\$111,477 (7/1/22)

FLSA Status: Exempt

Term of Employment: Full-time

**Position Summary/Purpose**

- Supervises, directs, and delegates tasks for the system administration team and other assigned staff;
- Organizes workloads to ensure that deadlines are met;
- Monitors and reports on work in progress and ensures compliance with project plans;
- Ensures that all installations, maintenance, and upgrades are carried out on schedule and to projects' specifications;
- Frequently collaborates with other departments and professionals in the development of IT systems.

**Director I, State & Federal Programs**

Job Code: TBD

Reports to Chief Financial Officer

Office: Finance

Department: State and Federal Programs

***Compensation Information***

Pay Grade: 14A

Pay Range: \$93,386-\$134,865

FLSA Status: Exempt

Term of Employment: Full-time

***Position Summary/Purpose***

- Directs and oversees almost \$1,000,000,000 of state and federal grant applications and performance compliance, both competitive and formula funding;
- Oversees the development of comprehensive program plans, ensuring planned program compliance, and monitors budgets following established federal, state, and local laws, policies, regulations, and guidance;
- Collaborates with district staff across departments to ensure programs' quality;
- Plans and implements a schedule of grant monitoring within the district and facilitates the process for monitoring by the Wisconsin Department of Public Instruction or the federal government.

Please see the attachments to the minutes of your Committee's meeting for detailed descriptions of the positions.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 6.19, Positions: Staff

**Fiscal Impact Statement**

The item does not authorize expenditures.

**Implementation and Assessment Plan**

Upon approval by the Board, the Administration will utilize the attached job descriptions.

**Committee's Recommendation**

Your Committee recommends that the Board approve the job descriptions for:

- Director I, Restorative Practices,
- Supervisor I, System Administration,
- Director I, State & Federal Programs.

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

\* \* \* \* \*

**(Item 5) Action on a Request to Approve Limited Implementation of Emergency Paid Sick Leave (EPSL) for MPS Employees through June 30, 2023**

**Background**

The Families First Coronavirus Response Act (FFCRA) provided employees with emergency paid sick leave (EPSL) for those affected by the COVID-19 pandemic, from April 1, 2020, through December 31, 2020. While the FFCRA expired on December 31, 2020, the Board approved extension of the EPSL through June 30, 2021. In the July 2021 board cycle, the Board approved a limited implementation of EPSL through June 16, 2022. The Administration is now seeking the Board's approval to extend a further limited provision of the EPSL benefit through June 30, 2023.

Under this extension, emergency paid sick leave will be available for employees as outlined below. The proposed extension will be superseded by any COVID-19 leave benefits enacted by the state or federal governments that MPS is mandated to follow. This leave entitlement is in addition to an employee's regular sick leave balance.

### **Families First Coronavirus Response Act (FFCRA) Policy**

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*Effective June 17, 2022*

#### **Statement of Policy**

Formerly, the Federal Families First Coronavirus Response Act (FFCRA) provided employees with emergency paid sick leave (EPSL) for those affected by the COVID-19 pandemic, from April 1, 2020 through December 31, 2020. While the FFCRA expired on December 31, 2020, MPS will continue to extend a limited provision of the EPSL benefit through June 30, 2023. This limited similar EPSL extension is subject to change by MPS at any time and will be superseded by any COVID-19 leave benefits enacted by the state or federal government that MPS is mandated to follow.

#### **Emergency Paid Sick Leave (EPSL)**

Emergency paid sick leave will be available for any employee who is unable to work because:

- the employee has tested positive for COVID-19 and is subject to a federal, state, or local isolation order related to COVID-19; or
- the employee is unvaccinated and is unable to be vaccinated for medical or other documented reasons and is ordered to quarantine due to being determined a close contact of a positive student or staff member at work.

#### **Eligibility for EPSL**

All employees, regardless of their tenure with the organization, with full-time or part-time status are eligible to receive this benefit.

#### **Paid Benefits for EPSL**

Eligible employees will receive up to five work days of paid emergency sick leave (for one instance of testing positive for COVID-19 or one instance of being deemed a close contact, if unvaccinated, as outlined above as follows:

- full-time employees regularly scheduled to work 40 or more hours per week are eligible for 40 hours at their regular rate of pay;
- part-time employees are eligible for the number of hours that the employees work, on average, over a one-week period.

If an employee tests positive for COVID-19 a second time, the employee will qualify for up to an additional five days of emergency sick leave upon furnishing appropriate documentation of the second positive COVID-19 test.

#### **Taking Leave**

Employees must follow all departmental call-in procedures when using leave provided by this policy, and employees must clearly articulate their reasons for taking qualifying leave. This EPSL leave entitlement is for a maximum of five workdays in addition to an employee's regular sick-leave balance. EPSL does not accrue or rollover, and there will be no payout at separation.

#### **Return to Work Following EPSL**

Employees are required to follow guidelines established by MPS's policy and administrative guidelines and the Milwaukee Health Department's protocols as they relate to ceasing home isolation/quarantine practices.

General questions about the MPS Families First Coronavirus Response Act (FFCRA) Policy can be sent to [COVID19leaves@milwaukee.k12.wi.us](mailto:COVID19leaves@milwaukee.k12.wi.us).



### **Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

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

### **Fiscal Impact Statement**

This item does not authorize expenditures. The ESSER III Budget set aside \$2,000,000.00 for continued implementation of emergency paid sick leave.

### **Implementation and Assessment Plan**

Upon approval by the Board, the Administration will implement limited emergency paid sick leave (EPSL) for MPS employees through June 30, 2023.

### **Committee's Recommendation**

Your Committee recommends that the Board approve continued implementation of emergency paid sick leave (EPSL) for MPS employees through June 30, 2023, in alignment with a limited provision of the emergency paid sick leave (EPSL) Policy as detailed above.

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

\* \* \* \* \*

### **(Item 6) Action on a Request to Enter into a Contract with Lead Generation Project for Summer Programming Services**

#### **Background**

The Administration requests authorization to enter into a contract with Lead Generation Project for summer programming services for up to 50 rising junior and senior high-school students. The project is designed to serve MPS high schools by assisting students in reviewing, assessing, and improving their core academics. Students will participate in ACT prep and financial literacy courses and will receive exposure to healthcare careers while preparing to compete at the post-secondary education level. This project is organized by MKE Fellows in partnership with Milwaukee Public Schools, Cardinal Stritch University, t.Lab, CLIMB, Wells Fargo, Advocate Aurora Health, and Milwaukee Area Technical College (MATC).

#### **Assessment and Onboarding Activities**

Activity	Goal	Duration
Academic Assessment	Determine and establish the academic operating levels of each student.	9 hours
Leadership Assessment	Determine and establish the leadership traits and competency levels of each student.	1 hour
Student Interview	Collect anecdotal data needed to develop insights on individual students. The information is used to develop complete learning plans, to form learning cohorts, and to develop individual students' career visions.	30 mins
System Training	Train students and communicate the standards, processes, and necessary tools to successfully participate in the program.	2 hours

#### **Initial Schedule**

Date	Time	Activity	Location
Tuesday, June 14, 2022	4:00 p.m.-6:30 p.m.	Math assessment	Zoom
Wednesday, June 15, 2022	4:00 p.m.-6:30 p.m.	ELA assessment	Zoom

Date	Time	Activity	Location
Thursday, June 16, 2022	4:00 p.m.-6:30 p.m.	<ul style="list-style-type: none"> <li>• Value survey</li> <li>• Leadership assessment</li> <li>• Emotional intelligence test</li> <li>• Make-up session for students who do not complete either assessment on the given dates</li> </ul>	Zoom
Friday, June 17, 2022	8:00 a.m.-12:30 p.m.	ACT with writing	Zoom

### **Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 7.18, Co-curricular and Interscholastic Programs

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

### **Fiscal Impact Statement**

The contract will run from July 1, 2022,. through December 31, 2022. The total amount of the contract will not exceed \$129,000.00

### **Committee's Recommendation**

Your Committee recommends that the Board waive Administrative Policy 3.09 and enter into a contract, as attached to the minutes of your Committee's meeting, with Lead Generation Project to run from July 1, 2022, through December 31, 2022.

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

\* \* \* \* \*

### **(Item 7) Action on Recommended Plan of Audits and Report on District Risk-assessment Plan**

#### **Background**

Annually, the Board of School Directors adopts a yearly Plan of Audits which identifies audit activities that the Office of Board Governance-Audit Services to be conducted during the ensuing fiscal year.

After the initiated and required audits have been determined, the next step in developing the annual audit plan involves using the results of the District Risk Assessment. Audit Services staff also reviews the Board's proceedings to identify possible audit topics. These audit topics then serve as the basis for drafting the annual audit plan, which provides information on possible audits and anticipated resources required to complete each audit.

The proposed FY23 Annual Plan of Audits and District Risk Assessment have been completed and are being submitted for the Board's review and approval. The plan includes initiated audits, required audits, and proposed audits. Included with the recommendation is a summary of available days which identifies estimated resource requirements for each audit and shows how available days will be used to support the audit plan.

The proposed FY23 Annual Plan of Audits includes audit activities for the board-approved Audit Services areas, including external audit assistance, departmental and program audits, fraud investigations and other reviews (including external audit reviews), and school audits, with corresponding days. This year's FY23 Annual Audit Plan includes both cyclic and non-cyclic departmental and program audits. Cyclic departmental and program audits will be scheduled on a recurring basis in high-risk/high-impact areas such as accounts payable, payroll, financial reporting, and IT Security, among others. Other program evaluations include follow-up reviews of district supplemental pension programs, building-lease controls, and accounts payable controls.

Per Board Governance Policy BG 2.12, Board Audits: Annual Plan and Coordination, amendments to the annual plan of audits for those audits not ordered in the Audit Plan, but later determined to have major implications to the District, require the Board's approval. This policy also provides for the Director of the Office of Board Governance to have the authority to approve critical and emergency audits during the year.

### **Report on FY23 District Risk Assessment**

In October 2015, the Milwaukee Board of School Directors approved the District's risk-assessment project as part of the Annual Plan of Audits for the fiscal year 2016. Audit Services worked in collaboration with the Association of Local Government Auditors (ALGA) to develop a risk-assessment tool and a risk-assessment questionnaire that was distributed to key district leaders and administrators. During this six-month process, the Assistant Chief Auditor with the Miami-Dade County Public Schools served as the technical advisor for this project and provided valuable insights and feedback. The entire MPS Audit Services team also participated in the design and evaluation process. This district risk-assessment tool since has been updated annually to continue to assist Audit Services in identifying risks and in prioritizing audit resources.

Audit Services has completed the FY23 risk assessment as a means to help identify, measure, and rank potential audit areas based on the level of risk to the District and as a tool in preparing the FY23 Annual Audit Plan. Risk-assessment questionnaires distributed to 71 office directors, managers and key personnel, in 38 departments, had a 100% return rate.

Of the 71 responses received and a comparison from prior year results identified:

- 71 (100%) were aware of MPS's fraud-reporting tools, an increase from 97% in the prior year;
- unfortunately, 21 (30%) reported obstacles that would have prevented their departments from performing work tasks, an increase from 11% in the prior year;
- staff turnover continued to be a concern, with 35 (49%) reporting changes in key personnel, similar to the 50% reported in the prior year;
- 12 (17%) reported technology upgrades or other operational changes, a decrease from 25% in the prior year; increasing stability in operations;
- 14 (20%) indicated that they did not have written standard operating procedures (SOPs) or that the SOPs were still being developed for staff to follow, a slight improvement from 22% reported in the prior year;
- 6 (8%) reported theft, fraud, waste, or abuse, a decrease from 11% in the prior year.

Audit Services has reviewed the responses and has performed an analysis of year-over-year budget and staffing changes in assigning risk levels to six specific categories — People, Fraud, Operations, Technology and Systems, Legal, and Financial — to arrive at an overall risk-and-audit priority. Using these criteria, an overall risk-and-audit priority level of high, moderate, or low was assigned. Of the 38 auditable departments analyzed, six (16%) are high-risk, 15 (39%) are moderate-risk, and 17 (45%) are low-risk.

A high-risk score does not necessarily mean that an office is managed ineffectively or that it is not functioning properly, but merely indicates that the services or functions are inherently high-risk activities due to large expenditures or revenues, large amounts of cash, public interest, mission-critical operations, or support for other critical internal operations. The overall results identify the areas of activities with the highest risk factors, as described above, that may warrant or benefit from additional management action or standard operating procedures.

The areas of higher risk include the Office of Finance (Financial), Office of Operations (Operations), and the Office of Human Resources (People). Audit resource days have been included in the FY23 Annual Plan of Audits in the higher-risk areas of district operations.

In addition to the risk assessment's results, other factors affecting prioritization include requests from the Board of School Directors, audit resources, prior audit results, value-added impact to the organization, and degree of organizational change in the functional area. All of these factors are addressed when devising the recommended audit plan.

## **Annual Plan of Audits, Fiscal Year 2023**

### **Financial Audit**

#### **A) Audit: Basic Financial Statements**

MPS is required to have an annual examination of the MPS basic financial statements. The Office of Board Governance, which has overall responsibility for the annual year-end examination, contracts with a certified public accounting firm to perform the audit. The accounting firm conducts the audit in accordance with government auditing standards to form an opinion on the basic financial statements. The audit includes audits of the two early-retirement pension plans, a Report on Internal Control, and a Status Report on the Prior Year's Internal Controls. In addition to the financial statement audits, the District is also required to have a Report on Federal and State Awards (Single Audit), Student Membership (general, summer school, and integration-transfer program) Audits, and a Parent Consent for Transportation Audit.

- The Single Audit satisfies the audit requirements of both the state and federal governments for all state and federal funds received by MPS.
- The Student Membership Audits and Parent Consent for Transportation Audit satisfy the audit requirements mandated by the Wisconsin State Statutes and the Wisconsin Department of Public Instruction.
- The Report on Internal Control details areas in which internal accounting controls need to be enhanced. A separate report is also provided which reports on prior-year management comments and management's progress in implementing those recommendations.

In addition to coordinating and monitoring the year-end audit's activities, Office of Board Governance-Audit Services is responsible for completing various segments of the year-end audit.

Estimated Resource Allocation — Internal.....	100 days
Estimated Resource Allocation — External.....	228 days
Estimated Start Date .....	July 2022
Estimated Completion Date .....	December 2022

### **Departmental and Program Audits-(Cyclic)**

#### **B) Cyclic Audits**

##### **Review of Retirees' Health and Life Insurance**

This review will address whether comprehensive operating procedures exist, the accuracy of data, effective internal controls over reporting, data, and other operations. Other cyclic audit areas planned for may include financial reporting-grants management, IT security and disaster recovery, procurement, and selected areas of operations for individual offices, such as Office of Human Resources, Office of Academics, Office of Finance, Office of School Administration, and Office of the Communication and School Performance. These cyclic reviews would be scheduled on a recurring basis to ensure that areas of district operations deemed as higher-risk/higher-impact are reviewed on a periodic basis.

Estimated Resource Allocation .....	55 days
Estimated Start Date .....	December 2022
Estimated Completion Date .....	June 2023

#### **C) Audit: Follow-up on Previously-issued Audit Reports**

In order to ensure that all audit recommendations have been properly implemented, Audit Services tracks and follows up on the audit recommendations to determine the status of district administration's corrective actions. Follow-up reviews are planned for three previously-issued reports — Supplemental Pension, Building Lease, and Accounts Payable-Finance Department.

Estimated Resource Allocation .....	85 days
Estimated Start Date .....	September 2022
Estimated Completion Date .....	April 2023

**D) Non-cyclic-Program Evaluations**

These reviews will focus on one or two higher-risk operational areas and may include various financial transaction reviews, use and oversight of district-wide (DW) accounts, Infinite Campus's data controls, and areas of operations that have not been reviewed or approved by the Board.

**Review of Central Service Department Payroll Controls****MPSU Review (Carried Over)****Immersion Programs**

Estimated Resource Allocation ..... 130 days  
 Estimated Start Date ..... July 2022  
 Estimated Completion Date ..... March 2023

Other areas of review that may be considered on a non-recurring basis include FMS's billing practices, remote/telework capability for central services and school based staff, early childhood, M<sup>3</sup>, IB programs, Montessori programs, bilingual programs, and other evaluations of district operations such as building use and capacity and transportation services.

**Fraud Investigations and Other Reviews****E) Audit: Special Audits and Projects**

The Office of Board Governance-Audit Services has the responsibility for special audits, fraud investigations, and other projects, including reviews of external charter-school audit reports for Contracted School Services. Requests for analysis, investigations, and specific information can be made by the Board, the Superintendent, the management of the Office of Accountability and Efficiency, and the Chief Officer of the Office of Board Governance.

In addition, The Office of Board Governance operates the Fraud Hotline: Upon receipt, complaints are reviewed and, if deemed appropriate based on criteria from policy, investigated. A fraud, waste, and abuse annual report summarizing the results of fraud complaints and tips received is issued to the Board and the Superintendent. Enhancements to fraud-reporting tools — including the 2017 approval of reporting requirements of Administrative Policy and Procedure 6.38, Theft, Fraud, Waste, Abuse, Illegal or Unethical Behavior — have led to an increase in tips received.

Special projects within higher-risk operational areas may include a review of the District's exit-interview process, reviews of schools with overspent budgets, updating the District's Annual Risk Assessment, review of student-enrollment processes, and a cost-benefit analysis of fleet maintenance and replacement schedules. In addition, principals' trainings and support are offered throughout the school year.

Estimated Resource Allocation ..... 526 days  
 Estimated Start Date ..... Ongoing  
 Estimated Completion Date ..... Ongoing

**School Audits****F) Audit: Alternative/Early Childhood Partnership Schools**

The District contracts with schools to provide alternative education and early childhood education to MPS students. The audits will review the operations of these schools to determine the extent to which the schools (1) comply with administrative policy and contract provisions and (2) appropriately use the financial resources provided by MPS. Schools are selected for review on a rotating basis. Five partnership programs and a related management letter are to be completed in FY23.

Estimated Resource Allocation ..... 51 days  
 Estimated Start Date ..... November 2022  
 Estimated Completion Date ..... June 2023

**G & H) Audit: Charter School Financial and Performance Audits**

Charter schools are required by their contracts to contract for financial audits and annual performance-and-compliance audits. The audits are conducted in accordance with government auditing standards.

One of the objectives of the financial/compliance audit of MPS instrumentality charter schools is to express an opinion on the fairness of the schedule of revenues and expenditures. The objective of the performance/compliance audit is to report on the charter school's compliance with the performance, administrative, and fiscal provisions of its contract.

The charter school has the option to contract with Audit Services or with an independent certified public accountant to perform the audits for FY23's activity. Five charter schools have contracted with Audit Services.

Estimated Resource Allocation ..... 74 days  
 Estimated Start Date ..... July 2022  
 Estimated Completion Date ..... March 2023

**I) Audit: School Audits**

The Board, in recognition of a school's authority to make key decisions regarding its operations, has directed Audit Services to initiate a continuous program of individual school audits. Schools presently have control over a significant portion of their local school budgets. In addition, schools are expected to achieve accountability standards, meet the Board's strategic objectives for student achievement and equity, and comply with fiscal and administrative guidelines. The program continues the cyclical audits of MPS schools.

The purpose of the review is to assess whether the existing internal controls over the school's financial activities can be relied upon to ensure that student-activity-fund, fixed-asset, and payroll-exception-reporting financial transactions are properly authorized, recorded, documented, and safeguarded. Compliance with fire-drill, textbook-management, and student-attendance procedures is also reviewed.

Fifteen schools will be selected for audit during FY23.

Estimated Resource Allocation ..... 135 days  
 Estimated Start Date ..... July 2022  
 Estimated Completion Date ..... June 2023

**J) Audit: School Audits — New-principal, Follow-up, Carryover, and School-closing**

Newly-assigned principals may request audits to assist them in determining the financial and other conditions at their schools. The review conducted is identical to the continuous program of school audits. Follow-up reviews may be conducted for those schools where prior audits have determined that internal controls were significantly deficient. School-closing audits with a focus on financial transactions are conducted to assist the Administration with close-out activities at these schools. Twelve new-principal audits are scheduled.

Estimated Resource Allocation ..... 108 days  
 Estimated Start Date ..... July 2022  
 Estimated Completion Date ..... June 2023

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Board Governance Policy BG 2.12, Board Audits: Annual Plan and Coordination

**Fiscal Impact Statement**

NA

**Implementation and Assessment Plan**

NA

**Committee's Recommendation**

Your Committee recommends that the Board approve the FY23 Annual Plan of Audits and District Risk Assessment.

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

\* \* \* \* \*

**(Item 8) Action on Monthly Facilities Matters: FMS Award of Construction, Professional Services Contracts, Material Purchase Recommendation, and Report With Possible Action Regarding Air Quality**

**Construction Contracts**

*Chiller Replacement at Boys & Girls Club at Rogers Street Academy*

Prime Contractor

Butters-Petting Co., Inc.  
1669 South 1<sup>st</sup> Street  
Milwaukee, WI

Low Bidder, Base Bid of ..... \$82,400.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
225	12	12	No	0	0	\$0.00	0	0	0

Funds are available for the chiller-replacement project from account code FAR 00 MM2 IS ECNC (Project No. 7223). The project's start date is scheduled for July 1, 2022, and completion date is October 28, 2022.

Total construction contract dollars awarded..... \$82,400.00  
Total dollars HUB participation ..... \$0.00  
% of HUB participation ..... 0%  
% Minority employees within company ..... 0%  
% Women employees within company ..... 0%

**Professional Services Contracts**

**RFP #22-008 Reduced-pressure Backflow-preventer Valve Inspection & Testing at Various MPS Locations**

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide reduced-pressure backflow-preventer valve inspection & testing at various MPS locations.

Selected Firm: Grunau Company, Inc.

Contract Period: July 1, 2022-June 30, 2025

Budget Code: Various ..... \$58,929.00

**RFP #22-005 Continuous Cloth Towel Service at Various MPS Locations**

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide continuous cloth towel service at various MPS locations.

Selected firm: Aramark Uniform Services

Contract Period: July 1, 2022-June 30, 2025

Budget Code: Various, annually not to exceed ..... \$645,000.00

**RFP #22-004 Supplemental Contract Cleaning Services at Various MPS Locations**

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide supplemental contract cleaning services at various MPS locations.

Contracts will be issued on an as-needed basis on a pre-approved rate schedule.

Selected firms: ABM Industy Groups, LLC, and Performance Clean, LLC

Contract Period: August 30, 2022-August 29, 2025

Budget Code: BLD 00 BLO OW ECTS, annually not to exceed..... \$5,000,000.00

**RFP #22-009 Asbestos Inspection, Abatement, & Environmental Supervision Services at Various MPS Locations**

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide asbestos inspection, abatement, and environmental supervision services at various MPS locations.

