

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN SEPTEMBER 28, 2023

Regular meeting of the Board of School Directors called to order by President Herndon at 5:34 p.m.

Present — Directors Carr, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Absent and Excused — Director Garcia — 1.

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

- Seleick Brown, a student at Obama SCTE;
- Ezell Conner, a retired principal at Bayview;
- Dakajion Harris, a student at Green Tree Preparatory;
- Ja'Karrion King, a student at Jackson Elementary;
- Aliyah Nerat, a student at Milwaukee School of Languages;
- Tyron Reese Jr., a student at Riverwest Elementary;
- Nancy Heimbold, a retired physical therapist; and
- Frances Townsel, a retired general education assistant at LaFollette.

The Chair also commemorated the passing of Charlene Hardin, who served on the Milwaukee Board of School Directors for District 4 for three terms, from 1997 to 2009. During her time on the Board, she was a champion for the safety of children. Her firm belief was that children are our future, regardless of what class they are in.

APPROVAL OF MINUTES

By consensus, the Board held approval of the minutes of its special and regular meetings of August 2023 to the regular November meeting.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

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

Background

The Superintendent's Report is designed to provide the Milwaukee Board of School Directors and the MPS community with an update on current activities underway to support the District's goals of academic achievement; student, family and community engagement; and effective and efficient operations as they are aligned to the District's Strategic Objectives and the Five Priorities for Success. Activities from late August through mid-September are included in the following report.

MPS Day One Traditional Start Kickoff

On Tuesday, September 5, community stakeholders, parents, state officials, school leaders, and MPS staff gathered at Maryland Avenue Montessori School to welcome students and to kick off the traditional-start school calendar. As students arrived, the audience greeted them with enthusiasm and cheers, setting a positive tone for the start of the students' academic year. Students and parents alike exhibited eagerness and a hint of bashfulness as they were greeted. Adding to the festive atmosphere, members of the Riverside University High School band performed musical selections as the students and parents entered the premises.

Among the distinguished guests in attendance were Wisconsin Governor Tony Evers and Wisconsin State Superintendent Dr. Jill Underly, who took the opportunity to personally welcome the students of Milwaukee Public Schools to the 2023-24 school year.

Following the spirited reception of students, guests explored the amazing classrooms and warm atmosphere that Maryland Avenue Montessori School has to offer. Following the indoor tour of classrooms, guests took a stroll through the beautiful garden planted and cared for by the students of Maryland Avenue Montessori School.

Backpack and Supply Giveaways

This year, the MPS Department of Strategic Partnerships and Customer Service collaborated closely with the community and local businesses to ensure a successful start to the school year for MPS students by providing essential supplies. Support from Educators Credit Union, the Milwaukee Public Schools Foundation, United Way, Sleepover for Education, Burlington Coat Factory, and other contributing partnerships have provided filled backpacks for 80 MPS schools.

Also, the Salvation Army and WISN-TV and its viewers joined forces to provide filled backpacks to students, as they have done for the past 10 years through their Class Act School Supply Drive. This year's supply drive benefited 1,400 students from seven MPS schools. The campaign raised an impressive \$55,451, enabling the purchase of more than 2,200 filled backpacks. Over the past decade, this initiative has collected more than \$500,000 to benefit students in the Milwaukee area.

Backpacks from all partners were filled with essential school supplies such as pens, pencils, paper, notepads, and more.

U.S. Department of Education Visits MPS in Recognition of STEM

The U.S. Department of Education's Deputy Secretary, Cindy Marten, and U.S. Congresswoman Gwen Moore visited MPS schools on September 8 to gain firsthand insight into MPS's innovative expansion of its STEM (science, technology, engineering, and mathematics) curricula, which has been made possible through federal funding. The visit was a show of support of the Department of Education's 2023 initiative "Raise the Bar: Lead the World," which helps school districts to accelerate learning and to provide a rigorous education to all students.