Selected firm: The Sigma Group, Inc.

Contract Period: July 1, 2022-June 30, 2023, the with potential for two additional one-year extensions.

Budget Code: Various, annually not to exceed ..... \$49,999.00

**Material Purchase**

**Bottle-filling Stations at Various MPS Sites**

Prime Contractor

Ferguson Facilities Supply, Inc.  
11406 West Rogers Street  
West Allis, WI 53227

Authorization to approve a purchase of Elkay bottling-filling stations, Item #ELVRCSWSL and Item #ELVRCTLSWSK, for installation at MPS schools. Purchase is made under the E&I Cooperative Contract CNR01322 and will be in accordance with the unit pricing on quote dated May 19, 2022.

Budget Code: Various ..... \$600,000.00

**Report on Air Quality**

At its special meeting on March 23, 2021, the Milwaukee Board of School Directors adopted the Administration's Reopening Plan with a number of provisions, including monthly reports regarding air quality, with priority to be given to classrooms and schools without window access to outside air. In February 2022, the reporting requirement was changed 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 and will report to the Board as required. The report will include updates on procuring consultants and status of findings during the site investigations as part of their scope and steps taken toward procuring contractors to perform testing and balancing and to identify any deficiencies in mechanical systems, and then to evaluate potential deficiencies and to establish a remediation plan if necessary. This defined process equates to performing a ventilation audit.

DFMS is continually working with its integrated project-delivery contractors, along with the contracted owners' representatives in finalizing scopes at each school building.

Following is a report of project activities during the first half of 2022.

**Summary of Project Activities through June 2022**

***Project History***

On June 4, 2021, after due consideration and investigation, MPS's (Department of Facilities and Maintenance Services (DFMS) issued a competitive Request for Proposal (RFP) to retain the services of one or more teams to provide integrated project-delivery services for ESSER II Relief Funds. MPS is using the ESSER II Relief funds to provide air-quality and building improvements. That scope was identified to include, but was not limited to; testing and balancing (TAB) of mechanical systems, mechanical systems' upgrades, associated plumbing and electrical work, exterior sitework to develop and to install outdoor classrooms, and replacing windows, carpet, and flooring. These renovations are intended to directly improve air quality and ventilation throughout the District's buildings. Existing water fountains at identified locations



will be replaced and the spread of germs will be mitigated by the installation of water-bottle filling stations. Outdoor classrooms will be constructed to encourage outdoor learning.

Upon completion of the appropriate review process of the submitted RFP responses, four Integrated project-delivery (IPD) teams — Selzer-Ornst, Performance Services, Nicholas Construction, and VJS-JCP — were selected to provide site investigation and design and construction services with the scopes identified.

Following the identification of overall project goals and critical objectives in 2021, the scopes included a delineation, overall program schedule requirements, facility investigations, and a review of MPS's list of deferred-maintenance projects. After checking potential new capital projects in the planning, scheduling, and budgeting phases, the IPD teams completed their site investigations and moved into the design-development phase at the beginning of 2022. This phase was entered following the issuance of contracts to the IPD teams for their designated school sites. The contract costs were based on the detailed site investigation and an estimating analysis that occurred in the last quarter of 2021.

Since the start of 2022, MPS, the owner's representative, led by the Concord Group, and the IPD teams have been meeting regularly on a weekly basis in progress meetings. Those meetings provide the IPD teams 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 have been engaged in the drafting of schematic design (SD), 95%, and 100% drawings and plan sheets for each of the scopes' phases.

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

The Concord Group team, alongside DFMS personnel, has provided review and oversight of the IPD team's design process and plan sets and has shepherded those teams through the process of creating complete bid packages.

Each of the teams are approaching the timing of the completion with various design phases, which include the bottle-filling stations, outdoor classrooms, capital projects for HVAC upgrades, window and bug-screen replacements, and carpeting and flooring replacements in a slightly different sequence. The development of drawing and plan sets and the slight difference in sequencing will likely work to MPS's benefit in preventing significant overlap in the same phases of work proceeding concurrently in a marketplace that is currently lacking availability of certain construction trades.

The outdoor classroom design process continues, and the MPS team met with the City of Milwaukee's staff in May to present the structural shop drawings and to streamline the plan's review and permitting process on behalf of the IPD teams, and the procurement and bidding activities related to that project scope are expected to move forward in June of 2022, following the completion of the coordination activities with the City of Milwaukee.

Initial release of complete bid packages began in April 2022 and will be ongoing through at least the third quarter of 2022. The first bottle-filling bid package was awarded in April 2022, and work has begun on the installation of that equipment in a number of schools. An overview of the design-and-bid-package release's progress is below:

IPD Contractor	Bids				
	Pending	SD	95%	100%	Released
Testing and Balancing NTP — Phase 1	72	0	28	21	21
Capital HVAC NTP — Phase 2	19	0	2	0	0
Building Automation NTP — Phase 3	3	0	0	0	0
Demand-controlled Ventilation NTP — Phase 4	4	0	0	0	0
Bottle-filling Station NTP — Phase 5	29	0	20	14	67
Outdoor Classroom NTP — Phase 11	51	56	28	0	0
Exterior Window Replacement NTP — Phase 6	4	0	0	0	0
Bug Screens NTP — Phase 7	69	0	29	0	0
Exterior Doors NTP — Phase 8	2	0	0	0	0
Carpet NTP — Phase 9	86	0	4	13	14
	339	56	111	48	102

MPS is currently coordinating abatement activities across the district in parallel with the carpet/flooring-replacement design. Bidding will continue in the immediate future and in the initial planning stages for abatement on capital replacement projects. Construction activities have been initiated by several of the IPD teams. Current ongoing work involves the replacement of outdated water fountains with new water-bottle filling stations, which will be taking place at least throughout the rest of the year. IPD testing and balancing of schools' HVAC systems are currently anticipated to start at various school sites in June 2022, with the remainder to follow as soon as feasible. The other construction activities that will begin during the next three months are the installation of window and bug screens, carpet, and resilient flooring. Preparation for the outdoor classroom-related site work is expected to begin in late summer of 2022.

### **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**

Listed below are the contracts recommended for the Board's approval at this meeting:

#### **Construction Contract Requested for Approval**

- Butters-Fetting Co., Inc., for chiller replacement at the Boys & Girls Club at Rogers Street Academy;  
Code: FAR 00 MM2 IS ECNC..... \$82,400.00

#### **Professional Services Contracts Requested for Approval**

- Grunau Company, Inc. for Reduced Pressure Backflow Preventer Valve Inspection & Testing at various MPS sites;  
Code: Various..... \$58,929.00
- Aramark Uniform Services for Continuous Cloth Towel Service at various MPS sites;  
Code: Various, annually not to exceed..... \$645,000.00
- ABM Industry Groups, LLC, and ..Performance Clean, LLC, for Supplemental Contract Cleaning Services at various MPS sites;  
Code: BLD 00 BLO DW ECTS, cumulative annual value of the contracts with the selected firms not to exceed ..... \$5,000,000.00
- The Sigma Group, Inc., for Asbestos Inspection, Abatement & Environmental Supervision Services at various MPS sites;  
Code: Various, annually not to exceed..... \$49,999.00

#### **Material Purchase Requested for Approval**

- Ferguson Facilities Supply, Inc. for purchase of Bottle Filling Stations at various MPS sites;  
Code: Various..... \$600,000.00

This item authorizes expenditures for:

- Construction Contract ..... \$82,400.00
- Professional Services Contracts, annually not to exceed..... \$5,753,928.00
- Material Purchase ..... \$600,000.00

### **Implementation and Assessment Plan**

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

### Committee's Recommendation

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

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

\* \* \* \* \*

**(Item 9) 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 School Fund Transfers; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; and Acceptance of Donations**

### Purchases

\_\_\_\_\_ Authorization to Issue a Purchase Order with The DBQ Company, DBA The DBQ Project, for a Cross-curriculum Reading and Writing Software Subscription

The Administration is requesting authorization to make a purchase from The DBQ Company, DBA The DBQ Project, for a cross-curriculum reading and writing software subscription. DBQ Project Online is a reading-and-writing platform that supports cross curricular integration, which will allow students to use evidence-based arguments, both spoken and written, to finding meaning around questions. The paper versions of DBQ Project, which have been widely used in MPS high schools for more than 10 years, support College Board strategies. The content has been updated and scaffolded to include 2nd-12th grade and has moved to an interactive cross-curricular digital platform. This process will accelerate students' learning and can be scaffolded for all learners.

This purchase is made under ESC Region 19 Allied States Cooperative Contract 18-7297.

The total cost of the software subscription will not exceed \$614,250.

Budget Code: ITS-0-S-9R2-AQ-ESWR (Curriculum and Instruction) ..... \$614,250

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 with Carolina Biological for High-school Science Materials

The Administration is requesting authorization to make a purchase from Carolina Biological of high-school science materials. Schools have discovered that they do not have all of the equipment and resources needed to facilitate required labs for the newly-adopted materials for high-school science courses. Carolina Biological offers the District a 5% discount on purchases and more high-level, difficult-to-find science equipment and resources.

The purchase will be made under the Sourcewell #042419-CBS cooperative agreement. Total amount will not exceed \$96,722.62.

Budget Code: ITS-0-0-9R2-TC-ESUP ..... \$96,722.62

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

### RFB 5787 Authorization to Extend a Blanket Agreement with Diamond Discs International for Disposable Face Masks

The Administration requests authorization to extend a blanket agreement with Diamond Discs International for adult and child three-ply surgical masks with ear-loop straps, which meet all American Society for Testing Materials F1862 and F2100 Level 1 requirements. These items will foster a safe learning environment and promote students' and staff's safety by reducing the risk of transmission of COVID-19 in MPS's facilities.

The vendor was chosen pursuant to RFB 5787. Diamond Discs International was the lowest complying bidder. The initial term of the contract ran from August 1, 2020, through June 30, 2021, with the option of two additional one-year terms. The second extension option ("Year 3") will run from July 1, 2022, through June 30, 2023. The total cost for the first extension will not exceed \$2,000,000.

Budget Code: Varies by location purchasing goods..... \$2,000,000

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	2	Yes	6%	100%	TBD	NA	400	10

### Authorization to Purchase the Six-trait Crate Kits from Scholastic for Material on Writing Instruction

The Administration is requesting authorization to purchase the Six-trait Crate kits for material on writing instruction. The kits give teachers lessons to help teach the six traits of writing. They also include mentor texts, teaching guides, and posters. This resource, which will be available to teachers in grades kindergarten through 8 (K-8), aligns with the Wisconsin ELA Writing standards, as well as the six-traits writing categories. Participants will use this material to facilitate explicit writing instruction in classrooms.

The purchase will be made under the Interlocal Purchasing System (TIPS) Contract 200903. The total cost of this purchase will not exceed \$322,479.77

Budget Code: ENG OI 8G2 CI ETXB (Curriculum/Textbooks) ..... \$322,479.77

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 Rising Voices Library

The Administration is requesting authorization to issue a purchase order to Scholastic, Inc., for Rising Voices Library. Scholastic's Rising Voices will be used in all summer classes, providing a set of texts focused on literacy and social emotional development from a culturally-responsive lens. Each grade level will have texts that celebrate stories of under-represented groups that broaden students' perspectives while enhancing literacy skills.

The purchase will be made under the cooperative agreement Choice Products Contract 20/0332KN-22. The total cost of the purchase from Scholastic, Inc., will not exceed \$131,396.23

Budget Code: DTI-0-0-8G2-EO-ESUPCOVD (Education Services — Purchases)  
\$131,396.23

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 School Specialty for Science-lab and Support Materials for the K-8 HMH Science Dimensions District-adopted Core Text

The Administration is requesting authorization to make a purchase from School Specialty of science-lab and support materials. School Specialty offers the District a 35% discount on materials ordered through School Specialty. The current adopted texts for science include labs that require schools to provide certain materials. School Specialty has worked with the District to assemble kits for each grade level that include any materials in labs marked as school-provided. The purchase will ensure that schools have everything needed — specifically, the items not included in the lab kits — to complete the required labs in the curriculum.

The purchase will be made under the Omnia #190503 cooperative agreement. Total amount will not exceed \$396,421.50.

Budget Code: ITS-0-0-9R2-TC-ESUP ..... \$396,421.50

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 Purchase Enterprise Licensing and Maintenance Fees from Various Vendors

The Administration is requesting authorization to make purchases of enterprise licensing and maintenance fees from various vendors with Fiscal Year 2022-23 funds. These enterprise programs are those essential applications and products that are critical to the District's functions and, although requisitioned by individual departments, are managed by the Department of Technology.

These purchases may entail annual, quarterly, or monthly payments, which will be made via purchase orders issued to these vendors. The total cost of purchases will not exceed \$6,892,968.65.

The chart below summarizes: budget codes; requisitioning department; vendor and application or product; and cost.

**2022-23 License Account Enterprise Systems**

Department	Vendor/Product	Budget Code	Fee
Human Resources	Peoplesoft/Oracle	SFS-0-0-TLN-DW-EMTC	\$1,246,774.84
	Frontline (ASEOP)	SFS-0-0-TLN-DW-EMTC	\$75,000.00
		Subtotal	\$1,321,774.84
Student Services	Infinite Campus	SSV-0-0-TLN-DW-EMTC	\$622,996.94
	School Messenger		
	Notifications	SSV-0-0-TLN-DW-EMTC	\$212,892.00
		Subtotal	\$835,888.94
Board Governance Specialized Services	Intercom Network (ESB)	ADT-0-0-TLN-DW-EMTC	\$5,700.00
	FileMaker (inc. Rec) 100	SSU-0-0-TLN-DW-EMTC	\$7,416.00
	MJ Care	SSU-0-0-TLN-DW-EMTC	\$110,904.00
Sub-Total	\$118,320.00		
Facilities & Maintenance	AssetWorks	BLD-0-0-TLN-DW-EMTC	\$143,907.85
Facilities & Maintenance	Honeywell ProWatch	BLD-0-0-TLN-DW-EMTC	\$19,834.00
Sub-Total	\$163,741.85		
Student Performance and Improvement	Data Warehouse		
	(PowerSchool)	SYS-0-0-PSU-DW-EMTC	\$92,162.68
		Subtotal	\$92,162.68
Finance	IFAS	FSC-0-0-TLN-DW-EMTC	\$147,774.44
	Bonfire	FSC-0-0-TLN-DW-EMTC	\$25,446.75
	CGCS ActPoint KPI	FSC-0-0-TLN-DW-EMTC	\$6,984.00
		Subtotal	\$180,205.19
College and Career Readiness Strategy and Enterprise Initiatives	Parchment	CDV-0-0-TLN-DW-EMTC	\$50,170.00
	Smartsheet		
		SPT-0-0-TLN-DW-EMTC	\$46,500.00
Nutrition Services	Horizon	FSV-0-0-TLN-DW-EMTC	\$160,000.00

Department	Vendor/Product	Budget Code	Fee
Accountability and Efficiency	B2Gnow	ADT-0-0-TLN-DW-EMTC	\$10,000.00
Business Services	Trapeze (MapNet)	DBS-0-0-TLN-DW-EMTC	\$75,689.30
	VEO Now (Tablets)	DBS-0-0-TLN-DW-EMTC	\$88,221.50
	Bus Conduct	DBS-0-0-TLN-DW-EMTC	\$4,500.00
	Subtotal		\$168,410.80
Recreation	Cayen Afterschool 21	000-0-0-CMP-RC-EMTC	\$58,275.00
	Rectrac/Vermont Systems	CSV-0-0-PRC-RC-EMTC	\$24,658.20
	Timeclock Plus	CSV-0-0-PRC-RC-EMTC	\$45,360.00
	rSchool	OSD-0-0-TLN-DW-EMTC CSV-0-0-PRC-RC-EMTC	\$134,904.15
	PowerDMS	CPA-0-0-PRC-RC-EMTC	\$6,977.06
	Survey Monkey —		
	Arts/Humanities	CSV-0-0-ART-RC-EMTC	\$8,100.00
	Subtotal		\$278,274.41
Communications and School Performance	Titan	INF-0-0-TLN-DW-EMTC	\$20,000.00
	Northwoods	INF-0-0-TLN-DW-EMTC	\$48,000.00
	Apptegy	INF-0-0-TLN-DW-EMTC	\$95,800.00
	Subtotal		\$163,800.00
Organizational Development Technology	Infor LMS	SDV-0-0-TLN-DW-EMTC	\$105,000.00
	Adobe Creative Cloud	TSV-0-0-TLN-DW-EMTC	\$15,000.00
	Alfresco	TSV-0-0-TLN-DW-EMTC	\$54,148.05
	Amplified IT (Lil SIS)	TSV-0-0-TLN-DW-EMTC	\$24,320.00
	ARIN	TSV-0-0-TLN-DW-EMTC	\$150.00
	Articulate 360	TSV-0-0-TLN-DW-EMTC	\$6,640.50
	Cherwell	TSV-0-0-TLN-DW-EMTC	\$50,832.00
	Cloudcard (Staff IDs)	TSV-0-0-TLN-DW-EMTC	\$3,000.00
	Cisco Duo MFA	TSV-0-0-TLN-DW-EMTC	\$155,200.10
	Dell Compellent Storage	TSV-0-0-TLN-DW-EMTC	\$20,841.48
	Dell Vxrail Maintenance	TSV-0-0-TLN-DW-EMTC	\$28,092.48
	Emerson (UPS)	TSV-0-0-TLN-DW-EMTC	\$56,925.00
	Ephesoft	TSV-0-0-TLN-DW-EMTC	\$43,301.00
	ESRI (GIS)	TSV-0-0-TLN-DW-EMTC	\$10,000.00
	GoGuardian	TSV-0-0-TLN-DW-EMTC	\$145,200.00
	Google Classroom/Meet	TSV-0-0-TLN-DW-EMTC	\$173,728.80
	Gynzy	TSV-0-0-TLN-DW-EMTC	\$18,661.50
	HP Enterprise(Microfocus)	TSV-0-0-TLN-DW-EMTC	\$7,956.71
	InfoSec IQ	TSV-0-0-TLN-DW-EMTC	\$27,200.00
	Iron Mountain	TSV-0-0-TLN-DW-EMTC	\$26,000.00
	JCI/Avigilion	TSV-0-0-TLN-DW-EMTC	\$90,000.00
	Kemp	TSV-0-0-TLN-DW-EMTC	\$24,464.00
	Lansweeper	TSV-0-0-TLN-DW-EMTC	\$36,000.00
	Mediasite	TSV-0-0-TLN-DW-EMTC	\$18,299.00
	Microsoft Campus/Server	TSV-0-0-TLN-DW-EMTC	\$468,645.18
	Mitel Software Assurance	PIN-0-0-TLN-DW-ETEL	\$120,000.00
	Paessler PRTG	TSV-0-0-TLN-DW-EMTC	\$3,100.00
	Palo Alto	TSV-0-0-TLN-DW-EMTC	\$502,483.59
	Rise Vision Digital Signage	TSV-0-0-TLN-DW-EMTC	\$28,695.15
	Raptor VMS	TSV-0-0-TLN-DW-EMTC	\$1,700.00
	Remind	TSV-0-0-TLN-DW-EMTC	\$67,837.56
	Securly	TSV-0-0-TLN-DW-EMTC	\$132,000.00
	Service Express	TSV-0-0-TLN-DW-EMTC	\$73,966.32
	Seesaw	ITS-0-S-7S2-AQ-ESWR	\$192,000.00
	SKC	TSV-0-0-TLN-DW-EMTC	\$2,500.00
	SmartNet (CISCO)	TSV-0-0-TLN-DW-EMTC	\$391,400.00
	Tidal Scheduler	TSV-0-0-TLN-DW-EMTC	\$18,296.00
	Titan SFTP Server	TSV-0-0-TLN-DW-EMTC	\$1999.95
	Tools4Ever	TSV-0-0-TLN-DW-EMTC	\$20,315.73
	PowerSchool (Data Warehouse)	TSV-0-0-TLN-DW-EMTC	\$22,500.00
	VMware	TSV-0-0-TLN-DW-EMTC	\$64,619.84

Department	Vendor/Product	Budget Code	Fee
	WeVideo	TSV-0-0-TLN-DW-EMTC	\$9,000.00
	Zoom Meetings	TSV-0-0-TLN-DW-EMTC	\$36,000.00
	Subtotal		\$3,193,019.94
Grand Total			\$6,892,968.65

### 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.

C029697 Chenhall Nissen, S.C.

Original Contract Amount .....	\$49,999.00
	24,999.00
RCC 7/15/2021.....	49,999.00
First Extension Year 2 Increase.....	\$150,000.00
Ending amount .....	<u>\$274,997.00</u>

On September 20, 2020, the Milwaukee Board of School Directors and Chenhall Nissen, S.C. entered into Professional Services Contract C029697 ("Contract"), with a term of September 1, 2020, through August 31, 2021, for counsel and legal advice concerning a Labor Condition Application (LCA) with the U.S. Department of Labor and to assist with immigration questions for international candidates. The contract has subsequently been extended for an additional year, through August 31, 2022. On May 5, 2022 additional funds of \$150,000 were added due to increased recruitment efforts with international candidates and to ensure there was not a disruption of services.