During the visit, Deputy Secretary Cindy Marten and Congresswoman Gwen Moore toured Riverside University High School, where they engaged in a meaningful discussion with students enrolled in Project Lead the Way's biomedical innovations class. The two leaders commended the students for their innovative thinking and resilience, encouraging them to persist in their pursuit of academic and career goals. Following their remarks, Deputy Secretary Marten and Congresswoman Moore answered students' questions. In addition, Deputy Secretary Marten also visited the GE Innovation Labs at Audubon School.

In addressing the Milwaukee-area media, Deputy Secretary Marten applauded MPS for its dedicated efforts in the realm of STEM education. Deputy Secretary Marten stated, "Milwaukee Public Schools' leadership and educators are raising the bar in providing equitable, relevant, rigorous, and joyful STEM learning by investing their American Rescue Plan relief funds in cutting-edge STEM learning tools, lab equipment, and teacher professional development. I commend Superintendent Posley and his team for investing in STEM resources because all students should know they belong in STEM." Marten went on to say, "Because all students, regardless of their ZIP code[s], deserve to receive high-quality STEM education that equips them with the skills and knowledge to dream big and ensures their career readiness and global competitiveness."

Browning School Receives U.S. Department of Education's Green Ribbon Schools Award

Browning Elementary School has received national attention recently for its dedication to sustainability. The U.S. Department of Education presented Browning Elementary School with its Green Ribbon Schools: Effective Environmental and Sustainability Education award, recognizing Browning for its development of civic-engagement knowledge and skills and for its students' application of such knowledge to address sustainability and environmental issues.

Browning Elementary School was one of only 26 schools across the nation honored for its steadfast commitment to sustainable environmental practices and for the seamless integration of these practices into its educational curriculum. To celebrate this achievement, members of the Browning Elementary School staff journeyed to Washington, DC, to accept the award at a special ceremony.

The recognized activities that contributed to this award include the following:

- active participation in the Walking School Bus program;
- the revitalization of the school's greenhouse, complete with the installation of an aquaponics system;
- the installation of a video system within the greenhouse;
- the cultivation of partnerships to instruct both students and staff in sustainable programming;
- the installation of water-bottle refilling stations and a stormwater vault beneath the former playground; and
- thoughtful landscaping that incorporates native plants to enhance the school's environmental sustainability efforts.

MPS Celebrates Hispanic Heritage Month

National Hispanic Heritage Month, observed from September 15 through October 15, is a significant period during which many Latin American nations commemorate their independence. Additionally, it is a time for individuals with roots in Spain, Latin America, Central America, Mexico, or the Caribbean to celebrate their cultural heritage.

MPS is actively participating in honoring the rich culture and invaluable contributions of Hispanic and Latino communities. Festivities are set to unfold district-wide and within individual schools. The most prominent celebration is scheduled for October 7 at South Division High School, located at 1515 West Lapham Boulevard. This event, which is open to all members of the MPS community, offers a fantastic opportunity to explore Hispanic cultural displays, enjoy student music and dance performances, engage with community vendors, and partake in children's games organized by Milwaukee Recreation. For further details, please reach out to Ms. Gonzales at gonzals1@milwaukee.k12.wi.us.

MPS High-school Enrollment Fair

The MPS High-school Enrollment Fair is currently in progress and is expected to draw significant participation, given that more than 4,000 eighth-graders will apply for high-school placements for the 2024-25 school year.

Student enrollment officially commenced online on Saturday, September 23, and will remain open until Tuesday, October 31. Eighth-graders initially had the opportunity to explore school options and to seek answers to their questions during the week of September 18. Subsequently, parents were encouraged to talk with school representatives on Saturday, September 23, at North Division High School between 9:00 a.m. and noon.

With a diverse array of more than two dozen high schools, many of which offer specialized programs, MPS offers something to cater to every student's interests and aspirations. It is important to note that students who submit their applications by the October 31 deadline during this early enrollment period enhance their probability of securing a placement in their preferred schools of choice.

Among the available programs and opportunities are Advanced Placement courses, dual enrollment, arts, culinary and nursing certifications, engineering, agriculture, skilled trades, bilingual and language immersion programs, and much more, ensuring that there is a suitable educational path for every student.