### Routine Monthly Reports

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

### Donations

Location	Donor	Amount	Gift or Purpose
<b>Monetary Donations</b>			
Bay View High School	George Washington Bay View Post 180	\$190.00	Sijan Scholarship Fund
Bethune Academy	Center for Dairy Excellence Foundation of Pennsylvania	\$585.00	Dairy Farm Fieldtrip
Fairview School	Kathleen Oman	\$500.00	Mr Floyd's Class
Fernwood School	Ian Brown	\$55.00	Parent Music Project
Forest Home Avenue School	Milwaukee World Festival, Inc.	\$2,745.00	Music Supplies
German Immersion School	Milwaukee German Immersion School Students	\$1,455.11	Pie in Face Penny Challenge
Grantosa Drive School	Paul and Kathy Oman	\$500.00	General School Supplies
Hamilton High School	Kathleen Oman	\$500.00	Science Department
Hopkins Street School	Office of HR	\$166.00	Student Needs
Hopkins Street School	Office of HR	\$40.00	Student Needs
Keefe Avenue School	Office of HR	\$195.00	Student Needs
King Elementary School	Bader Philanthropies, Inc.	\$5,000.00	Wellness Acts of Kindness
King Middle Years	City Year, Inc.	\$2,247.00	8th-grade Graduation
Longfellow Elementary	Ernst & Young U.S. LLP	\$3,000.00	Education Counts
MacDowell Montessori	Big Green	\$2,000.00	Outdoor Learning Space
MacDowell Montessori	Juneau Letterwinners Alumni Association*	\$4,000.00	Alumni Athletics
Marshall High School	Paul and Kathy Oman	\$500.00	Check for Science Department

Location	Donor	Amount	Gift or Purpose
Maryland Avenue Montessori School	Milwaukee World Festival, Inc.	\$4,100.00	Let the Music Play
Office of Academics — Parent Information	Green Bay Packers	\$5,000.00	Empowerment and Attendance Campaign
Office of Academics — Parent Information	Hays Companies, Inc.	\$2,000.00	Toiletry Drive
Office of Academics — Parent Information	Anonymous	\$60.00	Toiletry Drive
Obama School of Career and Technical Education	Kerry P Holeman*	\$50.00	General School Supplies
Obama School of Career and Technical Education	Kwik Trip, Inc.	\$3.75	General School Supplies
Obama School of Career and Technical Education	Nancy Mudd*	\$10.00	General School Supplies
Obama School of Career and Technical Education	Jeffery Eastern*	\$30.80	General School Supplies
Obama School of Career and Technical Education	Jeffery Eastern*	\$64.00	General School Supplies
Siefert School	Accommodating Solutions Health Care LLC	\$106.76	Pizza for Students' Good Behavior
Story School	The Harley-Davidson Foundation, Inc	\$2,000.00	Teacher Appreciation Week
Story School	Paul and Kathleen Oman	\$500.00	General School Supplies
Thoreau School	Anonymous	\$110.90	Bus for Field Trip
Wedgewood Park School	GoFundMe	\$317.12	Staff Morale
<i>Total Monetary Donations</i>		<i>\$38,031.44</i>	
<b>Non-monetary Donations</b>			
Allen-Field School	DonorsChoose	\$474.96	Therapeutic Indoor Garden
Audubon Middle School	DonorsChoose	\$361.02	Educational-Health Materials
Clara Barton School	DonorsChoose	\$421.24	Fun With Letters and Numbers
Browning School	DonorsChoose	\$309.87	General School Supplies
Burbank School	Milwaukee Bucks	\$15,000.00	Books
Congress School	Indyria Graham-Wilson	\$644.24	Staff Holiday Party Buffet
Doerfler School	DonorsChoose	\$210.66	Metal Stools and Storage Baskets
Doerfler School	DonorsChoose	\$232.90	Water Bottles
Doerfler School	DonorsChoose	\$354.39	Wireless Mice and Supplies
Dr.B.Carson Academy of Science	DonorsChoose	\$272.00	Books
Dr.B.Carson Academy of Science	DonorsChoose	\$186.00	Books
Dr.B.Carson Academy of Science	DonorsChoose	\$157.00	Markers for Classroom Use
Dr.B.Carson Academy of Science	DonorsChoose	\$261.00	Poster for Social Studies
Dr.B.Carson Academy of Science	DonorsChoose	\$162.00	Play-Doh and Classroom Supplies
Dr.B.Carson Academy of Science	DonorsChoose	\$176.00	Pencils
Dr.B.Carson Academy of Science	DonorsChoose	\$257.00	Journals ELS Workbook
Dr.B.Carson Academy of Science	DonorsChoose	\$301.00	Flanne Board Stories
Engleburg School	DonorsChoose	\$572.42	General School Supplies
Fernwood School	Molly Pufall-Brown	\$800.00	Parent Music Project
Fifty-third Street School	Palermo Villa, Inc	\$350.00	Frozen Pizzas
Fifty-third Street School	Pepsico	\$150.00	Soda and Water
Franklin School	DonorsChoose	\$438.01	Community Supply Center
Goodrich School	DonorsChoose	\$602.10	General School Supplies
Goodrich School	DonorsChoose	\$454.96	New Art Supplies
Goodrich School	DonorsChoose	\$173.36	Recess is for Playing
Goodrich School	DonorsChoose	\$422.56	Practicing Responsibility
Goodrich School	DonorsChoose	\$261.82	Art Supply Restock
Goodrich School	DonorsChoose	\$371.65	Let's Get Organized
Goodrich School	DonorsChoose	\$371.47	Early Readers



Location	Donor	Amount	Gift or Purpose
Goodrich School	DonorsChoose	\$390.26	Snacks to Eat
Goodrich School	DonorsChoose	\$412.95	Classroom Library
Goodrich School	DonorsChoose	\$275.01	Creative Hands-on Learning
Goodrich School	DonorsChoose	\$309.43	Classroom Snack Time
Goodrich School	DonorsChoose	\$329.78	It's Getting Hot in Here
Goodrich School	DonorsChoose	\$218.76	Classroom Indoor Garden
MacDowell Montessori	DonorsChoose	\$146.00	Cleaning and Office Supplies
MacDowell Montessori	DonorsChoose	\$339.25	Life Science
Maple Tree School	DonorsChoose	\$188.49	General School Supplies
Marshall High School	DonorsChoose	\$823.00	Document Camera
Marshall High School	DonorsChoose	\$357.65	Supplies for Student Binder
Meir School	DonorsChoose	\$615.43	Robotics Table
Ninety-fifth Street School	DonorsChoose	\$273.30	General School Supplies
Project STAY Senior Institute	Courage MKE	\$50.00	Hygiene Products Clothing
Roosevelt Middle School	DonorsChoose	\$566.37	Snacks for Students
Silver Spring School	DonorsChoose	\$785.82	Legos
Silver Spring School	DonorsChoose	\$664.50	Math
Trowbridge School	DonorsChoose	\$290.67	General School Supplies
Trowbridge School	DonorsChoose	\$148.68	General School Supplies
Trowbridge School	DonorsChoose	\$464.84	General School Supplies
Trowbridge School	DonorsChoose	\$515.99	General School Supplies
Trowbridge School	DonorsChoose	\$141.61	General School Supplies
WCLL	DonorsChoose	\$222.38	Creating Our Own Little Wonder
WCLL	DonorsChoose	\$467.17	Face Masks and Hair Bows
Zablocki School	DonorsChoose	\$395.25	Early Childhood Manipulatives
<i>Total Non-monetary Donations</i>		<i>\$34,142.22</i>	
Total Value of Donations		\$72,173.66	

*\*Donations from MPS Alumni    \$4,154.80*

### **Committee's Recommendation**

Your Committee recommends that the Board:

1. authorize the purchases; and
2. accept the donations, 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 10) Action on the Award of Professional Services Contracts**

**RFP 1041** Authorization to Extend a Contract with RCM Technologies USA, Inc., dba RCM Health Care Services; Rehab Solutions, LLC; and Cumberland Therapy Services, LLC, Now The Stepping Stones Group, LLC, for Speech Language Pathology Services

The Administration is requesting authorization to extend the contracts with RCM Technologies USA, Inc., dba RCM Health Care Services; Rehab Solutions, LLC; and Cumberland Therapy Services, LLC, Now The Stepping Stones Group, LLC, for speech language pathology services. These contractors will be used to provide speech-language services as required by students' Individual Education Plans (IEPs) when staff vacancies exist or for short- and long-term employee leaves.

These contractors were chosen pursuant to RFP 1041, which closed on March 22, 2021. The original contract provided for two one-year options to extend if certain performance metrics were met. Cumberland Therapy Services, LLC; RCM Technologies USA, Inc., dba RCM Health Care Services; and Rehab Solutions, LLC, have met the performance metrics codified in the contract; therefore, MPS is exercising the first option year for the contract. (Cumberland Therapy Services, LLC, subsequently merged with EBS Healthcare Staffing

Services, Inc, becoming The Stepping Stones Group, LLC.) The contract extensions will run from July 1, 2022, through June 30, 2023.

The contract with Stepping Stones Group, LLC, in the extension year will not exceed \$1,000,000. The contract with RCM Technologies USA, Inc., dba RCM Health Care Services, in the extension year will not exceed \$500,000;. The contract with Rehab Solutions, LLC, in the extension year will not exceed \$300,000.

Budget Code: SPL-0-I-EEN-DW-ECTS (Speech Pathology — Contract Services)... ..... \$1,800,000

**RFP 1044 Authorization to Contract with Curriculum Associates, LLC, for BRIGANCE® Early Childhood Universal Screener**

The Administration is requesting authorization to enter a contract with Curriculum Associates, LLC, for use of the BRIGANCE® Early Childhood Screens III and the BRIGANCE® Inventory of Early Development III Early Childhood Edition with district and Head Start students enrolled at grades K3, K4, and K5. The assessments will be used to screen students for school readiness in the areas of physical development, language development, academic/cognitive development, self-help skills, and social emotional development, in alignment with the Wisconsin Model Early Learning Standards (WMELS), as well as to identify students in need of targeted support in early literacy skills in accordance with Wis. Stats., §118.016, Assessment of Reading Readiness. The assessments are age- and developmentally-appropriate for the identified grade levels and are administered by teachers using a combination of observation, interviews, and performance. Continued use of the assessments for the upcoming school year will result in our youngest students (K3, K4, K5) no longer needing to complete computer-based assessments and will streamline assessment requirements at those grade levels. Results of the assessments provide information on each student's strengths and needs and assist teachers in developing age-appropriate instructional plans. The contractor will provide materials and test kits, student licenses for the online data-management system, and professional development for teachers in K3, K4, and K5 classrooms.

The contractor was chosen pursuant to RFP 1044, which closed on April 23, 2021. The current contract will run from August 1, 2022, through July 31, 2023. This is the first one- year extension, with one additional one-year option if certain performance metrics incorporated into the contract are met.

The total cost of the contract in this first-year extension will not exceed \$131,531.32. This total cost includes the following:

- up to 183 60-pack data sheets for three-, four-, and five-year-olds
- up to 11,000 licenses in the Online Management System
- up to 110 100-pack record books
- up to 24 professional development sessions
- up to 42 manuals for the Early Childhood Screens III
- up to 42 manuals for the IED III Early Childhood Edition
- up to 42 accessory kits for the IED III.

Budget Code: SYS-0-0-AMT-RH-ECTS ..... \$131,531.32

— Authorization to Contract with Edgenuity, Inc., for Instructional Services

The Administration is requesting authorization to enter into a contract with Edgenuity, Inc., for instructional services. The contractor will be used to deliver instructional services for K4-12th-grade students enrolled in the virtual program established for the 2022-23 school year.

Imagine Learning, Inc., is a provider of K-12 curriculum and blended learning solutions. In addition to its credit-recovery options, which are currently being used by the District for students in grades 9-12, Imagine Learning, Inc., offers an extended catalog of courses aligned to Wisconsin State Standards for students in grades K4-12. Its personalized learning approach allows for maximum flexibility for the virtual student with a blend of synchronous and asynchronous instruction and support. Imagine Learning, Inc., uses Wisconsin-certified teachers and offers multiple layers of support, including special education and translation services to ensure effective online learning.

This purchase is made under the TIPS Cooperative Contract #200105. The total cost of the contract will not exceed \$3,750,000.

Budget Code: ITS-0-S-9P2-TC-ECTS (Student Services — Contracted Services) ..... \$3,750,000

**RFP 1071 Authorization to Enter into a Contract with Common Ground, Inc.; HeyTutor, Inc.; One on One Learning; Proximity Learning, Inc.; Studentnest, Inc.; and University Instructors, LLC, for Tutoring Services**

The Administration is requesting authorization to enter into contracts with Common Ground, Inc.; HeyTutor, Inc.; One on One Learning; Proximity Learning, Inc.; Studentnest, Inc.; and University Instructors, LLC, for tutoring services. These contractors will be used to provide tutoring services for in-person one-on-one or small-group tutoring for reading in grades K through 3, mathematics in grades 9 through 12, and virtual one-on-one tutoring for all subjects in grades K through 12.

The contractors were chosen pursuant to RFP 1071, which closed on April 1, 2022. The contracts will run from July 1, 2022, through June 30, 2023, (the “Initial Term”) with two additional one-year options to extend if certain performance metrics incorporated into the contracts are met.

The contracts in the initial term will not exceed \$3,307,500, as follows:

Common Ground, Inc. ....	\$407,500
HeyTutor, Inc. ....	\$850,000
One on One Learning.....	\$850,000
Proximity Learning, Inc. ....	\$400,000
Studentnest, Inc. ....	\$400,000
University Instructors, LLC .....	\$400,000

Budget Code: DTI-0-S-9Y2-EO-ECTS (College and Career Readiness/572 — Contract Services) ..... \$3,307,500

———— **Authorization to Purchase from Language Line Services, Inc., Language-interpretation and Video-Interpreting Services**

The Administration is requesting authorization to use the OMNIA Partners purchasing cooperative to purchase, from Language Line Services, Inc., over-the-phone foreign-language interpretation services and video-interpreting services in a variety of languages to students and families across the district.

In accordance with Administrative Policy 3.09(7)(e)(1)(a), the District has not directly engaged in a competitive procurement process for this purchase. Instead, this contractor was chosen pursuant to the cooperative purchasing agreement with the OMNIA Partners, Contract Number R180703. The benefits afforded under this cooperative agreement allow the District to receive discounted pricing for services from this state contractor.

This contractor offers over-the-phone interpretation (OPI) services in more than 200 languages and video remote interpreting (VRI) services in 85 languages. In addition, the District uses these services constantly in special education settings, where VRI services offer American Sign Language (ASL) interpreters who comply with our state requirements. MPS is a multicultural, multilingual school district and actively uses this system to communicate in 77 languages.

The total estimated cost of services purchased under this contract will not exceed \$75,000. This Contract will run from July 1, 2022, through June 30, 2023, (“Year 2”) with the option to extend for one additional one-year term.

Budget Code: OGA-0-0-SSF-CI-ECTS (Language Services) ..... \$75,000

**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:

- RCM Technologies USA Inc. dba RCM Health Care Services, Rehab Solutions LLC, for Speech Language Pathology Services, SPL-0-I-EEN-DW-ECTS..... \$500,000
- Cumberland Therapy Services LLC now The Stepping Stones Group LLC, for Speech Language Pathology Services, SPL-0-I-EEN-DW-ECTS..... \$1,000,000
- Rehab Solutions LLC, for Speech Language Pathology Services, SPL-0-I-EEN-DW-ECTS..... \$300,000
- Curriculum Associates, LLC for BRIGANCE Early Childhood Universal Screener, SYS-0-0-AMT-RH-ECTS..... \$131,531.32
- Edgenuity Inc. for Instructional Services, ITS-0-S-9P2-TC-ECTS ..... \$3,750,000
- Common Ground Inc, DTI-0-S-9Y2-EO-ECTS..... \$407,500
- HeyTutor Inc, for Tutoring Services, DTI-0-S-9Y2-EO-ECTS ..... \$850,000
- One on One Learning, for Tutoring Services, DTI-0-S-9Y2-EO-ECTS..... \$850,000
- Proximity Learning Inc, for Tutoring Services, DTI-0-S-9Y2-EO-ECTS ..... \$400,000
- Studentnest Inc, for Tutoring Services, DTI-0-S-9Y2-EO-ECTS ..... \$400,000
- University Instructors LLC for Tutoring Services, DTI-0-S-9Y2-EO-ECTS ..... \$400,000
- Language Line Services, Inc. for Language interpretation and Video Interpreting Services, OGA-0-0-SSF-CI-ECTS..... \$75,000.

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

Please see the attachments to the minutes of your Committee's meeting for HUB information.

### **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 11) Action on the Award of Professional Services Contracts Related to Transportation**

RFP 1068 Authorization to Contract with First Student, Inc.; Lamers Bus Lines, Inc.; and Safeway Transportation Services Corporation for Busing Services for MPS Students (Orthopedically-impaired and Specialty Programs)

The Administration is requesting authorization to enter into contracts with First Student, Inc.; Lamers Bus Lines, Inc.; and Safeway Transportation Services Corporation to provide transportation services for orthopedically-impaired students and specialty programs. Transportation will be provided for students from the City of Milwaukee to various suburban districts to attend school, packaged with daily district-sponsored runs to and from MPS schools to respective Learning Journeys.

The contractors were chosen pursuant to RFP 1068, which closed on March 18, 2022. The contract will run for a three-year term, from July 1, 2022, through June 30, 2025.

The Administration is requesting the approval of the contracts and is seeking authorization of an amount not to exceed \$40,877,832.60 to be distributed over the three-year term. Total amount is not to exceed \$13,625,944.20 per year.

Budget Codes:	TPH-0-0-TRS-DW-EPPT (Transportation).....	\$22,465,917.00
	SM1-0-0-TRS-DW-EPPT (Transportation).....	\$5,972,259.60
	RWT-0-0-TRS-DW-EPPT (Transportation).....	<u>\$12,439,656.00</u>
	Total .....	<u>\$40,877,832.60</u>

First Student, Inc. ....	\$10,873,440.00
Lamers Bus Lines, Inc. ....	\$4,137,237.00
Safeway Transportation Services Corporation .....	<u>\$25,867,155.60</u>
Total .....	<u>\$40,877,832.60</u>

#### **RFB 5802 Authorization to Enter into Contracts with Five Contractors for Transportation Services for Summer Programs**

The Administration is requesting authorization to enter into contracts with Durham School Services, L.P.; First Student, Inc.; Lakeside Buses of Wisconsin, Inc.; Lamers Bus Lines, Inc; and North America Central School Bus, dba Illinois Central School Bus, for transportation services for summer programs. The contractors were chosen pursuant to RFB 5802, which closed on June 1, 2022. The contracts will run for a three-year term, from July 1, 2022, through June 30, 2025.

The Administration is requesting the approval of the contracts and is seeking authorization of an amount not to exceed \$2,052,700.80 to be distributed over the three-year term. Total amount us not to exceed \$684,233.60 per year.

The amount not to exceed for each contract follows.

Budget Codes:	TPH-0-A-SSE-DW-ECTS .....	\$135,900.00
	FLD-0-S-8F3-EO-EPPT .....	\$271,800.00
	CMS-0-0-SUR-DW-EPPT .....	\$1,241,500.80
	RPW-0-0-PRC-RC-ECTS .....	\$27,000.00
	RPW-0-S-DH3-RC-ECTS .....	\$9,000.00
	RXW-0-0-PRC-RC-ECTS .....	\$135,360.00
	RTW-0-0-MCC-RC-ECTS .....	\$156,000.00
	000-0-0-W2C-RC-ECTS .....	\$76,140.00

#### **Extended School Year (ESY) with Club Recreation Program**

First Student, Inc.	
TPH-0-A-SSE-DW-ECTS	
FLD-0-S-8F2-EO-EPPT	
CMS-0-0-SUR-DW-EPPT .....	\$616,500.00
Lakeside Buses of Wisconsin, Inc.	
CMS-0-0-SUR-DW-EPPT .....	\$171,825.00
Durham School Services LP	
CMS-0-0-SUR-DW-EPPT .....	\$310,950.00
North America Central School Bus, dba Illinois Central School Bus	
CMS-0-0-SUR-DW-EPPT .....	\$549,925.80

#### **Club Recreation Field Trips & Summer Academy Field Trips**

Lamers Bus Lines, Inc.	
RXW-0-0-PRC-RC-ECTS	
000-0-0-W2C-RC-ECTS.....	\$15,000.00

North America Central School Bus, dba Illinois Central School Bus  
 RXW-0-0-PRC-RC-ECTS  
 000-0-0-W2C-RC-ECTS..... \$180,000.00

First Student, Inc.  
 RXW-0-0-PRC-RC-ECTS  
 000-0-0-W2C-RC-ECTS..... \$16,500.00

### **Bruce Harris Playground**

Lakeside Buses of Wisconsin, Inc.  
 RPW-0-S-DH3-RC-ECTS..... \$9,000.00

### **Summer Stars Teen Program**

North America Central School Bus, dba Illinois Central School Bus  
 RTW-0-0-MCC-RC-ECTS..... \$156,000.00

### **Summer Playground Travelling Adventures**

North America Central School Bus, dba Illinois Central School Bus  
 RPW-0-0-PRC-RC-ECTS..... \$24,000.00

First Student, Inc.  
 RPW-0-0-PRC-RC-ECTS..... \$3,000.00

### **RFP 1036 Authorization to Modify a Contract with Lamers Bus Lines, Inc., for Regular School-day Transportation Services**

The Administration is requesting authorization to modify a contract with Lamers Bus Lines, Inc., for regular school-day transportation services. This contractor had been chosen pursuant to RFP 1036, with a term beginning July 1, 2021, and ending June 30, 2022, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the contracts are met. The contract has been extended for the first extension period of July 1, 2022, through June 30, 2023.

The contractor has advised the Administration that, without the change in rates, it will suffer serious financial hardship. The total contract amount will not exceed the previously approved \$9,665,548.20.

Budget Codes: RTS-0-0-TRS-DW-EPPT..... \$6,791,841.99  
 RWT-0-0-TRS-DW-EPPT..... \$2,209,268.16  
 TED-0-0-TRS-DW-EPPT..... \$552,317.05  
 AST-0-0-TRS-DW-EPPT..... \$106,321.00  
 PMO-0-0-TRS-DW-EPPT..... \$5,800.00

### **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:

- First Student, Inc., for Busing Services for MPS Students (Orthopedically Impaired and Specialty Programs),  
 TPH00TRSDW-EPPT ..... \$10,873,440.00
- Lamers Bus Lines, Inc., for Busing Services for MPS Students (Orthopedically Impaired and Specialty Programs),  
 TPH-0-0-TRS-DW-EPPT ..... \$4,137,237.00

- Safeway Transportation Services Corporation for Busing Services for MPS Students (Orthopedically Impaired and Specialty Programs), TPH-0-0-TRS-DW-EPPT, SM1-0-0-TRS-DW-EPPT, RWT-0-0-TRS-DW-EPPT..... \$25,867,155.60
- Durham School Services, LP for Transportation Services for Summer Programs, CMS00SURDW-EPPT..... \$310,950
- First Student, Inc., for Transportation Services for Summer Programs, TPH-0-A-SSE-DW-ECTS, FLD-0-S-8F3-EO-EPPT, CMS-0-0-SUR-DW-EPPT, 000-0-0-W2C-RC-ECTS, RPW-0-0-PRC-RC-ECTS..... \$636,000
- Lakeside Buses of Wisconsin, Inc., for Transportation Services for Summer Programs, CMS-0-0-SUR-DW-EPPT, RPW-0-S-DH3-RC-ECTS ..... \$180,825
- Lamers Bus Lines, Inc., for Transportation Services for Summer Programs, RXW-0-0-PRC-RC-ECTS, 000-0-0-W2C-RC-ECTS..... \$15,000
- North American Central School Bus Intermediate Holding, LLC, dba Illinois Central School Bus, LLC, for Transportation Services for Summer Programs, CMS-0-0-SUR-DW-EPPT, RXW-0-0-PRC-RC-ECTS, 000-0-0-W2C-RC-ECTS, RTW-0-0-MCC-RC-ECTS, RPW-0-0-PRC-RC-ECTS ..... \$909,925.80
- Lamers Bus Lines, Inc., for Regular School-day Transportation Services, RTS-0-0-TRS-DW-EPPT, RWT-0-0-TRS-DW-EPPT, TED-0-0-TRS-DW-EPPT, AST-0-0-TRS-DW-EPPT, PMO-0-0-TRS-DW-EPPT..... \$9,665,548.20

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

Please see the attachments to the minutes of your Committee's meeting for HUB information.

### **Implementation and Assessment Plan**

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

### **Committee's Recommendation**

Your Committee recommends that the Board authorize the professional services contracts related to Transportation as set forth in the attachments to this item.

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

\* \* \* \* \*

### **(Item 12) Action on Award of Professional Services Contract with Sysco Related to School Nutrition**

RFP 968 Authorization to Extend a Contract with Sysco Eastern Wisconsin, LLC, for Prime Vendor/Distributor Services for Food and Supplies

The Administration is requesting authorization to extend contracts with Sysco Eastern Wisconsin, LLC, ("Sysco") for the delivery of food and supplies to Milwaukee Public Schools. This contractor will be responsible for ordering, warehousing, and delivering food/supplies and providing information/services for the District's Department of Nutrition Services. The contract allows the District to develop a working relationship with a prime vendor/distributor to provide a broad range of products and services through a single distribution system.

The contractor was chosen pursuant to RFP 968, which closed on March 2, 2018. The initial term was from July 1, 2018, through June 30, 2019. The contract provided for four one-year options to extend if certain performance metrics were met. The second extension was issued from July 1, 2020, through June 30, 2021

("Year 3"). The contractor has met the performance metrics codified in its contract; therefore, MPS is exercising the fourth option, from July 1, 2022, through June 30, 2023 ("Year 5").

The total cost of Year 5 will be \$30 million dollars.

Budget Codes: LNC-0-0-LNH-XX-EFOD (Food — Lunch)  
 LNC-0-0-LNH-XX-EACR (Food Ala Carte/Catering — Lunch)  
 LNC-0-0-LNH-XX-ESUP (Supplies-Consumable — Lunch)  
 LNC-0-0-LNH-XX-ENCQ (Non-capital Equipment — Lunch)  
 LNC-0-0-LNH-XX-EFCM (Commodities (Federal) — Lunch)  
 BKF-0-0-BKF-XX-EFOD (Food — Breakfast)  
 BKF-0-0-BKF-XX-ESUP (Supplies-Consumable — Breakfast)  
 BKF-0-0-BKF-XX-ENCQ (Non-capital Equipment — Breakfast)  
 SFS-0-0-SLN-XX-EFOD (Food — Summer School)  
 SFS-0-0-SLN-XX-ESUP (Supplies — Consumable — Summer School)  
 SFS-0-0-SLN-XX-ENCQ (Non-Capital Equipment — Summer School)  
 SFS-0-0-SLN-XX-EFCM (Commodities (Federal) — Summer School)  
 DNR-0-0-DNR-XX-EFOD (Food — Dinner)  
 DNR-0-0-DNR-XX-ESUP (Supplies — Consumable — Dinner)  
 SNK-0-0-SNK-XX-EFOD (Food — Snack)  
 SNK-0-0-SNK-XX-ESUP (Supplies — Consumable — Snack)  
 CAT-0-0-FNP-XX-EFOD (Food — Non-program)  
 CAT-0-0-FNP-XX-ESUP (Supplies — Consumable — Non-program)

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
380	44	81	No	5%	5%	TBD	NA	900	20

### **Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09,Purchasing and Bidding Requirements

### **Fiscal Impact Statement**

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 grant the request to extend the contract with Sysco Eastern Wisconsin, LLC, for a fifth additional one-year term 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 the Award of Exception-to-bid Requests****——— Authorization to enter into a Contract with Cooperative Education Service Agency #1 ("CESA #1") for Educational Coaching**

The Administration is requesting authorization to enter into a contract with Cooperative Education Service Agency #1 ("CESA #1") for educational coaching. The contractor will provide a total of 165 full days of instructional coaching to Milwaukee Public Schools from July 1, 2022, through June 30, 2023. As part of the "Every Student Succeeds Act," Milwaukee Public Schools is required to implement a research-based professional learning strategy:

High-quality Professional Learning Strategy: Schools will implement evidence-based professional learning for staff in content knowledge and instructional practices. The professional learning must be aligned to curriculum, assessments and standards focusing on a topic for a minimum of 50 hours. Authentic experiences should be provided where teachers can collaborate and struggle through issues related to implementing the new information into their practice. All professional learning needs measurable outcomes for learning, implementation and student learning. Ongoing supports must be evident such that staff are provided coaching, mentoring, observations and feedback to successfully implement their learning.

Part of this strategy includes a robust coaching component. CESA #1 will be contracted to provide training for all instructional coaches and school support teachers to effectively implement and support the district-wide and school-based professional learning work in the district. This work will be aligned to the Ambitious Instruction: Accelerating Learning framework. CESA #1 will also provide ongoing school-based coaching support and guidance to designated school staff in specific high-needs schools.

This contract is an exception to bid per the direction of the Department of Public Instruction. The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract comply with an established MPS standard and meet the quality required (Administrative Policy 3.09(7)(e)(1)(b)(v) and 3.09(7)(e)(1)(b)(vi)).

This contract will run from July 1, 2022, through June 30, 2023, with a one-year option to extend. The total cost of the contract in the Initial Term will not exceed \$261,800.00.

Budget Code: SDV-0-S-3Z3-DW-ECTS (Contract Services) ..... \$261,800.00

**——— Authorization to Contract with City Year, Inc., to Serve as a Core Site for Whole School, Whole Child Support**

The Administration is requesting authorization to enter into a contract with City Year, Inc., ("City Year") for partnering with Milwaukee Public Schools and specifically-selected schools to implement City Year's research-based "Whole School, Whole Child" (WSWC) service model. The contractor recruits, prepares, and leads diverse AmeriCorps members ages 17 to 24 years for ten months of full-time service in schools as near-peer tutors, mentors and role models to help students stay on track to graduation. Corps members will be working in eight MPS schools to serve in conjunction with school staff and members of the school community to help improve students' attendance, behavior, and coursework through academic support, attendance monitoring and incentives, positive behavioral support, extended-day programming, and school-wide programs and events.

In partnership with MPS, City Year will deliver services agreed upon by school partners to support improved student attendance and improved positive student behavior — outcomes that research proves are indicators of increased likelihood of high-school graduation — at the following schools:

- Alexander Mitchell
- Bay View High School
- Rogers Street Academy
- South Division High School
- Hopkins Lloyd Community
- G.W. Carver Academy
- Obama
- Clarke Street
- James Madison Academic High School
- Pulaski High School
- Vincent High School.

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

This contract will run from July 1, 2022, through June 30, 2023. The total cost of the contract will not exceed \$1,855,000.

Budget Code: OSC-0-S-1T3-LS-ECTS..... \$1,855,000

——— Authorization to Issue a Contract to College Entrance Examination Board, d/b/a The College Board, for Pre-AP and Springboard curriculum for the 2022-23 school year

The Administration is requesting authorization to issue a purchase order to College Entrance Examination Board, d/b/a The College Board, for extension of pre-AP and Springboard curriculum for the 2022-23 school year. The purpose of pre-AP and Springboard curriculum is to prepare students for the rigor of AP courses at the high-school level.

The College Board is the sole provider of AP and AP-related resources. MPS currently offers a number of AP courses. This extension will be used to re-supply MHSA, James Madison Academic Campus, Vincent, Milwaukee Marshall, Morse Middle School, Humboldt Park, Golda Meir, Bay View, and Audubon with the pre- AP and Springboard curricular materials.

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

The contract will run from July 1, 2022, through June 30, 2023. The total cost will not to exceed \$700,000.00

Budget Code: ENG-0-I-SBD-CI-ECTS (English supplies and books)..... \$300,000.00  
MTH-0-I-SBD-CI-ECTS (Math supplies and books)..... \$300,000.00  
SDV-0-S-SBD-CI-ECTS (Professional services)..... \$100,000.00

——— Authorization to Enter into a Contract with Literacy Services of Wisconsin, Inc., for Adult Learning Lab Services

The Administration is requesting authorization to enter into a contract with Literacy Services of Wisconsin, Inc., for adult learning lab services. This contractor will manage and staff the adult learning labs at North Division and South Division High Schools. The adult learning labs will be open to all Milwaukee adults. Participants will receive comprehensive assessments of their adult learning needs and will receive tailored adult education services based on those needs, including adult basic education, adult secondary education, English-language learning, civics and citizenship education, and computer-literacy training. The service-delivery format, which is agreed upon between the contractor and MPS, may consist of a combination of face-to-face and virtual-learning options, as appropriate. Virtual learning will primarily be synchronous, occurring in one-on-one or group environments online. Asynchronous learning will be used primarily in a supplemental capacity.

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

The contract will run from July 1, 2022, through June 30, 2023, (the “Initial Term”) with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed \$130,000.

Budget Code: RAE-0-0-ADE-IF-ECTS0000 (Department or Subject — Contract Services)..... \$130,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	NA	0	NA	200	10

————— Authorization to Enter into a Contract with Marquette University for Therapeutic Services

The Administration is requesting authorization to continue its contract with Marquette University for therapeutic services. This contractor will be used to deliver therapeutic services for behaviorally-challenged students at the MPS Success Center. The contractor will service students who exhibit chronic behaviors that have caused the students to experience limited success with response to interventions and have been disruptive to their educational process in traditional school settings. Through structures provided in this program, it is expected students will acquire the necessary skills to enable them to be successful in traditional school settings. Services are developed and provided in a center-based daily therapeutic and educational environment at the MPS Success Center for students in grades 4 through 12 whose behaviors are impacting academics. The anticipated length for full-time services provided for each student will be a minimum of nine weeks. The contractor will work with MPS to develop each individual student's daily schedule based on therapeutic needs.

Continuum of services will be provided by the contractor to students upon return to their previous (or subsequent) schools of record. Such services shall include, but not be limited to, family therapy, collaboration with other community organizations' services being provided to the student, and ongoing follow-up with the student, as needed and as determined by student's support plan.

The MPS Success Center will be located at an MPS site. The MPS Success Center will serve students who are at risk of, or who have been given, out-of-school suspensions. The MPS Success Center will provide a continuation of education services during a student's period of reassignment in the least restrictive environment in order to foster appropriate school-related behaviors, which, in turn, will assist the student in positive reintegration to a traditional school setting. The vendor will engage the student and the student's family in therapeutic services for the duration of the student's reassignment at an alternative education placement.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are continuing therapeutic services provided to the District's students and families. (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from August 1, 2022, through July 31, 2023, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed \$836,350.

Budget Code: ORC-0-0-ALS-DW-ECTS (Other Curriculum — Contract Services)..... \$836,350.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
2,926	532	1,574	No	15%	15%	\$43,500	NA	300	10

————— Authorization to Contract with Milwaukee Area Technical College to Provide College Courses Leading to Transferrable College Credits for MPS High-school Students through the M<sup>3</sup> College Connections Program

The Administration is requesting authorization to enter into a contract with Milwaukee Area Technical College to serve MPS's juniors and seniors through provision of college courses leading to transferrable college credits for MPS's high-school students through M<sup>3</sup> College Connections. M<sup>3</sup> College Connections is an innovative dual-enrollment program among Milwaukee Public Schools (MPS), Milwaukee Area Technical College (MATC), and University of Wisconsin-Milwaukee (UWM) that allows eligible students to complete their high-school graduation requirements while earning up to 21 college credits from both MATC and UWM. This contract is for students to take 15 of those credits at Milwaukee Area Technical College during their senior year of high school.

Up to 140 MPS students will attend classes at the MATC Downtown Campus four times a week (Monday through Thursday) to earn up to seven college credits in the first semester and another eight credits in the second semester. The students will be taking classes in core subject areas such as English and math.

Additionally, up to 64 MPS students (juniors and seniors) will attend classes at MATC to work toward gaining CNA certifications and nursing licenses (LPN), earning up to 16 college credits in the 2022-23 school year.

Transportation (M-card bus passes) and meal cards for \$5/day will be provided.

This contract will run from July 1, 2022, through June 30, 2023. This contract provides for two one-year options to extend upon mutual agreement. The total cost of the contract will not exceed \$631,469.80

Budget Code: ORC-0-0-ESV-EO-ECTS (Contract Services — College & Career  
Readiness)..... \$631,469.80

————— Authorization to Contract with UW System Board of Regents for College Courses  
Leading to Transferrable College Credits for MPS High-school Students through the  
M<sup>3</sup> College Connections Program

The Administration is requesting authorization to enter into a contract with UW System Board of Regents to serve MPS's seniors through provision of college courses leading to transferrable college credits for MPS high-school students through M<sup>3</sup> College Connections. M<sup>3</sup> College Connections is an innovative dual-enrollment program among Milwaukee Public Schools (MPS), Milwaukee Area Technical College (MATC), and University of Wisconsin-Milwaukee (UWM) that allows eligible students to complete their high-school graduation requirements while earning up to 21 college credits from both MATC and UWM. This contract is for students to take six of those credits at UWM during their senior year of high school.

Students will receive three credits in ethnic studies and three credits in educational psychology. These will be transferrable college credits. The courses will take place at the UWM campus September 2022-June 2023.

Up to 140 MPS students will attend classes at the UWM campus once a week. There will be up to 7 sections of each class. Ethnic studies is taken in Fall, and educational psychology is taken in Spring. The cost for one section is \$12,575. The total for 14 sections will be \$176,050.

Transportation (M-card bus passes) will be provided as needed: \$50/each up to \$5,000. Meal cards for \$75/student card per semester for up to 140 students will be provided. Total will be \$21,000.

The contract will run from July 1, 2022, through June 30, 2023. This contract provides for two one-year options to extend upon mutual agreement. The total cost of the contract will not exceed \$202,050

Budget Code: ORC-0-0-ESV-EO-ECTS (Contract Services — College & Career  
Readiness)..... \$202,050

————— Authorization to Enter into a Contract with Qualtrics, LLC, for Provision of Survey  
Software and Associated Dashboards

The Administration is requesting authorization to enter into a contract with Qualtrics, LLC, to continue to provide technical support and maintenance as well as administration of the District's survey software and associated dashboards. This request also expands the use of the software to the "Employee Experience Life Cycle and Exit" solution. This includes unlimited touchpoints, dashboards, automated directory import, automated actions, expert content and pre-configured questions and reporting, as well as "always on feedback." This contract also includes a one-time technical integration of human-resources data.

Qualtrics, LLC, was originally chosen via Quick Quote to provide survey software for the Division of Research and Evaluation, which has expanded to now include all district staff under the current contract; therefore, 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)).

This contract will run from July 1, 2022, through June 30, 2023. The contract provides for two additional one-year options to extend beyond the first year. The total cost of the contract will not exceed \$277,791.67.

Budget Code: SYS-0-0-AMT-RH-ECTS (Instructional Resources — Software)..... \$161,916.67  
OPR-0-0-8I2-HR-ECTS (Instructional Resources — Software)..... \$115,875.00

——— Authorization to Issue a Purchase Order to Pro-ED, Inc., for Cognitive Assessments for Student Evaluations

The Administration is requesting authorization to issue a purchase order to Pro-ED, Inc., for cognitive assessments for student evaluations. Special education assessment and other comprehensive evaluations of children are some of the most important services that we provide as a district. Intellectual assessment is often integral to comprehensive evaluation.

Due to the nature of the information that assessment provides, as well as the importance of accurate and equitable assessment for all students, incorporating the Cognitive Assessment System-Second Edition (CAS-2) allows us to fairly evaluate students from diverse backgrounds. The CAS-2 includes a version which is normed on Spanish-speaking students and also includes rating scales and a brief cognitive assessment. Through these tools, school psychologists on IEP teams will have access to a fair and equitable measure so teams are better able to correctly identify students with disabilities.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the goods are needed to maintain continuity. (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The total cost will not exceed \$55,955.33.

Budget Code: DTI-0-0-8K2-DE-ESUP ( Specialized Services — Assessment Kits) ..... \$55,955.33

——— Authorization to Issue Purchase Orders to the US Postmaster and to the US Postal Service for Meter Postage

The Administration is requesting authorization to issue purchase orders to the US Postmaster and to the US Postal Service (USPS) for meter postage throughout the 2022-23 fiscal year. The US Postmaster's meter postage is used to fund MPS's permit imprint, which is a preprint that is overlaid on district mailings and referenced at USPS facilities when weighing and delivering. USPS meter postage is used to fund internal mailroom equipment when MPS weighs and meters mail being processed for distribution.

The exception from the requirement of a competitive procurement process for these purchases have been granted on the basis that the goods have no available product alternatives and are one-of-a-kind (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The term shall run from July 1, 2022, through June 30, 2023.

The total cost of goods purchased from USPS will not exceed \$400,000. The total cost of goods purchased from the US Postmaster will not exceed \$221,000.

Budget Code: MAL-00-MAL-MM-EPST (Mailroom — Postage)..... \$621,000

——— Authorization to Issue a Purchase Order to Houghton Mifflin Harcourt for Lab Refill Kits for the K-8 Science Adoption

The Administration is requesting authorization to issue a purchase order to Houghton Mifflin Harcourt for the purchase of lab refill kits to support the K-8 science adoption. The primary purpose of the lab refill kits is to replenish consumable materials required for fidelity of implementation for the adopted HMH Science Dimensions curriculum in grades K-8. HMH Science Dimensions is the district-adopted text for science in grades K-8, and each unit has required labs. The lab kits ensure schools have the science supplies necessary to conduct the required labs.

The exception from the requirement of a competitive procurement process has been granted on the basis that the goods are needed to maintain continuity. (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The total cost of the purchase order will not exceed \$122,139.19.

Budget Code: ITS-0-0-9R2-TC-ESUP ..... \$122,139.19

————— Authorization to Issue a Purchase Order to Labster for a Two-year Subscription to the Online Lab Simulation Platform for High-school Science Courses

The Administration is requesting authorization to issue a purchase order to Labster for high-school science courses. Labster is a tier 1 educational resource designed to support lab experiences for students when an in-person lab experience is not possible, or to supplement the in-person lab experience.

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

The total cost will not to exceed \$132,000

Budget Code: ITS-0-S-9R2-AQ-ESWR (Software/Instructional — Technology)..... \$132,000

### **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:

- Cooperative Education Service Agency #1 for Educational Coaching,  
SDV-0-S-3Z3-DW-ECTS ..... \$261,800.00
- City Year, Inc., to Serve as a Core Site for Whole School, Whole Child Support,  
OSC-0-S-1T3-LS-ECTS ..... \$1,855,000.00
- The College Board for Pre-AP and Springboard curriculum for the 2022-2023 school year,  
ENG-0-I-SBD-CI-ECTS ..... \$300,000.00  
MTH-0-I-SBD-CI-ECTS ..... \$300,000.00  
SDV-0-S-SBD-CI-ECTS ..... \$100,000.00
- Literacy Services of Wisconsin, Inc., for Adult Learning Lab Services, RAE-0-0-ADE-IF-ECTS0000 ..... \$130,000
- Marquette University for Therapeutic Services,  
ORC-0-0-ALS-DW-ECTS ..... \$836,350.00
- Milwaukee Area Technical College to Provide M<sup>3</sup> College Connections Program for MPS High-school Students,  
ORC-0-0-ESV-EO-ECTS ..... \$631,469.80
- Board of Regents of the University of Wisconsin System to Provide M<sup>3</sup> College Connections Program for MPS High-school Students,  
ORC-0-0-ESV-EO-ECTS ..... \$202,050.00
- Qualtrics, LLC, for Provision of Survey Software, Associated Dashboards,  
SYS-0-0-AMT-RH-ECTS ..... \$161,916.67  
OPR-0-0-8I2-HR-ECTS ..... \$115,875.00
- Pro-ED, Inc., for Cognitive Assessments for Student Evaluations,  
DTI-0-0-8K2-DE-ESUP ..... \$55,955.33
- US Postmaster and the US Postal Service for Meter Postage,  
MAL-00-MAL-MM-EPST ..... \$621,000.00

- Houghton Mifflin Harcourt for Lab Refill Kits for the K-8 Science Adoption,  
ITS-0-0-9R2-TC-ESUP ..... \$122,139.19
- Labster for a Two-year Subscription to the Online Lab Simulation Platform for High-school Science Courses,  
ITS-0-S-7S2A-QE-ESWR ..... \$132,000
- Technology Laboratory and Professional Development Center, dba t.Lab, for Summer Programming Services,  
DTI-0-S-9B3-LS-ECTS ..... \$129,000

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

### **Implementation and Assessment Plan**

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

### **Committee's Recommendation**

Your Committee recommends that the Board authorize the exception-to-bid requests as set forth in the attachment 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 Request to Waive Administrative Policy 3.09(9)(e) and to Enter into Contracts for Translation and Interpretation Services**

RFP 1003; B0001380 Authorization to Waive Administrative Policy 3.09(9)(e) and to Enter into a Fourth-year Contract with Lingua Pros, LLC, for Translation Services

MPS is a multicultural, multilingual school district. The translation services provided by Lingua Pros, LLC, support the District's need to make sure families of all languages are able to receive information about the district, their schools, and their children in the languages in which they are most comfortable reading.

This vendor was chosen pursuant to RFP 1003, which closed on April 5, 2019. The request to waive administrative policy 3.09(9)(e) and to issue the contract for a fourth year is based upon the significant organizational changes within the MPS Department of Media & Communications. The extension will also ensure that the prices offered by this vendor remain the same for an additional year.

This contract will extend from July 1, 2022, through June 30, 2023. The total cost of the contract will not exceed \$300,00.00.

Budget Code: 000-0-0-000-BL-ECTS (Blanket Contract Services)..... \$300,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
6	3	4	No	15%	15%	NA	NA	300	10

RFP 1003; B0001381; B0001383 Authorization to Enter into a Fourth-year Contract with Lakeside Ventures, Inc., dba International Languages, for Translation and Interpretation Services

The Administration is requesting authorization to enter into two contracts with Lakeside Ventures, Inc., d/b/a International Languages, ("Lakeside") for translation and interpretation services. This contractor provides written translation services in a variety of languages to schools and departments across the district; and oral interpretation for district and school events.

MPS is a multicultural, multilingual school district. The services provided by Lakeside provide the support the district's needs to make sure families of all languages are able to receive information about the district, their schools, and their children in the languages in which they are most comfortable reading and speaking. The interpretation services provided ensure that important district events are as inclusive as possible.

The request to waive administrative policy 3.09 (9)(e) and to issue the contracts for a fourth year is based upon the significant organizational changes within the MPS Department of Media & Communications. The extensions will also ensure that the prices offered by this vendor remain the same for an additional year.

These contracts will run from July 1, 2022, through June 30, 2023. The total cost of the translation services contract in this fourth year will not exceed \$300,000. The total cost of the interpretation services contract in this fourth year will not exceed \$200,000.