MPS's 20th Annual *Foro Latino*

Staff is prepared to receive families on September 23 between 8:30 a.m. and 2:30 p.m. at South Division High School for the 20th annual *Foro Latino*, an MPS initiative that provides valuable information and resources for the benefit of families with children receiving special education services in Milwaukee Public Schools. *Foro Latino* will be presented in English with Spanish interpretation available. Breakfast and lunch, as well as childcare, will be provided.

The event is a collaboration uniting MPS, *Alianza Latina Aplicando Soluciones*, the U.S. Department of Education, the Wisconsin Department of Public Instruction, Wisconsin Board for People with

Developmental Disabilities, Wisconsin Statewide Parent-Educator Initiative, Disability Rights Wisconsin, and WI FACETS (Wisconsin Family Assistance Center for Education, Training, and Support).

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(Item 2) Action on a Request to Retire to Closed Session Relative to Crime Detection and Prevention Strategies in Follow-up to Resolution 2223R-006

The Board postponed consideration of this item to the end of the meeting.

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

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

Background

According to calculations from the Wisconsin Legislative Fiscal Bureau, in 2023-24 the State has a positive budget balance of \$4.2 billion, with an additional \$1.8 billion in the budget stabilization, or “rainy day,” fund.

Student proficiency scores will be published in the weeks ahead. Three articles, provided under separate cover, provide important historical context for how the state dramatically raised the proficiency bar in the same year that it dramatically reduced resources for students. An additional article from the Wisconsin Association of School Boards provides some additional history.

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 1.02, Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

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(Item 2) Consideration and Action to Not Renew the Administrator’s Contract for the Position of Director of Office of Board Governance/Board Clerk, to be Effective upon Its Expiration on March 31, 2024

Consideration of this item was postponed to the end of the meeting.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

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

The Report of the Office of Accountability and Efficiency 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. The report includes activities from late August through mid-September.

Accountability and Efficiency Services

Between August 19, 2023, and September 16, 2023, Accountability and Efficiency Services fulfilled ten requests for information/research and one special project. Accountability and Efficiency Services also completed one constituent inquiry and satisfied three impartial hearing officer (IHO) assignment requests.

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

Contract Compliance Services (CCS)

During the reporting period, Contract Compliance Services (CCS) staff members focused on student-engagement programming.

CCS staff members participated in Reagan High School's College and Career Fair. The event provided CCS with an opportunity to engage juniors and seniors and to gain an understanding of their career interests to determine how they align with our current internship opportunities. CCS is scheduled to participate in two more fairs this fall.

Additionally, seven students were referred for interviews. Five were hired in the architectural, culinary arts, and technological career industries.

CCS continues to partner with departmental and internal sponsors to create additional internships and work-based learning opportunities for our high-school students.

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

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

The Board Clerk presented 11 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times for the Board's consideration and action.

- September 7, 2023, at 9:00 a.m., 10:00 a.m., 11:00 a.m., and 1:00 p.m.
- September 11, 2023, at 9:00 a.m.
- September 12, 2023, at 9:00 a.m.
- September 13, 2023, at 9:00 a.m. and 11:00 a.m.
- September 22, 2023, at 9:00 a.m., 11:00 a.m., and 12:00 p.m.

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

Consideration of this item was postponed to the end of the meeting.

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REPORTS OF STANDING COMMITTEES

Separate consideration of the Report of the Committee on Accountability, Finance, and Personnel, Item 2, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding 60 Days, was set aside at the request of the Administration.

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

- Ayes — Directors Carr, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
- Noes — None.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Garcia 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

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
2	Antonio Bonds	Building Service Helper I	\$18.32/hr	08/21/2023
2	Rodney Brown	Building Service Helper I	\$17.17/hr	08/28/2023
2	Timothy Gray	Building Service Helper I	\$17.17/hr	08/21/2023
2	Kimberly Green	Building Service Helper I	\$17.17/hr	08/28/2023
2	Donnie Joiner	Building Service Helper I	\$17.17/hr	08/28/2023
2	Joyce Thompson	Building Service Helper I	\$19.46/hr	08/21/2023
2	Vanisha Wallace Nelson	Building Service Helper I	\$17.17/hr	08/21/2023
2	Anthony Wiley	Building Service Helper I	\$17.17/hr	08/21/2023
4	Atalia Barajas	Children's Health Assistant	\$23,153.44	08/28/2023
4	Raven Ivey	Children's Health Assistant	\$21,831.58	08/28/2023
2	Latrice Jones	Children's Health Assistant	\$25,135.66	08/30/2023
2	Shaquisha Jones	Children's Health Assistant	\$25,797.16	08/08/2023
2	Tashe Lane	Children's Health Assistant	\$23,153.44	08/28/2023
2	Sheena Levy	Children's Health Assistant	\$24,475.00	08/28/2023
4	Airlia Ruiz	Children's Health Assistant	\$21,831.58	08/28/2023
2	Christina Spikes	Children's Health Assistant	\$23,813.81	08/28/2023
2	Moneka Williams	Children's Health Assistant	\$21,171.22	08/28/2023
2	Nikikka Woods	Children's Health Assistant	\$21,171.22	08/08/2023
4	Emil Falck	Electrician	\$46.38/hr	08/21/2023
2	Dorothy Anderson	Food Service Assistant	\$18.20/hr	08/07/2023
2	Kimicko DeCleene	Food Service Assistant	\$18.72/hr	08/28/2023
2	Ebony Donald	Food Service Assistant	\$17.17/hr	08/07/2023
2	Destinee Fields	Food Service Assistant	\$17.17/hr	08/31/2023
2	Yvonne Hubanks	Food Service Assistant	\$18.20/hr	08/07/2023
4	Angelica Nazario Roman	Food Service Assistant	\$17.17/hr	08/29/2023
2	Shantay Phillips	Food Service Assistant	\$17.17/hr	08/28/2023
2	Amanda Reed	Food Service Assistant	\$17.17/hr	08/21/2023
2	Anaya Smith	Food Service Assistant	\$17.17/hr	08/21/2023
2	Shelby Strotter	Food Service Assistant	\$19.75/hr	08/07/2023