Budget Code: 000-0-0-000-BL-ECTS (Blanket Contract Services)..... \$500,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
59	56	39	Yes	15%	15%	NA	NA	300	10

### **Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

### **Fiscal Impact Statement**

Recommended for the Board's approval at this meeting are the following stand-alone contracts:

- Lingua Pros, LLC, for Translation Services,  
000-0-0-000-BL-ECTS ..... \$300,000
- Lakeside Ventures, Inc., dba International Languages, for  
Translation Services,  
000-0-0-000-BL-ECTS, ..... \$300,000
- Lakeside Ventures, Inc., dba International Languages, for  
Interpretation Services,  
000-0-0-000-BL-ECTS ..... \$200,000

This item authorizes expenditures as indicated in the attachments.

### **Implementation and Assessment Plan**

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

### **Committee's Recommendation**

Your Committee recommends that the Board authorize the request to waive Administrative Policy 3.09(9)(e) and to enter into the 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.*

\* \* \* \* \*

## **REPORT OF THE COMMITTEE ON LEGISLATION, RULES AND POLICIES**

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



TO THE BOARD OF SCHOOL DIRECTORS:

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

**(Item 1) Action on a Request to Revise Administrative Policy 7.37, Graduation Requirements, and to Approve Administrative Procedure 7.37, Graduation Requirements**

**Background**

The proposed revisions to Administrative Policy 7.37, Graduation Requirements, and the creation of Administrative Procedure 7.37, Graduation Requirements, as attached to the minutes of your Committee's meeting, will provide more opportunities for students to meet graduation requirements and to experience greater equity.

The specific changes to Administrative Policy 7.37, Graduation Requirements, include the removal of specific courses from the policy, the addition of a waiver from the world-language requirement for students in English as Second Language classes, the codifying of academic and career planning (ACP), the addition of Free Application for Federal Student Aid (FAFSA), and the review of transcripts prior to participation in graduation ceremonies.

The creation of Administrative Procedure 7.37, Graduation Requirements, allows for the removal of language from the Administrative Policy 7.37 to make it more use-friendly; provides specific timelines for early graduation, a procedure for approving dual-enrollment courses that meet graduation requirements, and diplomas for veterans; and identifies specific graduation requirements for alternative programs and schools.

The revisions to Administrative Policy 7.37 and the creation of Administrative Procedure 7.37 are in alignment with Administrative Policy 1.06, Equity in MPS:

(3) Guiding Principles

(b) The strengths of students, staff, families, and community members shall be illuminated to eliminate implicit and explicit deficit thinking; and

(c) A school system shall be developed in which all students receive the support and resources that they need to become successful;

(4) Equity Goals:

(e) MPS will provide every student with equitable access to high-quality and culturally-relevant instruction, curriculum, support, facilities, technology, and other educational resources that respect their individual identities, backgrounds, abilities, and experiences.

In addition, the revisions to Administrative Policy 7.37 and the creation of Administrative Procedure 7.37 are in alignment with Administrative Procedure 1.06, Efforts to Achieve Equity:

(2) Implementation

(b) The District shall work to provide all students with equitable access to co-curricular and extracurricular activities, social services, tutoring, enrichment opportunities, and special programs.

(c) The District shall identify, develop, and apply best practices for which there is evidence that they have made a positive difference for individual students and groups of students in order to reduce prevalent and persistent learning-outcome gaps.

(d) The District shall create a standard system of practice for examining and using data and research to empower mindsets about students' abilities to learn, rather than reinforce deficit thinking.

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 7.37, Graduation Requirements

### **Fiscal Impact Statement**

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This item does not authorized any expenditures.

### **Implementation and Assessment Plan**

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Upon approval by the Board, the Office of Board Governance will make the updates to Administrative Policy 7.37, Graduation Requirements, and will add Administrative Procedure 7.37, Graduation Requirements.

### **Committee's Recommendation**

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Your Committee recommends that the Board approve the proposed revisions to Administrative Policy 7.37, Graduation Requirements, as attached to the minutes of your Committee's meeting, and the creation of Administrative Procedure 7.37, Graduation Requirements, as attached to the minutes of your Committee's meeting, with the following modifications:

1. Policy (1)(e) to state "...Chief Academic Officer or his/her designee..."
2. Procedure (1)(d)(2) to state "...Chief Academic Officer or his/her designee..."
3. change all references to "parents" in both policy and procedure to "parents/guardians."

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

\* \* \* \* \*

## **(Item 2) Action on Adoption of a Proposed Procedure on Time Schedules and Workload**

### **Background**

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At its meeting on January 27, 2022, the Milwaukee Board of School Directors referred Communication 2122C-004 from the Milwaukee Teachers' Education Association (MTEA) regarding a proposed policy on time schedules and workload to the Administration for follow-up.

On March 24, 2022, the Board directed the Administration to form a committee of various stakeholders to review the proposed policy changes and to develop a recommendation for the Board to consider.

The Administration established a committee and conducted meetings over the last two and a half months, as directed by the Board. As a result of the committee's meetings, the following proposed Administrative Procedure 6.27 was developed and is now being recommended to the Board for approval.

#### Administrative Procedure 6.27 Time Schedules and Workload: Certificated Staff

##### **(1) Reporting Time**

Principals and teachers are to adhere to school-day schedules as determined by the Board.

##### **(2) Teaching Day**

##### **(a) High Schools and Traditional Middle Schools**

1. Classroom teachers in the high schools and traditional middle schools operating on the seven- period day shall be assigned not more than five teaching periods, one homeroom or advisory period, and one preparation period per day. Such schools will operate under the guidelines as set forth below:

- a. Teachers may be assigned lunchroom duty as a regular duty responsibility. To the extent possible, a teacher will not be assigned lunch duty during their preparation time. If a teacher is assigned to lunchroom duty during their preparation time, the teacher will be compensated for that time at the part-time certificated rate.
- b. Teachers, beyond those needed for study hall supervision, attendance counseling and hall supervision, and projects dealing with curriculum development within their areas of teaching, shall be assigned to other duties as prescribed by the principal.

- i. Normally, one teacher and such educational assistants as are necessary may be assigned to hall supervision. Additional teachers may be assigned where essential due to the structure of the building and special problems.
    - ii. Volunteers shall first be assigned, and where there are insufficient volunteers, assignments shall be made with available teachers on a rotating basis by semesters.
  - c. Study halls, lunchroom duty, and attendance counseling shall be assigned so that individual teachers do not have to perform these duties year after year without being relieved when they specifically request it.
  - d. To the extent possible, a first-semester teacher will not be assigned to study hall, lunchroom duty, hall supervision, or attendance counseling, but will be involved in inservice activities, such as long-range planning for his/her specific classes, work on curriculum in his/her area, or observing classes of experienced teachers.
2. Classroom teachers in high schools and traditional middle schools operating on block schedules (A/B schedule) shall be assigned no more than three teaching periods and one individual preparation period per day. Such schools will operate under the guidelines, as set forth below:
- a. Lunchroom supervision shall be done by staff other than teachers. If staffing does not allow, then the teachers shall be paid at the part-time certificated rate if preparation time is lost.
  - b. Teachers shall not be assigned supervision duties during any of the four instructional blocks. Necessary supervision during instructional blocks shall be performed by staff other than teachers.
  - c. Every reasonable effort will be made to avoid assigning any teacher to three consecutive instructional blocks.
  - d. The principal may use up to one half of the individual preparation period for collaborative planning time once per week.
3. Schools will provide a curriculum to advisory teachers.
4. Should a classroom teacher need to substitute teach, teach an additional class, or lose prep time due to a temporary staffing need, additional compensation will be paid according to Section 4 of this procedure.

(b) Elementary School Lunch

Teachers at elementary schools have a 45-minute lunch on days they are not assigned lunch duty. Lunch duty shall be rotated equitably among teaching staff. In most schools, the rotation will require teachers to perform 15 minutes of lunch duty twice a week. At some schools, based on staffing, the rotation may require teachers to perform lunch duty more than two times per week. Schools may also choose to arrange their lunch duty rotation where teachers perform duty daily during weeks 1 and 3 with no lunch duty on weeks 2 and 4.

(3) Teacher Preparation

(a) Preparation Period

The utilization of the preparation period shall normally be determined by the teachers. It is recognized that the preparation period may be the most convenient and practical time for the teacher, principal, or supervisor to arrange an occasional conference on matters of professional concern. If an unexpected parent conference is requested during the preparation period, the teacher shall attend the conference, unless the conference would prevent the teacher from having representation of his/her choice. Attempts will be made to avoid a pattern of scheduling parent conferences during regular instructional time.

(b) Middle- and High-school Classrooms

Principals shall attempt, where possible, to limit the number of classroom assignments, exclusive of homeroom, to three; however, it is recognized that, with certain subject areas and programs, the attainment of this may not be possible.

## (c) Number of Preparations for Middle- and High-school Teachers

In developing secondary teachers programs, principals shall attempt, where possible, to limit the number of different preparations to three; however, it is recognized that certain subject areas make the attainment of this more difficult.

## (d) Elementary Teachers

When students are in art, music or physical education classes, this time is teacher directed and belongs in its entirety to teachers for prep. Teachers are not required to attend art, music, or physical education classes with their students. Teachers are not required to attend administrative meetings when their students are at art, music, or physical education classes.

## (e) Special Education Teachers

1. Elementary school teachers will have teacher directed prep time when their students are in art, music, and physical education classes at least equal to weekly prep time for regular education teachers.

2. Traditional middle school teachers and high school teachers operating on the seven-period day will have one prep period daily. Traditional middle school teachers and high school teachers operating on block schedules (A/B schedule) will have one prep period daily.

## (4) Additional Compensation: High School and Traditional Middle School

## (a) Substitute Teaching or Loss of Preparation Time

Classroom teachers that substitute teach or lose preparation time shall be paid as follows:

1. Seven-period day schedule: Classroom teachers on the period schedule shall be paid 1 hour at the part time certificated rate for each period that they substitute teach or lose a preparation time.
2. Block schedule: Classroom teachers on the block schedule shall be paid 2 hours at the part time certificated rate for each block that they substitute teach or lose preparation time.

## (b) Requesting Volunteers

School administration or their designee shall first ask for volunteers. If there are no volunteers, then substitute assignments will be assigned on a rotating basis. The rotation procedure should be discussed with the school's building committee before it is implemented.

## (c) Teaching an Overload

For any additional classes taught beyond a usual classload, where they are the teacher of record, teachers shall be paid as follows:

1. Seven-period schedule: Teachers who teach any additional classes will be paid 2 hours at the part time certificated rate for each period taught.
2. Block schedule: Teachers who teach any additional classes will be paid 4 hours at the part time certificated rate for each period taught.

## (d) Funding

Any school which is required to expend additional funds for staffing or compensation due to this procedure will be reimbursed for such expenditures annually out of a district-wide budget account.

*[Note: The Board had adopted a previous Administrative Procedure 6.27 in June of 1982. It was revised in June of 2006 and rescinded in May of 2014.]*

### **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 6.27, Time Schedules and Workloads: Certificated Staff

**Fiscal Impact Statement**

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N/A

**Implementation and Assessment Plan**

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Upon the Board's approval, the Office of Board Governance will publish the procedure.

**Committee's Recommendation**

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Your Committee recommends that the Board approve the proposed Administrative Procedure 6.27.

Director O'Halloran moved to approve the Committee's recommendation.

The motion passed, the vote being as follows:

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

Noes — None.

\* \* \* \* \*

**(Item 3) Action on Adoption of Proposed Revisions to Administrative Procedure 6.23(3) and 6.23(4) on Filling Principal Vacancies and Assistant Principal Vacancies****Background**

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At its meeting on February 24, 2022, the Milwaukee Board of School Directors referred Communication 2122C-005 from the Milwaukee Teachers' Education Association (MTEA) regarding a proposed policy on filling principal vacancies to the Administration for follow-up.

On March 24, 2022, the Board directed the Administration to form a committee of various stakeholders to review the proposed policy changes and to develop a recommendation for the Board to consider.

The Administration established a committee and conducted meetings over the last two and a half months, as directed by the Board. As a result of the committee's meetings, the proposed revised Administrative Procedures 6.23(3) and 6.23(4), as attached to the minutes of your Committee's meeting, were developed and are now being recommended to the Board for approval.

**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 6.23, Recruitment and Hiring: Staff

**Fiscal Impact Statement**

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N/A

**Implementation and Assessment Plan**

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Upon the Board's approval, the revisions to Administrative Procedures 6.23(3) and 6.23(4) will be published by the Office of Board Governance.

**Committee's Recommendation**

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Your Committee recommends that the Board approve the revisions to Administrative Procedures 6.23(3) and 6.23(4) as indicated in the attachments to the minutes of your Committee's meeting.

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

\* \* \* \* \*

**(Item 4) Action on Resolution 2223R-003 by Director Gokalgandhi on Communications to the Board**

**Background**

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At its meeting on May 26, 2022, the Board referred Resolution 2223-003 by Director Gokalgandhi to the Committee on Legislation, Rules and Policies:

WHEREAS, Board Governance Policy 2.03, Board Powers and Duties, states “The work of the Board is to serve as trustees for the people of the City of Milwaukee in determining and demanding appropriate organizational performance”; and

WHEREAS, Chapter 3 of Board Governance Policies define the roles of the Board’s executive officers in 3.02, Role of the Superintendent, 3.05, Role of the Board Clerk/Chief Officer; and 3.08, Role of the Management of the Office of Accountability and Efficiency; and

WHEREAS, With respect to providing information and counsel to the Board, these policies state that the executive officers “... shall not permit the Board to be uninformed” and shall “keep the Board abreast of relevant trends, [and] anticipated adverse media coverage”; and

WHEREAS, The Board affirms its commitment to work through its chief executive officers in handling complaints, concerns, communications, and petitions in existing Board Rule and Board Governance Policy; and

WHEREAS, Recent events suggest these policies may not provide the flexibility or agility with which to keep the Board promptly informed given the speed of information in the digital age; now, therefore, be it

RESOLVED, That the Board direct the Office of Board Governance, in collaboration with the Administration and the Office of Accountability and Efficiency, to conduct a review of the policies and procedures that govern communications to the Board; and be it

FURTHER RESOLVED, That this review consider the duration of time in which appropriate information shall be delivered to the Board;

FURTHER RESOLVED, That this review consider input from various community stakeholders; and be it

FURTHER RESOLVED, That this review and possible recommendations be brought back to the Board no later than the September 2022 board cycle.

The directs the Office of Board Governance, in collaboration with the Administration and the Office of Accountability and Efficiency, to conduct a review of the policies and procedures that govern communications to the Board and to bring back any necessary policy revisions.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Board Governance Policy BG 3.01, Board-appointed Officials

**Fiscal Impact Statement**

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This resolution has no fiscal impact.

**Implementation and Assessment Plan**

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Upon the Board's approval, the Office of Board Governance, the Administration, and the Office of Accountability and Efficiency will collaborate on a review of policies and procedures that govern communications to the Board.

**Committee’s Recommendation**

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Your Committee recommends adoption of the resolution.

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

\* \* \* \* \*

**(Item 5) Action on a Request to Approve Revisions to Administrative Policy 3.02, Budget Control, and Administrative Policy, 3.04 Fund Transfer, and to Reaffirm Administrative Procedure, 3.02 Budget Control**

**Background**

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The Administration recommends revisions to Administrative Policy 3.02, Budget Control, and Administrative Policy 3.04, Fund Transfer, to provide technical updates and to better align existing administrative policies and current procedures. Please note that, in Administrative Policy 3.04, the title change proposed is *Budget Transfer*, rather than *Fund Transfer*, to reflect the revisions proposed within the policy. Administrative Policy 3.02, Budget Control, has a corresponding procedure, Administrative Procedure 3.02, which the Administration requests that the Board reaffirm, as no change to the procedure is being recommended.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Administrative Policy 3.02, Budget Control

**Fiscal Impact Statement**

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No fiscal impact

**Implementation and Assessment Plan**

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Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policies.

**Committee's Recommendation**

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Your Committee recommends that the Board approve the revisions to Administrative Policy 3.02, Budget Control, and to Administrative Policy 3.04, Fund Transfer, as attached to the minutes of your Committee's meeting, and reaffirm Administrative Procedure, 3.02, Budget Control.

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

\* \* \* \* \*

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

**COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT**

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

**(Item 1) Report with Possible Action Regarding Discipline Disproportionality Updates & 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 use proactive strategies to support students and to 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.

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

The following is an update of activities undertaken to support a proactive approach to realizing accelerated outcomes in reducing disproportionality within Milwaukee Public Schools for the 2021-22 school year. The monthly reporting associated with disproportionality for the 2021-22 school year will focus on the following proactive approaches:

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

### **Promoting and Providing Resources to Schools on Alternatives to Suspension**

All discipline champions receive a monthly Why Race Matters update from the District Discipline Manager, focusing on specific best practices to support positive student behavior. The May monthly update focused on student voice in the classroom and continuing our personal journey with why race matters. All schools reviewed their implementation of the six best practices to address disciplinary disproportionality that have been highlighted throughout the year.

### **Ensuring That Counseling and Support Services Are Being Used by Schools**

The District Discipline Disproportionality (3D) Leadership Team met on May 5, 2022, to look at best practices and supports for the 2022-23 school year. The Team began updating the Climate & Culture Toolkit, the directory of support, universal supports for classroom climate, and the relationship-building guidebook. The Toolkit will provide best practices for creating a positive climate, starting with building a community with students, preventative and classroom redirection strategies, interrupting bias, and alternatives to suspension.

Through May 31, 2022, there have been more than 930 meetings of school-based Discipline Work Groups using data to address school climate and culture.

Below are the year-to-date numbers of documented PBIS Tier 2 and Tier 3 interventions provided to students identified for additional support.

Tier 2/Tier 3 Intervention	Students
Check-In/Check-Out (CICO)	2,206
Individualized CICO	478
Social Academic Instructional Group (SAIG)	1,462
Behavior Assessment/ Intervention Plan (BAIP)	168
FBA/BIP	203
Educational Wraparound	53
RENEW	55

The use of specific redirection strategies for classroom-managed behaviors are documented within PLP Classroom Behavior notes. The total documented strategies for all year to date through May 31, 2022, can be found below.

Strategy	Total	Strategy	Total	Strategy	Total
Acknowledge verbally or tangibly	30,954	Brain breaks	192	Community service	187
		Behavior contract	589	Collect property	1,699
		Buddy classroom	3,233	Go Guardian	547



Strategy	Total	Strategy	Total	Strategy	Total
Independent work	412	Parent contact	26,713	Secret signal	189
Mindfulness	721	Planned ignoring	5,678	Support staff consultation	12,489
Move their seats	2,834	Redirection	19,596	Self-monitoring	265
One-on-one conversation	36,208	Recovery area (within room)	2,114	Reflection sheet	977
Proximity control	5,924	Restorative conversation	3,007		
Praise 5:1	214				

The following alternatives to suspension were utilized by administrators within discipline events in May 2022.

Conference.....	143
Counsel.....	1,624
Detention .....	107
Mediation.....	75
Referral to Building Intervention Team .....	9
Repairing Harm Circle.....	19
Restorative Conference.....	20

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

Below are all behavioral events that led to out-of-school suspensions or student services suspensions across the district from May 1, 2022, through May 31, 2022, as documented in Infinite Campus. In May 2019, there were 2,968 suspensions, compared with 3,135 suspensions in May 2022.

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Total
Arson				1		1		2
Assault	5			24		2		31
Battery	6	1		39		1	1	48
Bomb Threats				1				1
Bullying	8			22		2		32
Chronic Disruption or Violation of School Rules	97	9	7	571		27	9	720
Disorderly Conduct	132	10	23	594	1	28	13	801
Endangerment of Physical Safety/Mental Well-being	20		2	151		1	2	176
False Fire Alarms	2	1		2				5
Fighting	94	2	9	601	1	12	9	728
Gambling	2			4				6
Inappropriate Personal Property	8			19		1	1	29
Inappropriate use of electronic communication devices	15	1	1	49	1	1	1	69
Intent to Distribute Drugs/Alcohol/Meds				1				1
Leaving the Classroom Without Permission				3				3
Loitering				2				2
Other Substances/Materials	7			25		1		33
Personal Threat	7		1	43				51
Possession of Drug Paraphernalia	5			7			1	13
Possession of Stolen Property				2				2
Possession/Ownership/Use of Alcohol	1							1
Possession/Ownership/Use of Drugs	1			26				27
Possession/Ownership/Use of Gun	1			4				5
Possession/Ownership/Use of Weapon Other than Gun	10			22		1		33
Reckless Vehicle Use	1			2				3
Robbery				3				3
Sexual Assault	1			10				11
Sexual Harassment	3			10		1		14
Skippping Class	1			6				7
Substantial Environmental Disruption	26	1	4	120		2		153

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Total
Theft	3			16				19
Trespassing				3				3
Use of Tobacco, Including Chewing	5		2	20		3	1	31
Vandalism	5			11		1	1	18
Verbal Abuse/Profanity/Harassment	9			39		5	1	54
Grand Total	475	25	49	2,453	3	90	40	3,135

The following table displays suspension by grade level and race for May 2022.

Grade	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Total
K4/K5	6			15				21
1	8			20				28
2	7			40		3		50
3	15			83		9	1	108
4	25		3	171		1	6	206
5	25		2	173		7	5	212
6	70	2	4	335	1	19	6	437
7	96	7	9	426	2	15	11	566
8	69	3	4	234		12	1	323
9	82	11	16	543		14	3	669
10	43	2	6	229		7	4	291
11	24		3	138			2	167
12	5		2	46		3	1	57

### Book Studies

Our District Equity Leadership Team (DELT) met with the the Executive Director of Education from Courageous Conversations about Race (CCAR) on May 31, 2022, focusing on how we are engaging, sustaining, and deepening the conversation of race using the tools of the CCAR Protocols.

In May, additional sessions of CCAR Explorations for Central Services staff members were held, with 92 staff members attending the seminar. Since March 2021, more than 2,900 staff members have attended. There are additional sessions planned for June.

The book cohort reading *These Kids Are Out of Control: Why We Must Reimagine Classroom Management for Equity* completed its book study in May. School social workers completed their year-long professional learning communities reading *Courageous Conversations about Race* in small groups and making connections to their work with students and families throughout the district.

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

Across all traditional middle and high schools, 226 meetings of the Student Discipline Committees were held, at which students talked about recommendations regarding school climate and other student-interest topics.

Focus groups were held at eight schools to discuss with students their thoughts and recommendations on school climate. The major themes of these discussion were:

- relationships with adults and peers;
- course offerings, extracurricular opportunities, and instructional pedagogy;
- positive school climate;
- mental health supports;
- school policies and facilities;
- balancing safety and discipline.

### Next Steps

A district-wide collaborative team is reviewing data, gathering student and staff input, analyzing what's working, identifying who can support, and coordinating resources to create a culture-and-climate plan for the 2022-23 school year in alignment with district and school goals.