Code	Name	Position	Salary	Date
2	John Wallace	Food Service Assistant	\$18.20/hr	08/07/2023
2	Renee Watson	Food Service Assistant	\$17.17/hr	08/28/2023
4	Miriam Meza	Human Resources Assistant	\$42,216.92	08/02/2023
4	Robrialys Cepeda-Lacen	Paraprofessional — Parent Involvement	\$30,197.00	08/21/2023
4	Liliana Diaz	Paraprofessional — Parent Involvement	\$28,452.00	08/21/2023
2	Vanessa Jackson	Paraprofessional — Parent Involvement	\$31,247.00	08/28/2023
5	Kristin Kluender	Paraprofessional — Parent Involvement	\$37,516.00	08/28/2023
4	Yeimina Rivera	Paraprofessional — Parent Involvement	\$30,197.00	08/21/2023
5	Rachelle Roach	Paraprofessional — Parent Involvement	\$28,452.00	08/28/2023
2	Shardia Shorts	Paraprofessional — Parent Involvement	\$22,648.00	08/28/2023
4	Maria Abrego	Paraprofessional	\$26,574.00	08/21/2023
2	Joseph Alexander	Paraprofessional	\$21,339.00	08/07/2023
5	Jessica Baker	Paraprofessional	\$24,211.00	08/21/2023
2	Rochelle Ball	Paraprofessional	\$25,786.00	08/28/2023
4	Jazmin Benitez Del Angel	Paraprofessional	\$21,339.00	08/08/2023
5	Emily Bowlin	Paraprofessional	\$21,339.00	08/08/2023
4	Belmary Capdevila	Paraprofessional	\$25,786.00	08/21/2023
5	Alexander Carlson	Paraprofessional	\$22,648.00	08/08/2023
2	Justin Carter	Paraprofessional	\$21,860.00	08/08/2023
4	Katiria Chamorro Soto	Paraprofessional	\$21,339.00	08/21/2023
4	John Chavez Rondon	Paraprofessional	\$30,197.00	08/21/2023
4	Thalia Clemente	Paraprofessional	\$22,648.00	08/28/2023
2	Terry Davis	Paraprofessional	\$21,339.00	08/28/2023
2	Alise Dawkins	Paraprofessional	\$21,339.00	08/28/2023
5	Connor Doheny	Paraprofessional	\$21,339.00	08/08/2023
2	Monica Ducksworth	Paraprofessional	\$22,648.00	08/21/2023
5	Jessica Enderby	Paraprofessional	\$21,339.00	08/21/2023
1	Sonia Espinosa	Paraprofessional	\$21,339.00	08/21/2023
2	LaKeyvia Finner	Paraprofessional	\$26,574.00	08/21/2023
5	Alina Freund	Paraprofessional	\$21,339.00	08/28/2023
6	Jacquelyn Heath	Paraprofessional	\$21,339.00	08/21/2023
5	Katie Herrick	Paraprofessional	\$21,339.00	08/21/2023
2	Chloe Hoze	Paraprofessional	\$23,117.00	08/21/2023
5	Zachary Jensen	Paraprofessional	\$21,860.00	08/28/2023
2	Cierra Johnson	Paraprofessional	\$24,211.00	08/28/2023
2	JaQuan Jones	Paraprofessional	\$21,339.00	08/28/2023
3	Hyunsoon Joung	Paraprofessional	\$23,435.00	08/21/2023
5	Madilyn Larsh	Paraprofessional	\$28,452.00	08/28/2023
5	Angela Livermore	Paraprofessional	\$24,211.00	08/28/2023
2	Wesley Love	Paraprofessional	\$21,860.00	08/21/2023
4	Julian Mayerstein	Paraprofessional	\$21,860.00	08/21/2023
2	Gwendolyn Mayon	Paraprofessional	\$21,339.00	08/21/2023
4	Alicia Mendoza	Paraprofessional	\$22,648.00	07/31/2023
5	Genelle Missurelli	Paraprofessional	\$23,435.00	08/21/2023
2	Keone Moore	Paraprofessional	\$22,648.00	08/28/2023
4	Katherine Perez Moreno	Paraprofessional	\$22,648.00	08/21/2023
2	Celcy Powers-King	Paraprofessional	\$24,211.00	08/21/2023
4	Tamara Ramirez Castro	Paraprofessional	\$24,999.00	08/21/2023
4	Karina Ronzon	Paraprofessional	\$21,339.00	08/28/2023
5	Carianne Rzad	Paraprofessional	\$25,786.00	08/28/2023
4	Michael Salva	Paraprofessional	\$21,339.00	08/21/2023
5	Clarissa Skaletski	Paraprofessional	\$21,860.00	08/28/2023
2	Denzel Sloan	Paraprofessional	\$21,339.00	08/28/2023
5	Amanda Smith	Paraprofessional	\$21,339.00	08/08/2023
2	Rayell Smith	Paraprofessional	\$21,339.00	08/21/2023
3	Tabitha Sprecher	Paraprofessional	\$21,339.00	08/28/2023
2	Ikia Sprewell	Paraprofessional	\$24,211.00	08/30/2023
2	Taylor Sutton	Paraprofessional	\$21,339.00	08/21/2023
2	Danielle Tribble	Paraprofessional	\$21,339.00	08/28/2023
2	Kelly Tucker	Paraprofessional	\$21,339.00	08/21/2023
5	Leah Wanta	Paraprofessional	\$21,339.00	08/08/2023