Additional sessions of Courageous Conversations about Race (CCAR) Explorations and CCAR Experience for staff members will be held across the district.

CCAR Facilitators will complete their cohorts and become certified facilitators and will begin to lead Explorations seminars throughout MPS.

An end-of-year survey and recommendations will be collected from staff members across the district.

District Discipline Disproportionality Leadership Team's end-of-year data assessment and action planning for the 2022-23 school year will take place.

The Culture & Climate Toolkit will be updated to include additional best practice for supporting positive student behaviors based upon data and student focus groups' input.

### **Strategic Plan Compatibility Statement**

Goal 2, Student, Family and Community Engagement

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

Administrative Policy 1.06, Equity in MPS

### **Fiscal Impact Statement**

N/A

\* \* \* \* \*

### **(Item 2) Report with Possible Action on Services Provided to Students with Disabilities in the Least Restrictive Environment (LRE)**

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**

Least restrictive environment (LRE) is one of the most significant components in the 2004 Individuals with Disabilities Education Act (IDEA). It requires that, to the maximum extent appropriate, children with disabilities be educated with children who are not disabled. Removal of students with disabilities from the regular educational environment occurs only when the severity of the disability is such that education in regular classes, with the use of supplementary aids and services, cannot be achieved satisfactorily.

The Milwaukee Public Schools is committed to ensuring that students with disabilities are educated in environments with their non-disabled peers. The preference of the law is that students be educated using the general curriculum in the regular education classroom, with the use of supplementary aids and services. Best practices and research strongly support education in the least restrictive environment (LRE), with access to the general curriculum, because it leads to higher achievement outcomes for students with disabilities.

### **Report on Services Provided to Students with Disabilities in the Least Restrictive Environment**

There are 17 performance indicators that help steer states to develop Improvement Plans that target special education:

Indicator #1	Graduation Rates
Indicator #2	Drop-out Rates
Indicator #3	Assessments
Indicator #4	Suspension/Expulsion
Indicator #5	Educational Placement, Ages 6-21
Indicator #6	Educational Placements, Ages 3-5
Indicator #7	Preschool Outcomes
Indicator #8	Parental Involvement
Indicator #9	Inappropriate Identification in Special Education
Indicator #10	Inappropriate Identification in Specific Disabilities Categories

Indicator #11	Timely Evaluation
Indicator #12	Preschool Transition, Part C, Part B
Indicator #13	Transition Goals, Ages 16 and over
Indicator #14	Post School Outcomes
Indicator #15	Resolution Sessions
Indicator #16	Mediation
Indicator #17	State Systemic Improvement Plan

### LRE for Higher Outcomes

As part of the LRE's focus on increasing academic and behavioral outcomes for students with disabilities, the Department of Specialized Services makes quarterly report to the Administration about students who are receiving special education services in the least restrictive environment. The Department of Specialized Services' plan is to educate students with disabilities, in accordance with their individual education programs (IEPs), in the regular education environment with their non-disabled peers.

### LRE Data

Indicator 5 addresses the documentation of programs and services in the least restrictive environment for students 6 to 21 years of age. Wisconsin's data for this indicator provide each school district with the target in each of the following categories:

Indicator 5A	Percent of students ages 6 through 21 with IEPs who are served inside the regular class 80% or more of the day
Indicator 5B	Percent of students ages 6 through 21 with IEPs who are served inside the regular class less than 40% of the day
Indicator 5C	Percent of students ages 6 through 21 with IEPs who are served in separate schools, residential facilities, or homebound/hospital placements.

The information below compares MPS's LRE data-relative services with the projection in DPI's 2016 Annual Performance Report Summary for Wisconsin school districts. MPS's percentage includes all students who have IEPs, including for speech and language services.

	State's Target	MPS										
		May 2021	Aug 2021*	Sept 2021	Oct 2021	Nov 2021	Dec 2021	Jan 2022	Feb 2022	March 2022	April 2022	May 2022
5A	70.00%	81.60%	83.08%	83.21%	83.32%	83.43%	82.67%	82.74%	83.62%	83.72%	83.80%	84.22%
5B	7.90%	15.69%	15.53%	15.35%	15.74%	15.48%	15.37%	15.33%	14.96%	15.22%	15.25%	15.32%
5C	0.95%	0.34%	0.32%	0.32%	0.32%	0.31%	0.31%	0.29%	0.28%	0.29%	0.30%	0.28%

\*The data for the August 2021 LRE report is a combination of the students with disabilities enrolled in the schools on the early start calendar and the projected enrollment for our schools on the traditional calendar.

The reports attached to the minutes of your Committee's meeting include the District's information as well as each school's percentage.

### Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

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

Administrative Policy 8.01, Student Nondiscrimination, Complaints and Appeals

### Fiscal Impact Statement

No Fiscal Impact

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### (Item 3) Report with Possible Action Regarding Equity

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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The MPS framework to equity is aligned to Administrative Policy 1.06, Equity in MPS; Administrative Procedure 1.06, Efforts to Achieve Equity; and the MPS Five Priorities for Success. This framework is flexible and adaptable to all district stakeholders' current and future equity, access, and inclusion needs.

## End-of-year Equity Report

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### Administrative Policy 1.06, Equity in MPS

#### Administrative Procedure 1.06, Efforts to Achieve Equity

*Equity* is defined as an allocation of district resources, supports, and opportunities that is based on the needs of students and staff.

*Equity Lens* is defined as a point of view used to acknowledge the disparities that impact historically-marginalized groups and to identify priorities based on areas of greatest needs. These needs will drive district priorities for the most equitable distribution of resources, supports, and opportunities.

*Culturally-responsive Practices* are defined as beliefs, methods, and practices that support and empower all students socially, emotionally, intellectually, and civically by leveraging students' lived experiences and learning styles to ensure student achievement.

### Restorative Practices

#### School-wide Highlights

- ESSER II funds supported professional development in 14 schools.
- Professional development was developed collaboratively with school leaders and school teams to meet their diverse needs.
- Staff have participated in school-wide professional development.

#### District-wide Highlights

- 84 staff completed 8 to 16 hours of professional development.
- 74 staff attended Foundations of Restorative Practices.
- 37 schools engaged in the Restorative Practices Study in the School Improvement Plan.
- 10 collaborations took place with a variety of internal and external stakeholders.

#### Additional Restorative Practices Highlights

Direct Student Support: Eight schools, more than 1,900 students supported  
 Restorative Practices Elective Course: Six high schools, 579 students enrolled  
 District-wide Support Requests: 27 requests from 23 schools

### PBIS Monthly Snapshot Example

- |   |   |
|---|---|
| • Attendance by race and students with disabilities | • Behavioral interventions                      |
| • Classroom behavior                                | • Tiered fidelity inventory                     |
| • Office discipline referrals                       | • PBIS and Building Intervention Teams' minutes |
| • School improvement plan                           | • Coaching Support                              |

### Data Collection from Projects

- Semi-structured Student Interviews — 180 students across 13 high schools
- BLMA Buddies Program — 134 students across eight schools in each school board district
- Manhood Development Academy — 120 students across two schools
- BLMA Mentoring — 110 students met with community mentors in partnership with Mentor Greater Milwaukee
- BLMA Ambassadors — 70 students across four high schools
- First Annual Mental Health Symposium — 100 students from six high schools

**Gender & Identity Inclusion, 2021-22 Overview***Levels of Support*

- Student Listening Sessions
- Professional Learning Opportunities
- Specialized Programs/Events
- Student & Family Support
- Community Partnerships/Resources

*Ongoing Support for Students and Families in Need of Resources.**Support for Girls of Color*

- Conducted listening sessions at six sites, using data to pilot workshops that supported 150 girls, ranging from 4<sup>th</sup> through 12<sup>th</sup> grade, from March through June 2022.
- Hosted first annual Denim Day event to bring awareness around sexual assault.
- 200 female-identifying students have received our sexual assault-awareness training centered around consent, understanding sexual assault, and tips, tools, and resources on how to report assaults and to begin healing.
- Built partnerships with Pearls for Teen Girls and Girls on the Run to offer ongoing, consistent programming for girls at 10 sites in the 2022-23 school year.

*Support for LGBTQ+*

- Provided LGBTQ+ Module training for 14 schools and programs, serving approximately 145 staff throughout the district.
- Assisted with the creation and sustainability of Gender Sexuality Alliances (GSAs) throughout the district.
- 20 sites have active GSA clubs. Approximately 350 students have participated in a GSA club and special event this year. Three sites are emerging.
- Updated the Milwaukee Public Schools' Gender Inclusion Guidance to best support our transgender, non-binary, and gender-nonconforming students.

**MPS 2022 District-wide Spelling Bee Finals**

- 12 schools participated
- May 14: Grades 3-5, 54 finalists and alternates, 214 in-person attendees
- May 21: Grades 6-8, 41 finalists and alternates, 156 in-person attendees

*Highlights*

- TMJ4 Co-sponsored
- Livestreamed — more than 6,000 views
- First year in which MPS has engaged middle-level students
- Every MPS office/department was engaged
- Evolve Church MKE provided lighting for May 21
- Supported by more than 200 staff and volunteers

**Additional Equity Highlights**

- Wisconsin State Music Association Large Group Contest: 610 students participated, and 29 staff attended
- UNSIL (United Nations Schools of International Learning) World Fair: 1,926 students attended and presented 778 projects
- Youth Summit: 150+ students participated
- Herbie Hancock Event, May 9-13: 2,500 students and 25 staff attended
- 49<sup>th</sup> MPS Biennial Music Festival: 3,739 students participated, and 4,000 parents and community members attended
- STEM Fair: 350+ students attended, 36 schools shared over 200 projects, 125 volunteers assisted, and 48 vendors participated
- Refugee & Immigrant Resource Fair: 100 attendees

### **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 1.06, Equity in MPS

### **Fiscal Impact Statement**

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N/A

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### **(Item 4) Report with Possible Action on Parent and Community Engagement**

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

#### **Background**

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The purpose of this report is to provide an update on family- and community-engagement activities. The Department of Strategic Partnerships and Customer Service works with families and the community to provide opportunities for them to support our students in reaching successful outcomes both in and out of the classroom. The Customer Service and Family Engagement Team interacts with families daily to ensure that parents have avenues to be active participants in their children's education. They also help families form healthy bonds with their children's school communities.

MPS recognizes the value in our most important allies, our alumni. We are working to build our alumni network and to identify alums who make a difference in our community.

MPS volunteers play a vital role in helping our schools and in allowing community members to provide support to Milwaukee Public Schools students.

#### **Report on Family & Community Engagement**

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##### **Family Engagement**

- Parent Coordinators' Activities
- Special Education Leadership Institute for Families (SELIF)
- District Advisory Council
- Family Interest Survey

##### **Alumni Engagement**

- Alumni Reunions
- Teacher Appreciation Videos
- Alumni Spotlights and Social Media
- Alumni Advantage Newsletter

##### **Superintendent's Student Advisory Council (SSAC)**

- Superintendent's Luncheons

- New Model for School Organizations
- Scholarship/internship Opportunities
- School Climate Conversations

##### **Volunteer Engagement**

- More than 1,800 community volunteers
- More than 14,000 hours served
- Volunteer of the Year Awards

##### **Customer Service**

- Switchboard averaged more than 7,000 calls per month
- Welcome Center assisted more than 2,500 families
- Customer service training for MPS staff

### **Strategic Plan Compatibility Statement**

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Goal 2, Student, Family and Community Engagement

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

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Administrative Policy 9.11, School Engagement Councils

**Fiscal Impact Statement**

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N/A

**Implementation and Assessment Plan**

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N/A

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

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

**(Item 1) Action on a Request to Approve Technical Amendments to the Instrumentality Charter School Contract with Academia de Lenguaje y Bellas Artes, Inc., (ALBA) for Academia de Lenguaje y Bellas Artes (ALBA)**

**Background**

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On June 27, 2019, the Milwaukee Board of School Directors approved the instrumentality charter school contract with Academia de Lenguaje y Bellas Artes (ALBA) to begin with the 2019-20 school year and to end with the last regularly scheduled day of the 2023-24 school year. ALBA's mission is founded on the conviction that bilingual students can reach their full potential academically in English and Spanish when challenged through a rigorous curriculum that develops critical thinking, problem solving, and creativity through the integration of the fine arts.

Administration has received a request from ALBA to make an amendment to the contract. The requested amendment is being submitted as a technical revision and clarification to ensure compliance with the Charter School Grant offered through the Wisconsin Department of Public Instruction. The proposed amendment to the contract is as follows:

V. Purchases.

Charter School hereby certifies that neither Charter School or its principals nor Charter School's subcontractors or its principals are listed as debarred or suspended in the System for Award Management (SAM), the government-wide exclusion list maintained by the federal government.

Charter School shall adhere to the provisions of the Charter School Annual Operating Budgets. The cost of any services purchased by Charter School from MPS shall be determined by the Board.

Any materials, equipment or supplies purchased or otherwise acquired by Charter School during the term of this Contract shall be allowed to remain on the premises of Charter School during the term of this Contract, and shall be reserved for the sole use of Charter School during the term of this Contract, notwithstanding the fact that all such materials, equipment, and supplies are owned by MPS.

Any items purchased with Wisconsin Charter School Program ("CSP") grant funds should be considered the property of the charter school, and any titled equipment purchased with CSP grant funds should be titled to the charter school's governance board.

Charter School shall abide by all state laws in the contracting and purchasing of goods and services. Specifically, Charter School may follow current MPS practice regarding purchasing and bidding requirements. Charter School shall utilize the standard MPS Professional Services Contract and Procedures for all professional services.

In the event that MPS must go outside the district to obtain services for Charter School, Charter School will assume the cost of these services in the same manner as non- contracted MPS schools.



### **Strategic Plan Compatibility Statement**

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

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

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Administrative Policy 9.12, Charter Schools

### **Fiscal Impact Statement**

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This item does not authorize expenditures.

### **Implementation and Assessment Plan**

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Upon the Board's approval, the amended instrumentality charter school contract with Academia de Lenguaje y Bellas Artes (ALBA) will be forwarded to the Wisconsin Department of Public Instruction.

### **Committee's Recommendation**

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Your Committee recommends that the Board approve the technical amendment to the instrumentality charter school contract with Academia de Lenguaje y Bellas Artes, Inc., (ALBA) for Academia de Lenguaje y Bellas Artes (ALBA) as indicated.

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

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### **(Item 2) Action on a Request to Approve Technical Amendments to the Instrumentality Charter School Contract with Green Tree Preparatory Academy, Inc., for Green Tree Preparatory Academy**

#### **Background**

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On March 28, 2019, the Milwaukee Board of School Directors approved the instrumentality charter school contract with Green Tree Preparatory Academy (GPA) to begin with the 2019-2020 school year and to end with the last regularly scheduled day of the 2023-24 school year. GPA's mission is to build a body of student leaders who will lead or own tomorrow's businesses.

Administration received a request from GPA to make an amendment to the contract. The requested amendment is being submitted as a technical revision and clarification to ensure compliance with the Charter School Grant offered through the Wisconsin Department of Public Instruction. The proposed amendment to the contract is as follows:

#### **V. Purchases.**

Charter School hereby certifies that neither Charter School or its principals nor Charter School's subcontractors or its principals are listed as debarred or suspended in the System for Award Management (SAM), the government-wide exclusion list maintained by the federal government.

Charter School shall adhere to the provisions of the Charter School Annual Operating Budgets. The cost of any services purchased by Charter School from MPS shall be determined by the Board.

Any materials, equipment or supplies purchased or otherwise acquired by Charter School during the term of this Contract shall be allowed to remain on the premises of Charter School during the term of this Contract, and shall be reserved for the sole use of Charter School during the term of this Contract, notwithstanding the fact that all such materials, equipment, and supplies are owned by MPS.

Any items purchased with Wisconsin Charter School Program ("CSP") grant funds should be considered the property of the charter school, and any titled equipment purchased with CSP grant funds should be titled to the charter school's governance board.

Charter School shall abide by all state laws in the contracting and purchasing of goods and services. Charter school may follow current MPS practice regarding purchasing and bidding requirements and

may utilize the standard MPS Professional Services Contract and Procedures for all professional services.

In the event that MPS must go outside the district to obtain services for Charter School, Charter School will assume the cost of these services in the same manner as non- contracted MPS schools.

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**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

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

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Administrative Policy 9.12, Charter Schools

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**Fiscal Impact Statement**

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This item does not authorize expenditures.

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**Implementation and Assessment Plan**

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Upon the Board's approval, the amended instrumentality charter school contract with Green Tree Preparatory Academy will be forwarded to the Wisconsin Department of Public Instruction.

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**Committee's Recommendation**

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Your Committee recommends that the Board approve the technical amendment to the instrumentality charter school contract with Green Tree *Pre Approved with the roll call vote to approve the balance of the Committee's reports.*

paratory Academy, Inc., for Green Tree Preparatory Academy.

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**(Item 3) Action on a Request to Amend the Non-instrumentality Charter School Contract with Milwaukee Excellence, Inc., for Milwaukee Excellence Charter School**

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**Background**

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Milwaukee Excellence Charter School was established as a non-instrumentality charter school beginning with the 2016-17 school year. The contract is for up to a maximum of 840 FTE pupils in grades 6 through 12 for the 2022-23 school year. Milwaukee Excellence has two campuses, one located at 4950 North 24<sup>th</sup> Street for grades 6-8, and the other at 3620 North 18<sup>th</sup> Street for grades 9-11.

Milwaukee Excellence's mission is through rigorous academics and character education essential for success, to educate 6<sup>th</sup>- through 12<sup>th</sup>-grade students to excel within and to graduate from four-year colleges and to pursue the professions of their choice.

On February 24, 2022, the Board approved a lease agreement with Milwaukee Excellence Charter School for the Happy Hill facility located at 7171 W. Brown Deer Road. The redline contract attached to the minutes of your Committee's meeting reflects the change in location and title of leadership.

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**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

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

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Administrative Policy 9.12, Charter Schools

### **Fiscal Impact Statement**

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This item does not authorize expenditures.

### **Implementation and Assessment Plan**

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Upon the Board's approval, the amended non-instrumentality charter school contract with Milwaukee Excellence Charter School will be sent to the Wisconsin Department of Public Instruction.

### **Committee's Recommendation**

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Your Committee recommends that the Board approve the amendment to the non-instrumentality charter school contract with Milwaukee Excellence, Inc., for Milwaukee Excellence Charter School.

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

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### **(Item 4) Action on the Approval of the Head Start Program's Cost-of-living Adjustment (COLA) Application and Quality-improvement Funding (QIF) Application for FY22**

#### **Background**

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The Milwaukee Public Schools' Head Start Program is eligible to apply for a supplemental Cost-of-Living Adjustment (COLA) grant and Quality-improvement Funding (QIF) through the Administration for Children and Families, Office of Head Start.

The Consolidated Appropriations Act, 2022, contains an increase of approximately \$289 million for programs under the Head Start Act for Fiscal Year (FY) 2021. The increase provides \$234 million for a cost-of-living adjustment (COLA) and \$52 million for Quality-improvement Funding investments for Head Start. A portion of the increase provides a cost-of-living adjustment (COLA) of 2.28% to assist all Head Start grantees in increasing staff salaries and fringe benefits or in offsetting higher operation costs. Quality-improvement Funding is allocated proportionately based on federally-funded enrollment, with additional consideration given to small grantees to allow for a meaningful investment, as permitted by the Act.

The Milwaukee Public Schools Head Start Program has been allocated as follows:

COLA.....	\$255,253
QIF .....	\$78,377
Total.....	<u>\$333,630</u>

Awarded funds will be applied as follows:

- raises awarded to Head Start Staff in the 2022-23 school year
- increases in the fringe-benefit rate for the last school year
- increases in the operational costs in the last school year
- to help better incorporate a trauma-informed approach that will support children, families, and staff impacted by adverse experiences.

The full application will be submitted June 1, 2022.

### **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 1.01, Vision, Mission, Core Beliefs, and Goals

### **Fiscal Impact Statement**

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The Federal Head Start Cost-of-living Adjustment (COLA) Supplemental and Quality-improvement Funding (QIF) Grant is expected to be \$333,630.

## **Implementation and Assessment Plan**

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Upon the Board's approval, MPS Head Start office will submit the Federal and County Head Start COLA and Quality Improvement Funding (QIF) Application.

## **Committee's Recommendation**

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Your Committee recommends that the Board approve the submission of the 2022-23 Head Start application.

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

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## **(Item 5) Report on Resolution 2122R-004 and Action on Recommendations of the Middle School and High School Steering Committee**

### **Background**

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At its regular meeting of May 2021, the Board referred Resolution 2122R-004 by Director Peterson, to create an equity workgroup regarding enrollment, to the Committee on Student Achievement and School Innovation.

At its regular meeting of June 2021, the Board adopted the resolution and an initial meeting of the high-school principals from both select-criteria and non-select-criteria schools was held with the Regional Superintendent for the High School Region; the Senior Director of Student Services; the Director of Research, Assessment and Data; the Regional Manager of Specialized Services; the Manager of Assessment and Data; the Manager of Student Services; and the Manager of Enrollment Services. This group brought out district concerns and issues.

In October 2021, the Middle School and High School Equity group was formed. This group of 56 participants included a wide range of stakeholders. Recommendations from this group were presented to the Board in December 2021. A smaller steering committee was formed from the work group to study in depth the concerns and issues brought forth.

### **Report of the Middle School and High School Steering Committee**

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#### **Process**

The work group met in October, November, and December. A steering committee of that group was developed and met every other week from January to early May. Recommendations were developed to address equity in access to select-criteria schools.

#### **Steering Committee**

- Sixteen members
- Racially diverse
- School personnel — teachers and administration
- Central Office Administration
- Parents
- MTEA
- Board member

#### **Work of the Steering Committee**

- Reviewed recommendations of the larger work group
- Reviewed a wide range of data
- Developed recommendations on both process and criteria for select-criteria schools

#### **Findings**

In recent years, selective high schools in New York, Boston, San Francisco, and other cities have faced scrutiny for dramatically under-representing Black and Hispanic students. These inequities have been shaped

by a number of policies, including heavily weighing entrance examinations or a single standardized test, opaque application procedures, and requiring parents to provide transportation to testing sites.

In contrast, the racial composition of the selective-criteria schools within the Milwaukee Public Schools comes close to representing the racial demographics of the high schools in general. Policies that have influenced this outcome include basing acceptance on multiple criteria, transparency in how to apply for these schools, and requiring no transportation for access to testing sites.

#### *Select-criteria Schools versus District*

School	Black	Hispanic	White	Asian	SPED	ELL
MPS, Grades 9-12	53.1%	27.5%	8.1%	8.2%	21.2%	13.2%
Golda	62.7%	13.5%	14.5%	4.5%	10.8%	1.4%
MHSA	51.6%	20.9%	11.3%	12.9%	18.3%	15.9%
Reagan	7.5%	49.2%	33.3%	7.8%	10.1%	6.3%
Riverside	61.0%	22.7%	2.4%	11.5%	19.8%	15.9%
Rufus King	53.2%	16.9%	14.0%	12.1%	13.0%	5.8%

Source: District Dashboard, May 2022

In short, the Equity Workgroup is providing recommendations to make a relatively fair process for admission into select-criteria schools even fairer. In addition, we note that the select-criteria schools do not get disproportionate funding and are expected to enroll the District's average of special needs students.

We consequently see no reason for terminating selective-criteria schools on equity grounds and find termination would likely cause a further drain of students from MPS, with serious consequences for district-wide equity.

#### **Recommendations**

- All high schools have the same enrollment window in the fall
- The process be simplified so families only need to list their choices
- Families be able to choose five schools
- The District improve both internal and external communication about the strengths and special programs of all high schools
  - Academic Career Planning be further embedded into all middle-grade classes
  - Change the weight of the criteria to emphasize long-term student effort (attendance and schoolwork) more than point-in-time assessments (standardized tests and the essay)
- Eliminate additional criteria, specifically completion of MYP for King and Reagan, letters of recommendation for Golda, and geography for Riverside
  - Auditions be required for enrollment at Milwaukee High School of the Arts
  - Continue the practice of enrolling students in order of the highest number of criteria points
  - Continue the sibling preference of assigning one extra point for siblings on a waiting list
  - Continue the required goal of 20% of seats being filled with students with disabilities.

#### **Comparison of Criteria for Select Schools**

	Current	Current Points	Proposed	Proposed Points
Attendance*	97% and up = 3 points	3	97% and up = 3 points	3
Provide extenuating circumstance review	93-96% = 2 points 90-92% = 1 point Below 90% = no points		93-96% = 2 points 90-92% = 1 point Below 90% = no points	
Report Cards grades	Reading, ELA, Math, Science, Social Studies	5	All academic scores	5
Standardized Tests — ELA	95 <sup>th</sup> to 99 <sup>th</sup> percentile = 2 points  75 <sup>th</sup> to 94 <sup>th</sup> percentile = 1 point 74 <sup>th</sup> percentile and below = no points	2	Score of Proficient or Advanced = 1 point	1
Standardized Tests — Math	95 <sup>th</sup> to 99 <sup>th</sup> percentile = 2 points  75 <sup>th</sup> to 94 <sup>th</sup> percentile = 1 point	2	Score of Proficient or Advanced = 1 point	1

	Current	Current Points	Proposed	Proposed Points
	74 <sup>th</sup> percentile and below = no points			
On-demand Writing	Rubric Score 0, 1, 2, 3, 4	4	Rubric Score of 3 & 4 = 2 points Rubric Score of 1 & 2 = 1 point	2
Total points		16		12

\*In regard to attendance, special consideration should be provided to students who are homeless, have chronic illness, or have had significance absences due to documented school busing problems.

### Equity Summary

The select criteria schools of Milwaukee are more reflective of the demographic makeup of the overall district than in most other cities. This may be due to an admissions process that is more well-rounded. Despite increased representation, however, Milwaukee schools — select criteria schools included — produce some of the most significant racial and socioeconomic achievement gaps in the U.S.

— <https://www.brookings.edu/research/elite-or-elitist-lessons-for-colleges-from-selective-high-schools/>

- All high schools should have the same enrollment window.
- The District should make an intentional effort to increase the visibility of all high schools and their special programs and classes.
- The weight of the criteria should be changed to emphasize long-term student effort (attendance and schoolwork) more than point-in-time assessments (standardized tests and the essay).
- Emphasis in middle grades on Academic Career Planning should be increased to help students focus on next steps in their academic journey.
- Additional schools may become select-criteria schools if more students choose a particular school than there are available seats.

### Future Actions

- The Administration will monitor the implementation of the changes proposed and report to the Board in the May 2023 board cycle to address any problems that may have occurred.
- The Administration will address equity issues in the high schools to raise academic outcomes of all students in all schools.

### Strategic Plan Compatibility Statement

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

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

Administrative Policy 8.10, School Admissions

### Fiscal Impact Statement

None at this time.

### Implementation and Assessment Plan

None at this time.

### Committee's Recommendation

Your Committee recommends that Board accept the recommendations of the Middle School and High School Steering Committee, for implementation during the 2022-23 school year.

Director Gokalgandhi moved to approve the Committee's recommendation.

The motion passed, the vote being as follows:

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

Noes — None.

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**(Item 6) Report with Possible Action Regarding the Climate Justice Curriculum Advisory Committee and District Sustainability Team**

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

**Background**

At its meeting on February 27, 2020, the Milwaukee Board of School Directors referred Resolution 1920R-016 by Director Peterson, to integrate climate-justice curriculum and sustainability practices into all aspects of its work and functions, to the Committee on Student Achievement and School Innovation (SASI). At its March 17, 2020, meeting, the Board adopted Resolution 1920R-016. In response to the Board's action, the Administration is providing its regular quarterly report relative to implementing the resolution.

The Board's original action directed that a Climate Justice Curriculum Advisory Committee and a District Sustainability Team be established to carry out implementation of the resolution. The Office of Academics is leading the Climate Justice Curriculum Advisory Committee, and the Office of School Administration is leading the District Sustainability Team. To ensure alignment to the resolution and consistency, there is cross-representation between them.

The District Sustainability Team has resumed its meeting. The Team has taken analyzed Resolution 1920R-016 by section and has chosen to focus first on creating a baseline study of the District's ecological footprint, which will become part of the Sustainability Action Plan. The Curriculum Advisory Committee's meetings on are on hold pending the addition of a climate justice instructional coach position at the beginning of the 2022-23 school year. Both groups collaborated with a graduate program at Marquette University and received relevant climate research and recommendations.

The Children and Nature Network sponsored four members of the District Sustainability Team & Curriculum Advisory Committee to represent Milwaukee among an 11-city cohort at its conference in Atlanta, GA, in May.

**Strategic Plan Compatibility Statement**

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

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

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

**Fiscal Impact Statement**

N/A

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**(Item 7) Report with Possible Action Regarding Black Lives Matter End-of-The-Year Report 2022**

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

## Background

At its regular July 2020 meeting, the Board referred Resolution 2021R-010 by former Director Miller, to establish a Black Lives Matter Week of Action, to the Committee on Student Achievement and School Innovation. At its regular August 2020 meeting, the Board adopted Resolution 2021R-010.

The Administration implemented the resolution for the 2020-21 school year. This included assembling the 2020-21 Black Lives Matter (BLM) Week of Action and a Year of Purpose Advisory Committee and creating sub-groups. The Administration continued this important work for the 2021-22 school year.

For the 2021-22 school year, the Committee and its sub-groups were updated and met regularly. The Administration will continue to provide quarterly reports to the Board on its planning for the upcoming school year relative to three key areas:

- Curriculum and professional development
- Week of Action
- Monthly school projects.

## Black Lives Matter 2021-22 Year in Review

### Core Committee Members

#### *Curriculum and Professional Development*

- |                                   |                             |                      |
|-----------------------------------|-----------------------------|----------------------|
| • Dr. Latish Reed, Chair          | • Paul Moga                 | • Karen Anderson     |
| • Felice Bea, Administrator       | • Dr. Patricia Ellis        | • Jill Holmes        |
| • Nuntiatia Portis-Buck, CocChair | • Stanley McWilliams        | • Renee Laird Adelon |
| • Shauna Perry-Finch              | • Cendi Trujillo Tena (LIT) |                      |
|                                   | • Robert Lang               |                      |

#### *Week of Action*

- |                              |                           |                   |
|------------------------------|---------------------------|-------------------|
| • Dr. Ebony Davis, Chair     | • Ryan Hurley             | • Janet Wheeler   |
| • Felice Beal, Administrator | • Patrice Townsend        | • Jaiden Alvarado |
| • Dr. Janet Butler, Co-chair | • Sequanna Taylor,        | • Amira Randolph  |
| • Richard Watkins            | Milwaukee Board of School | • Eboni Lewis     |
| • Anesia Hayes               | Directors                 |                   |

#### *Monthly School BLM Projects*

- |                                   |                         |                         |
|-----------------------------------|-------------------------|-------------------------|
| • Ingrid Henry-Walker, Chair      | • Erika Ashford         | • Kentrell Galmore      |
| • Dr. Toni Dinkins, Administrator | • Celeste Ochonogor     | • Ron Riveria           |
| • Nina Scott                      | • Dr. Christlyn Stanley | • Glenna Scholle-Malone |
|                                   | • David Valdes          |                         |

### BLM Year In Review

#### *Curriculum & Professional Development Committee*

##### Successes

- Created Racial Equity Questionnaire, Parts I & II
- Piloted questionnaire with 160 staff members from Office of Academics
- Provided ongoing staff development with Dr. Ghody Muhammad
- Ongoing collaboration with interoffice departments to align the work
- Shared Black Lives Matter information monthly during Principal Leadership Institute, School Support Teacher and Assistant Principal/Special Education Supervisors & Deans Institutes

##### Enhancements

- Analyze pilot data
- Develop a district-wide plan for the Racial Equity Questionnaire
- Integrate specialists' training into district-wide professional development
- More collaboration and input with Monthly Activities Committee regarding monthly activities



*Week of Action Committee***Successes**

- Developed Week of Action's activities for 2021-22
- Engaged community members
- Engaged student panelists and student facilitators

**Enhancements**

- Provide in-person experiences

*Monthly Activities Committee***Successes**

- Provided monthly activities aligned to the 13 principles of Black Lives Matter
- Created resources for teachers aligned to monthly activity

**Enhancements**

- Will work with Curriculum & Instruction to enhance academic alignment and rigor
- Extend resources and add field-trip experiences

**Black Lives Matter 2022-23 Areas of Engagement**

- Community Connections
- Partnerships
- District Initiatives

**Next Steps***Curriculum & Professional Development Committee***June**

- Review Racial Equity Questionnaire's results & suggestions
- Create action steps based on survey's results

**July**

- Plan alignment of curricular connections and content standards to monthly activities
- Update how information will be shared with school support teachers, assistant principals, principals, and instructional staff
- Identify LMS course topics, select presenters, establish recording times/dates

**August**

- Finalize curricular connections & standards alignment
- Finalize process of sharing information for all professional institutes
- Finalize LMS course information

*Week of Action Committee***June**

- Identify roles & responsibilities of Committee's members
- Create action steps based on Committee's timeline

**July**

- Create BLM theme for the 2022-23 school year
- Establish student t-shirt contest's rules and information for advertisement

**August**

- Collaborate with the Communications Department to create advertisement for Week of Action
- Develop ideas to showcase students' submissions via all media platforms

*Monthly Activities Committee*

## June

- Identify roles & responsibilities of Committee's members
- Update monthly themes and activities aligned with Curriculum & Professional Development Committee's suggestions

## July

- Identify dates, times, and location for Black Lives Matter Showcase
- Develop monthly activities to begin in the month of September

## August

- Finalize monthly activities for September, October, and November

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

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

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

**Fiscal Impact Statement**

N/A

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**(Item 8) Report with Possible Action on Bilingual Education and the District Multicultural Multilingual Advisory Council (DMMAC)**

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

**Background**

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

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

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

Since the Board's action, district staff have been working with the community to implement the resolution.

**Bilingual Multicultural Education****Bilingual Schools, 2021-22**

• 13,362 Current Students	American Indian	0.5%
• 21 Schools	Asian	4.8%
• 38.3% English-language learners	Black	21.7%
• 23.5% Special Education	Hawaiian/Pacific Islander	0.1%
• 85.1% Economically Disadvantaged	Hispanic	66.4%
	White	4.4%
	Multiple	2.1%

**Department of Bilingual Multicultural Education**

- Bilingual programming
- Parental engagement and marketing
- District Multicultural Multilingual Advisory Council (DMMAC)
- Seal of Biliteracy
- Professional development to schools

***Mission***

The mission of the Department of Bilingual Multicultural Education is to provide equitable access to quality multilingual and multicultural programming in Milwaukee Public Schools.

***Vision***

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

***Program Updates*****Bilingual****Accomplishments**

- Regularly update Biliteracy Year-at-a-Glance — now links to 88 biliteracy units
- Continued collaboration with C&I in science, mathematics, social studies, reading, writing, Montessori, early childhood
- Provided professional development through:
  - PLI, SST Institute, Teacher Institutes
  - AP/SpEd/Dean Institute
  - School-based
  - New Bilingual Teacher PD Series
  - Five Supported Planning Sessions
- Two bilingual teacher leaders attended training on Guided Reading.

**Next Steps**

- Guide teachers' work groups (K5-5th grades) in the development of Week-at-a-Glance documents for Trimester 1 Science BUFs — Summer 2022
- Complete the Bilingual Dual-language Foundational Skills Scope and Sequence (K5-2nd grades)
- Complete an inventory of reading skills and standards based on the newly-adopted reading materials in order to inform updates to the Biliteracy Year-at-a-Glance
- Continue to support Riley dual-language Montessori through curricular and instructional enhancements

**English as a Second Language (ESL) and English Language Development (ELD)****Accomplishments**

- Completed training on the Wisconsin Refugee Program Database, which will be used to report qualifying youth for summer services and to communicate with agencies that serve refugees.
- Provided five-part professional development series to 25 participants at Story, an ELD pilot school
- Provided professional development through:
  - PLI/AP, SST, & Teacher institutes
  - School-based
  - New ESL teacher orientations
  - Sessions for ESL teachers and secretaries
  - MPS Psychological Services, including students from Eau Claire/La Crosse and new school psychologists
  - 20 Milwaukee Art Museum docents

**Next Steps**

- Implement the ELD action plan, 2021-2024.

- Offer professional development in the ELD framework to all schools that educate English learners.
- Analyze outcomes from pilot school to continuously shape and enhance Ambitious Instruction plan for English learners.
- Provide differentiated professional development and coaching sessions
- Offer four summer sessions to SSTs and interventionists around ELD's standards.

### World Languages and Immersion

#### Accomplishments

- Mango Languages has been successfully implemented in many world languages classrooms.
- Professional development in the usage of Mango Languages has been given to world languages and ESL teachers, school-based administrators, school support teachers, and parent coordinators.
- Proximity Learning continues to provide MPS with licensed world languages teachers where needed.

#### Next Steps

- Continue to offer professional development to all teachers in the addition of Mango Languages as a classroom resource.
- Immersion Summer Camps will be provided in French, German, and Spanish at Milwaukee School of Languages for summer opportunities.
- Credit recovery and acceleration in languages taught in the high schools will be available during the months of June and July. Also, summer camp will be available for K-2<sup>nd</sup>-grade students in American Sign Language and to 3<sup>rd</sup>-5<sup>th</sup>-grade students in Chinese Mandarin

### Seal of Biliteracy (SBL)

#### Accomplishments

- Sixty-six students at seven high schools graduated with the Seal of Biliteracy in American Sign Language, Arabic, Burmese, Chin, Chinese, French, German, Italian, Karen, Karenni, Malay, Rohingya, Spanish, Urdu.

#### Next Steps

- We are currently awaiting the IB/AP scores of three students this summer to potentially increase the number of graduates to 69.

### **DMMAC Update**

#### *Student/Family Recruitment*

Working in collaboration with schools and Central Office to recruit students (especially in K3-5th grade) for schools with language programs.

#### *Advocacy*

Chris Thiel, Representative Goyke, and Director Carr presented on state and local political action.

#### *Budget Briefing*

We held a budget briefing to help families understand the 2022-23 proposed budget.

### **Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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### **(Item 9) Report with Possible Action Regarding the 53206 Initiative**

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

## Background

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To better serve the community residing in the 53206 ZIP code, the Board approved implementation of the 53206 Initiative, which is focused on three pillars:

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

The Principals' Cohort — consisting of nine school leaders from North Division, Andrew Douglas, Auer Avenue, Benjamin Franklin, Hopkins-Lloyd, Gwen T. Jackson, Keefe Avenue, Green Bay Avenue Success Center, and LaFollette — continues to meet regularly to further discuss the needs in 53206 schools.

## 53206 Promise Partnership Schools

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### 53206 Highlights

- Network parent coordinators have worked with family community engagement specialists to develop a standard of care for 53206 schools
- Each School has a college-and-career-focus branding (flags/banners, high-school and college graduation years identified for each classroom)
- Collaboration with Human Resources Recruitment and Retention Plan for Promise Partnership Schools
- 53206 Promise Partnership School Coordinator
- Expansion of active community and business partnerships
- Showcased 53206 schools in "Our Lights Are On" open houses and recruitment

### 53206 Progress-monitoring System

#### *Continuous School Improvement Progress Monitoring*

Principals meet three times per year with Executive Leadership Team to review the progress of their school-improvement efforts related to the 53206 Promise Partnership.

The Executive Team meets monthly with the Principal Leadership Team for planning, revisions, additions, and progress checks of the 53206 Promise Partnership.

#### *53206 Advisory Council Progress Checks*

The Executive Team meets quarterly with the Advisory Council to share progress and to seek input and support to carry out the actions of the 53206 Promise Partnership.

#### *Superintendent and Cabinet's 53206 Promise Partnership Review*

The Executive Team meets quarterly with the Superintendent and his cabinet to share progress of goals related to the 53206 Promise Partnership.

#### *Board of School Directors' 53206 Promise Partnership Review*

The Executive Team reports to the Board's Committee on Student Achievement and School Innovation (SASI) three times per years to share the progress of the 53206 Promise Partnership.

## 2022-23 Promise Partnership's Scorecard

### *Performance Measures*

- Increase the number of students who score proficient in English arts in Wisconsin Forward
- Increase the number of students who score on target or above in STAR reading
- Increase the number of students who score on target or above in STAR early literacy
- Increase the number of students on target or above in STAR mathematics
- Increase the number of students who score proficient in the ACT
- Increase the daily attendance rate
- Increase proportionality in the percentage of suspensions and behavioral referrals for Black male students with IEPs
- Decrease the number of incident referrals

- Decrease the number of out-of-school suspensions
- Increase the % of certified vacancies filled by the first day of school
- Increase the % of teachers retained after two years of employment
- Increase the number of schools with active District Advisory Council representatives
- Increase the number of "active" community business partners
- Improve overall student, staff and family perception data in 53206 schools (ESCC Survey)
- Increase the number of schools with college partnerships
- Increase the number of 5<sup>th</sup>-, 8<sup>th</sup>-, and 12<sup>th</sup>-grade students who select middle schools, high schools, or colleges by National Signing Day
- Increase the number of students in grades 3, 5, and 7 who complete career plans
- Increase the number of graduating seniors who complete exit surveys
- Increase the use of Xello school-wide.

### **School Spotlight: MPS Success Center**

#### *About the Success Center*

The Success Center serves students in grades 4 through 12 and partners with families and schools to prioritize the social and emotional health of students and to equip them to better navigate school in collaboration with teachers and families.

The Success Center, which is built upon the belief in restorative philosophy, strives to cultivate, to maintain, and to repair trusting relationships as prerequisites for social and emotional growth.

#### **Students Served**

Black.....59%  
 Hispanic .....25%  
 White .....12%  
 Other..... 4%

#### **Our Guiding Values**

- We value the knowledge and wisdom of families and communities.
- We provide our students and schools with a high level of support.
- We hold all participants, including ourselves, accountable for our relationships with one another.
- We encourage perseverance through conflicts to achieve the social and emotional growth that is a natural outcome of any struggle.

#### *Success Center's Support*

Restorative Environment	
Students and Families	
Data-driven Goals	
Therapeutic Services	• Referral Process
Academics	• Programming
Behavioral Development	• Transition Supports
Relations	

### **Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

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

### **Fiscal Impact Statement**

N/A

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**(Item 10) Report with Possible Action Regarding the MPS/MKE Early Childhood 1,825 Initiative**

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

**Background**

The first five years (or 1,825 days) of life are the most important when it comes to a child's education and development. In November 2018, Milwaukee Public Schools, in collaboration with the City of Milwaukee and other public and private partners, announced an initiative and call to action to improve early childhood education across the city. MPS and City leaders joined together to build on past momentum and to push forward with the MPS/MKE Early Childhood 1,825 Initiative.

The mission of this work is to improve the learning experiences for children from birth through five years in Milwaukee by ensuring that all educators and childcare providers, who directly impact our students' learning, possess the understanding, skill set, knowledge base, capacity, and resources needed to provide high-quality instruction to all students participating in early childhood education programs.

**Update on the MPS/MKE Early Childhood 1,825 Initiative**

**Early Childhood Demographics**

• 11,157 students	American Indian	0.4%
• 111 schools	Asian	6.8%
• 6.6% English-language learners	Black/African American	51.2%
• 20.6% special education	Hawaiian or Pacific Islander	0.1%
• 84.0% economically disadvantaged	Hispanic	26.3%
	White	10.4%

**Early Childhood Initiative's Focus and Goals**

*Early Childhood Staff Development*

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

**Completed Work**

Promoted Week of the Young Child and completed S.O.L.E.L.Y. (Supporting Oral Language in the Early Learning Years) MPS/MKE Talks! Series

**Current Work**

DCF Foundational Child Care Training course revision work

**Future Work**

Continue to plan for additional S.O.L.E.L.Y. MPS/MKE Talks! sessions

*Equitable Resources*

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

**Completed Work**

Continued partnership work on the Bridges to School MKE project

**Current Work**

Continue partnership work with Office of Early Childhood Initiatives on Mighty Small Moments

**Future Work**

Continue partnership work with Office of Early Childhood Initiatives on Mighty Small Moments

***Family Support and Transition***

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

**Completed Work**

Shared early childhood resources with the community at 53206 Initiative event

**Current Work**

Update EC Initiative's website to reflect summer learning opportunities and supports for school transitions

**Future Work**

Connect MPS's districtwide outreach support and events with Bridges to School MKE project

***Instruction***

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

**Completed Work**

Provided a professional development session in cultivating genius and Tier 1 instruction using Frog Street

**Current Work**

Connecting with CTSI CAN network to offer Vroom and Mind in the Making training within 53206 community

**Future Work**

Support Ambitious Instruction by focusing on cultivating the genius of young learners

***Social-Emotional Learning (SEL) and Cultural and Linguistic Needs***

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

**Completed Work**

Attended a professional development regulation training series for early childhood educators

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

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

**Fiscal Impact Statement**

N/A

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**(Item 11) Report with Possible Action Regarding the Implementation of the Personal Finance Course**

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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This is the quarterly update on the development and implementation of the new personal finance course offered to students. At its regular meeting in May 2021, the Board approved the proposed revisions to Administrative Policy 7.37, requiring all high-school students to take a one-semester personal finance course to prepare them to be college-and-career-ready. The graduation requirement began at three schools — Riverside University High School, Alexander Hamilton High School, and Green Tree Preparatory Academy — starting with the Class of 2026, with additional schools to be added in subsequent semesters/years. The graduation requirement will be in affect for all high schools for the Class of 2028. Twelve schools offered the course in 2021-22. The following six schools will offer the personal finance course beginning in Fall 2022: Audubon, Golda Meir, James Madison Academic Campus, Rufus King, North Division, and Barack Obama.

## Personal Finance Quarterly Report

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### Overview

1. Review of the year, including pre- & post-test results
2. District highlights and accomplishments
3. Personal finance teachers' professional development plan
4. Review of the timeline for scaling the implementation to all high schools
5. Immediate next steps in the implementation process, including strategies to engage more students and families next year

### Review of Financial Literacy in 2021-22

In May, 2021, the Milwaukee Board of School Directors approved personal finance as a graduation requirement. The personal finance classes were successfully launched in fall 2021 at three high schools, with 278 students, and in spring 2022 at eight schools, with 446 students. A timeline for schools to roll out the implementation was created, and we met our goal of adding 6-10 schools each semester.

We developed a financial literacy advisory board.

We developed scope and sequence for the course's curriculum.

### District Highlights and Accomplishments

- Awarded Governor's Financial Literacy Award
- Awarded a grant from the WI Department of Financial Institutions
- Hosted Governor's Council on Financial Literacy and Capability meeting at Riverside HS in April
- Increased financial awareness during three Fridays in April to promote Financial Literacy Month
- Participated in Finance and Investment Challenge Bowl
- Increased participation in stock market game with Economics Wisconsin

### Students' Perspectives

#### *The Most Important Things I Learned*

- Credit, credit cards, credit scores, the types of things that affect credit, and how to build credit
  - How to make better plans to pay for college and to manage student loans and the financial burden of college
  - Taxes and how to file a tax return
  - How to manage and to save money
- "It will prepare you for life."

### Professional Development Plan

- Hosted professional development, including BLMA culturally-responsive teaching and monthly cohort meetings, with the following partners:

- Next Gen Personal Finance
- > Live Sessions: topics change monthly

- > 41 on-demand sessions available
- > 11 Certification courses
- SecureFutures
- EverFi
- Economics Wisconsin
- Provided a virtual summer institute
- Established a professional learning community
- Twenty teachers have participated in Next Gen Personal Finance's professional development modules.
- Average number of PD hours per teacher is 17

### Personal Finance Cohort Timeline

Cohort 1 (2026) 2021 Fall	Cohort 2 (2027) 2022 Spring	Cohort 3 (2027) 2022 Fall	Cohort 4 (2028) 2023 Spring
<ul style="list-style-type: none"> <li>• Green Tree Prep</li> <li>• Hamilton</li> <li>• Riverside</li> </ul>	<ul style="list-style-type: none"> <li>• Banner Prep</li> <li>• Bay View</li> <li>• Bradley Tech</li> <li>• MacDowell</li> <li>• Marshall</li> <li>• MHSA</li> <li>• Project STAY</li> <li>• Vincent Accelerated Academy</li> <li>• WCLL</li> </ul>	<ul style="list-style-type: none"> <li>• Audubon</li> <li>• Golda Meir</li> <li>• JMAC</li> <li>• King IB High School</li> <li>• North Division</li> <li>• Obama</li> </ul>	All remaining schools

### What's Next?

- Expand and improve partnerships
- Provide summer professional development
- Develop student-led newsletter and add students to advisory board
- Provide parental financial literacy workshops
- Expand financial literacy programming to middle schools

### Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

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

Administrative Policy 7.37, Graduation Requirements

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### (Item 12) Report with Possible Action Regarding Ambitious Instruction

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

### Background

Ambitious Instruction: Accelerating Learning was implemented at the start of the 2021-22 school year. The plan is focused on three levers: Formative Practices, Explicit Instruction, and Engagement. Ambitious Instruction: Accelerating Learning embodies the District's Five Priorities for Success, focusing on increasing academic achievement and accountability, developing our staff, and strengthening communication and collaboration.

The Ambitious Instruction Plan is implemented through three cycles of professional learning. While all cycles are integrated, each cycle has a specific area of focus: Cycle 1 had a focus on intentional planning, Cycle 2 focused on scaffolding, and Cycle 3 focused on empowering students.

To track the progress of Ambitious Instruction: Accelerating Learning, a non-evaluative Walk-through Rubric was designed to gather feedback on how to better support teachers and leaders in understanding and implementing teacher's learning of best practices.

### **Ambitious Instruction: Accelerating Learning**

Ambitious Instruction:	• Culturally-responsive Practices	— Formative Practices
Accelerating Learning	• Instructional Technology	— Explicit Instruction
	• District-adopted/-supported Materials	— Engagement

### **Ambitious Instruction's Observation Data, Cycle 3**

	<u>Beginning</u>	<u>End</u>
Formative Practices	51.4%	55.5%
Explicit Instruction	48.2%	52%
Engagement	51.95%	57.95%

### **Highlights in Ambitious Instruction**

- Common language across the district
- Collaboration throughout the Office of Academics
- Three successful textbook adoptions
- Increased project-based learning and hands-on learning
- Increased literacy in science and social studies classrooms
- Intentionality with education and career opportunities

### **Guided Reading, In-depth Training**

A teaching method that helps teachers meet the specific needs of struggling, proficient, and advanced readers.

#### **Goal**

To change teachers' instructional practice through a unique form of professional development that involved hands-on practice with students and expert coaching in real time.

#### **Participants**

- 17 teachers
- nine district-level staff
- eight SSTs
- seven school administrators
- four other
- one AGR

#### **Results**

Has guided reading training changed your instructional practice? 67% Yes, 0% No, 33% Somewhat

### **MPS Writing, 2021-22 School Year**

#### **Explicit Teaching Strategies**

- MLK Writing Unit — All Schools
- Creating a topic sentence
- Single-paragraph outline
- 6-traits writing

#### **Writing Teacher Champions**

- 96 Schools
- 98 Champions
- Share strategies with schools
- Deliver PD to school staff

#### **Professional Development**

- 65 sessions with cohorts and champions
- Collaboration with the Writing Revolution to train champions

- SSTs' training

## Increasing Inquiry-based Instruction

### *Formative Practices*

- Curriculum & Instruction has offered 28 different PDs this school year inn Document-based Questioning (DBQ) Online, an inquiry-based curriculum for 3rd-12th grades.
- Trainings focused on the inquiry-based process of the DBQ, which asks students to research and to gather evidence in order to answer a question about a historical or current event.
- There are currently 558 teachers using the DBQ Online Platform.

### *Explicit Instruction*

- Curriculum & Instruction has modeled the DBQ process to teachers through PD opportunities and modeling in classrooms around the district.
- The DBQ framework provides students with grade-level material with scaffolding and accommodations to meet individual needs.
- The DBQ framework focuses on teaching reading, writing, and analyzing skills.

### *Engagement*

- DBQ Online has been extremely successful this year, growing from 2,100 user logins by October 1 to 67,000 user logins by May 1. MPS averages 9,429 logins per month.
- Districtwide, teachers have assigned a total of 793 DBQs this school year, impacting approximately 15,800 students.

## Early Childhood

### *Explicit Instruction: Lexia Core5 Reading*

10 schools  
22 classrooms

### Core5 Grade Level of Skills

#### Progress in Core5 for All Students in Sample During 2021-22 (N=400)

	Level	
	Start	Current
Reached EOY Benchmark	3%	22%
In Student Grade	55%	64%
One Grade Below		
Two or More Grades Below	42%	15%

## The Counting Collections Routine

### *Promising Data from Our Early Adopters*

13 MPS Schools and 21 classrooms, 4K-Grade 2  
100% of children demonstrated gains in counting understanding.  
75% of children working two and three years below grade level have reached grade-level expectations for counting.

## Early Literacy, English & Spanish

	21-22 Fall	21-22 Winter	21-22 Spring
Significantly below Target	46.9%	39.5%	40.1%
Well below Target	20.7%	19.9%	16.2%
Below Target	19.8%	19.6%	19.8%
On Target	6.3%	7.1%	8.7%
Significantly above Target	6.4%	13.9%	15.3%

483 additional first-grade students are on-target or above!

**Reading, English & Spanish**

	21-22 Fall	21-22 Winter	21-22 Spring
Significantly below Target	44.5%	43.6%	44.2%
Well below Target	19.0%	17.9%	17.7%
Below Target	23.4%	23.8%	23.5%
On Target	6.2%	6.7%	6.7%
Significantly above Target	6.9%	8.0%	7.9%

200 additional students in grades 2-10 are on-target or above!

**Math, English & Spanish**

	21-22 Fall	21-22 Winter	21-22 Spring
Significantly below Target	35.8%	34.2%	36.8%
Well below Target	22.6%	19.1%	17.3%
Below Target	33.7%	35.5%	34.0%
On Target	—	—	—
Significantly above Target	7.9%	11.2%	11.8%

1,293 additional students in grades 1-10 are on-target or above!

**Focus for Professional Development***Know It*

Effectively implement district-adopted and -supported grade-level resources for 80% of their instructional time starting on day one of the school year.

*Teach It*

Intentionally plan and deliver grade-level instruction by first using formative classroom data to identify and to leverage students' entry points and then employ content-area-specific scaffolding strategies.

*Measure It*

Use multiple tools for evaluating individual or whole-class entry points to meet grade-level content standards expectations.

**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**

No Fiscal Impact

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**(Item 13) Report with Possible Action on the Regional Showcase — East Region**

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

**Background**

The monthly Regional Showcase item provides a thorough picture of each region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the regions are included.

This month, the East Region is featured. The East Region comprises 24 schools and serves 10,136 students in diverse settings to meet their varied needs. Schools in the Citywide Region are Bay View Montessori, Brown, Burdick, Carver, Cass, Clement, Cooper, Elm, Fernwood, Fratney, Gaenslen, Garland, Hartford, Holmes, Humboldt Park, IDEAL, Maryland, Parkside, Milwaukee Academy of Chinese Language, Riverwest, Siefert, Trowbridge, Victory, and Whittier.

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

### **Regional Showcase — East Region**

#### **Current Demographics**

• 10,136 students	American Indian	0.6%
• 24 schools	Asian	9.1%
• 11.9% English-language learners	Black	39.1%
• 19.7% special education	Hawaiian/Pacific Isle	0.1%
• 73.1% economically disadvantaged	Hispanic	22.4%
	White	23.3%
	Two or More	5.4%

#### **State Report Cards, 2020-21**

	Score
Bay View Montessori School	85.5 Significantly Exceeds Expectations
Maryland Montessori	83.8 Significantly Exceeds Expectations
Milwaukee Parkside School	81.6 Exceeds Expectations
Fernwood Montessori	76.4 Exceeds Expectations
Cooper Elementary	76.2 Exceeds Expectations
IDEAL	76.1 Exceeds Expectations
Whittier Elementary	74.1 Exceeds Expectations
Carver Academy	72.9 Exceeds Expectations
Milwaukee Academy of Chinese Language	70.8 Exceeds Expectations
Burdick Elementary	70.4 Exceeds Expectations
Victory Elementary	69.0 Meets Expectations
Humboldt Park Elementary	67.9 Meets Expectations
Siefert Elementary	62.4 Meets Expectations
Trowbridge Street School of Great Lakes Studies	61.0 Meets Expectations
Holmes Elementary	60.7 Meets Expectations
Gaenslen Elementary	58.8 Meets Expectations
Hartford Avenue Elementary	58.5 Meets Expectations
Clement Avenue Elementary	58.3 Meets Expectations
Brown Street Academy	55.7 Meets Few Expectations
Cass Street Elementary	53.2 Meets Few Expectations
Fratney Elementary	51.4 Meets Few Expectations
Riverwest Elementary	51.1 Meets Few Expectations
Elm Creative Arts Elementary	33.2 Fails to Meet Expectations
Garland Elementary	AR Alternate Rating — Needs Improvement

#### **STAR Data, Fall to Spring**

	Early Literacy			Reading			Math		
	21-22 Fall	21-22 Winter	21-22 Spring	21-22 Fall	21-22 Winter	21-22 Spring	21-22 Fall	21-22 Winter	21-22 Spring
Significantly below Target	41.4%	32.9%	36.2%	40.6%	38.3%	38.8%	33.6%	31.5%	33.0%
Well below Target	19.4%	19.0%	14.7%	16.5%	16.2%	16.4%	20.6%	17.1%	16.1%
Below Target	23.1%	21.0%	20.1%	23.8%	24.1%	24.2%	35.0%	36.7%	34.8%
On Target	6.9%	7.2%	8.9%	7.7%	8.6%	8.6%	—	—	—
Significantly above Target	9.2%	19.9%	20.1%	11.3%	12.8%	12.0%	10.8%	14.7%	15.2%

### Opportunities for Growth

- Increase attendance rates
- Expand student-enrollment efforts
- Create more opportunities to provide feedback to staff
- Focus on academic achievement through rigor
- Improve climate and culture

### Humboldt Park K-8 School

#### Vision

"We envision offering a differentiated academic and social emotional educational program where staff works with diverse learners and families to create hard-working, persevering individuals who can work with others to continuously grow and navigate a path towards lifelong learning."

#### Current Demographics

• 574 students	American Indian	0.3%
• 44.3% English-language learners	Asian	46.3%
• 17.2% special education	Black	7.5%
• 80.7% economically disadvantaged	Hispanic	22.0%
	Hawaiian Islander	0.2%
	White	21.4%
	Two or More	2.3%

#### STAR, Data Fall to Spring

	Early Literacy			Reading			Math		
	21-22	21-22	21-22	21-22	27-22	21-22	21-22	21-22	21-22
	Fall	Winter	Spring	Fall	Winter	Spring	Fall	Winter	Spring
Significantly below Target	39.2%	37.3%	37.0%	37.3%	33.9%	32.1%	31.5%	23.2%	21.7%
Well below Target	23.5%	17.6%	18.5%	15.3%	18.1%	15.2%	22.0%	17.7%	20.6%
Below Target	21.6%	25.5%	24.1%	30.2%	28.2%	33.6%	37.9%	44.8%	42.1%
On Target	5.9%	3.9%	3.7%	8.2%	10.1%	8.6%	—	—	—
Significantly above Target	9.8%	15.7%	16.7%	9.0%	9.7%	10.5%	8.6%	14.3%	15.6%

#### Programming

- Environmental Club for students who are interested in environmental advocacy and awareness
- Science thematic lessons and STEM-based programming
- Project-based learning
- Team Sports: flag football, basketball, soccer, volleyball, and cross-country
- Community partnership with Catholic Charities to support our refugee population

#### Points of Pride

- iReady Regional Competition's East Region Champions for February, March, and April
- 4th- and 5th-grade students were winners of the 2022 Fluor Engineering Challenge
- MPS Spelling Bee winners in the grade 3-5 and 6-8 categories. Joseph Lanaghan, grade 4; Rachel Lar, grade 6; Peace Peter, grade 7; and Rojinah Faruk, grade 8
- Student Council raised \$1,000 to make a charitable donation to the Combined Giving Campaign

#### 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

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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 the Head Start Policy Council, to CESA 1, to the District Advisory Council (DAC), and to the Milwaukee Public Library Board of Trustees.

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

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

#### **Academic Achievement**

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- Met twice with the Reagan High School's Advisory Council
- Met with social studies specialist and her staff regarding textbook adoptions
- Met with the Middle and High School Equity Workgroup
- Attended the Success Center's graduation ceremony and toured the school
- Met with members of the Milwaukee Metropolitan Fair Housing Council to discuss curriculum development on matters of segregation in Milwaukee
- Attended the SSO event at Rufus King High School
- Attended Scholarship Reveal Event at Central Office
- Attended the Youth Forward MKE Coalition's meeting

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

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- Met with Kane Associates, with whom MPS has contracted to review our marketing
- Toured Phillips School with Sean Kane and Dr. Posley
- Worked with community activists to write the Climate Justice Targets resolution 2223R-007
- Visited Zablocki School

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

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- Attended high-school graduation ceremonies for Milwaukee High School of the Arts, South Division, Washington High School, and JMAC
- Attended the meetings of the Board's Committee on Parent and Community Engagement (PACE); Committee on Student Achievement and School Innovation (SASI); Committee on Accountability, Finance, and Personnel (AFP); and Committee on Legislation, Rules and Policies (LRP), as well as the Board's retreat, two special board meetings, and the regular monthly board meeting
- Met with members of the Century Foundation and MPS staff regarding follow-up to the mini-conference that was held at North Division High School on school integration
- Met with Steven Lubar from ASC two times
- Met with Assembly Person Vos and other community leaders
- Met twice with Ken Hanson and other people regarding voter turnout in November
- Spoke at celebration event to honor Arlene Skwierawski at North Division High School
- Attended the Milwaukee Club's discussion with Mayor Cavalier Johnson
- Attended the ribbon-cutting ceremony at Burnham Playfield
- Responded to emails and phone inquiries, questions, and concerns

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## RESOLUTIONS

### Resolution 2223R-005

By Director Herndon

WHEREAS, It is the vision of Milwaukee Public Schools that will be among the highest-student-growth school systems in the country and that relevant, rigorous, and successful instructional programs will be recognized and replicated; and

WHEREAS, Vincent High School has successfully implemented an agricultural program since 1980, not to merely create urban farmers, but to “emphasize careers that support or involve agriculture, such as genetic research, horticulture, forestry, or veterinary science; and

WHEREAS, The success of Vincent’s agricultural program is worthy of replicating at the K-8 level; and

WHEREAS, River Trail School is a recent recipient of an agricultural grant and, with its close proximity to Vincent High School, is ideal choice to be designated as a K-8 school of agriculture; now, therefore, be it

RESOLVED, That River Trail School be officially designated as a School of Agriculture and that this designation be factored into the school’s marketing and branding, its budget, and its curricular programs; and, be it

FURTHER RESOLVED, That opportunities for students to explore of agriculture-related pathways, including Animal Science, Agribusiness, Horticulture, Food Science, Environmental Science, and Culinary Arts be incorporated into the curriculum and program offerings of the school; and, be it

FURTHER RESOLVED, That in order to retain a feeder pattern and to ensure student retention, River Trail’s program include an expansion of its partnership with Vincent High School to enable River Trail students to tour the agricultural program and to interact with high-school-aged agriculture students; and, be it

FURTHER RESOLVED, That an update on this work be provided to the Board by the October 2022 board cycle.

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

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### Resolution 2223R-006

By Director Carr

WHEREAS, the recent tragic school shooting at Robb Elementary School in Uvalde County, Texas, has rightfully heightened awareness and urgent attention to school safety concerns; and

WHEREAS, Milwaukee Public Schools (MPS) was awarded over \$3 million in 2018 from the Wisconsin Department of Justice School Safety Grant program to enhance school building safety with physical upgrades and additional training for staff; and

WHEREAS, MPS employs “School Safety Assistants” to patrol designated schools and ensure the safety and security of students and school personnel;

WHEREAS, in June, 2022, MPS leveraged a \$250,000 grant from the U.S. Department of Justice to fund a partnership with Atlas One, a school safety smartphone app that enables parents and school staff to have direct communication with police or the Milwaukee Sheriff’s Office;

WHEREAS, the safety of students and staff is the top priority of the Milwaukee Board of School Directors and the MPS administration; now therefore, be it

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.

*Referred to the Committee on Accountability, Finance, and Personnel*

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**Resolution 2223R-007**

By Directors Herndon and Peterson

WHEREAS there is an overwhelming scientific consensus that human-made global warming is an existential threat to the lives and wellbeing of billions of people, and even civilization itself; and

WHEREAS the Milwaukee Public Schools Board of Directors adopted “Our House is On Fire” Resolution 1920R-016 in 2020, which set in motion a series of steps to integrate climate justice curricula and sustainability practices into all aspects of MPS’ work and functions; and

WHEREAS because preventing runaway climate change requires urgent action at all levels to hold global temperature increases under 1.5 Celsius, many local units of government across the world and in Wisconsin have committed to meeting the International Panel on Climate Change (IPCC) global greenhouse gas emissions reductions targets of a 45% reduction (from 2010 levels) by 2030 and an 80% reduction by 2050; and

WHEREAS The City and County of Milwaukee created the Milwaukee City-County Task Force on Climate and Equity in 2019 to develop a comprehensive plan to meet the IPCC targets not only in their own operations but community-wide, and in a way that also dramatically improves economic equity and the supply of family-supporting jobs, especially for marginalized people of color communities; and

WHEREAS Milwaukee Public Schools is not currently part of the City-County climate action planning process; and

WHEREAS Milwaukee Public Schools are a major missing piece needed to achieve a Milwaukee climate transition that substantially improves racial economic equity, because MPS is the leading educator in Wisconsin of low income and BIPOC children, and its physical infrastructure is a major producer of greenhouse emissions; and

WHEREAS major urban school districts across the country, including New York, Philadelphia, and Chicago, have committed to meeting the greenhouse reduction targets and have developed plans to meet the benchmarks within their aging portfolios of school and administration buildings; and

WHEREAS the green economy is one of the fastest growing economic sectors, and offers potential living wage careers for MPS graduates; and

WHEREAS according to the most definitive federal study of green-collar jobs, four of five green sector workers are currently white, and three quarters are men; and

WHEREAS a key way to make the climate transition dramatically improve economic equity is to provide the career counseling and workforce development supports needed to make these promising career opportunities available to low income students, students of color, women, and others who are not receiving these opportunities; now, therefore, be it

RESOLVED, that Milwaukee Public Schools join Milwaukee County and the City of Milwaukee by specifically adopting the international climate reduction targets, which includes the interim target of cutting greenhouse emissions by 45% by 2030; and be it

FURTHER RESOLVED, Milwaukee Public Schools join Milwaukee County and the City of Milwaukee in the planning and implementation of a community-wide climate action plan which meets the IPCC international greenhouse emissions reduction targets; and be it

FURTHER RESOLVED, Milwaukee Public Schools advocate for a community-wide Milwaukee climate action plan that uses the climate transition to dramatically improve economic equity, setting as a benchmark the Justice40 initiative being pursued by the Biden Administration which stipulates that 40% of all new climate benefits, including new jobs, go to residents of marginalized communities; and be it

FURTHER RESOLVED, that Milwaukee Public Schools continue to dedicate staffing and resources to both promote climate justice education and to develop the climate action plan which includes educators, parents, and students in the process; and be it

FURTHER RESOLVED, that Milwaukee Public Schools utilize the existing structures created by the Resolution 1920R-016 in 2020 whenever possible; and be it

FURTHER RESOLVED, that Milwaukee Public Schools continue to seek the resources from federal and state government needed to undertake a large-scale energy conservation and renewable energy retrofit of all district-owned buildings, and do so in a way that creates green economy learning and career development opportunities for its students.

*Referred to the Committee on Strategic Planning and Budget*

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The Board adjourned at 6:45 p.m.

JACQUELINE M. MANN, Ph.D.  
Board Clerk