Code	Name	Position	Salary	Date
5	Keith Werner	Paraprofessional	\$21,339.00	08/21/2023
5	Kristie Williams	Paraprofessional	\$22,648.00	07/31/2023
3	Chia Xiong	Paraprofessional	\$24,999.00	08/28/2023
4	Bladymil Amedeo Castro	School Safety Assistant	\$26,594.00	08/08/2023
2	Terrance Batton	School Safety Assistant	\$28,258.00	08/08/2023
2	Lakayla Charley	School Safety Assistant	\$26,594.00	08/08/2023
2	Kendra Coleman	School Safety Assistant	\$26,594.00	08/08/2023
5	Chase Dispennette	School Safety Assistant	\$26,594.00	07/13/2023
2	Dashionna Johnson	School Safety Assistant	\$26,594.00	08/08/2023
2	Acacia Jordan	School Safety Assistant	\$26,594.00	08/08/2023
2	Donkita Lee	School Safety Assistant	\$26,594.00	08/08/2023
2	Ronetta Lipsey	School Safety Assistant	\$26,594.00	08/08/2023
2	Antionius Partee	School Safety Assistant	\$26,594.00	08/08/2023
2	Alexia Pickens	School Safety Assistant	\$26,594.00	08/08/2023
2	Eric Shaw	School Safety Assistant	\$26,594.00	08/08/2023
2	Davion Wilder	School Safety Assistant	\$27,257.00	08/08/2023
2	Kentriana Woods	School Safety Assistant	\$27,257.00	08/08/2023
4	Coral Lopez	School Secretary I — 10-month	\$30,598.00	08/18/2023
4	Beatriz Yasaitis	School Secretary I — 10-month	\$34,925.00	08/18/2023
2	Tatyana Jamison	School Secretary I — 12-month	\$44,209.00	08/21/2023
2	Sabrina Washington	School Secretary I — 12-month	\$39,963.46	08/15/2023
2	Cheryl King	School Social Work Aide II	\$19,668.00	08/08/2023

Promotions

2	Danisha Childs	Paraprofessional — Parent Involvement	\$28,452.00	08/08/2023
2	Temetria Johnson	Paraprofessional — Parent Involvement	\$28,452.00	08/21/2023
5	Ashley Kirby	Paraprofessional — Parent Involvement	\$32,281.00	08/28/2023
4	Francisco Aponte	Paraprofessional	\$25,786.00	08/08/2023
2	Sandra Bradford	Paraprofessional	\$28,925.00	08/08/2023
4	Rocio Gaytan	Paraprofessional	\$21,860.00	08/08/2023
2	Amber Kendrick	Paraprofessional	\$24,999.00	08/08/2023
4	Maria Montes	Paraprofessional	\$21,339.00	08/28/2023
4	Maria Munoz	Paraprofessional	\$24,999.00	08/08/2023
2	Alaric Neely	Paraprofessional	\$22,648.00	08/28/2023
2	Jarrett Pryor	Paraprofessional	\$25,786.00	08/08/2023
2	Lashonda Wilson	Paraprofessional	\$24,999.00	08/08/2023
3	Lisa Woodall	Paraprofessional	\$21,339.00	08/08/2023
4	Mariella Mora	School Secretary I — 10-month	\$28,435.00	08/18/2023
4	Adriana Hernandez	School Secretary I — 11 Month	\$36,037.00	08/21/2023
2	Carolyn Jackson Malone	School Secretary I — 11 Month	\$37,227.00	08/28/2023
2	Marcia Reese	School Kitchen Manager I	\$34,702.00	08/07/2023
2	Tiera Smith	School Kitchen Manager I	\$30,503.00	08/07/2023
2	Loretta Thomas	School Kitchen Manager II	\$39,546.00	08/28/2023
2	Carla Phillips	School Kitchen Manager III	\$42,065.00	08/08/2023
2	Sharon Bell	School Kitchen Manager Trainee	\$23.24/hr	08/07/2023
5	Kim Burzynski	School Kitchen Manager Trainee	\$23.24/hr	08/07/2023
2	Christa Keys Richardson	School Kitchen Manager Trainee	\$23.24/hr	08/07/2023
2	Janice Newson	School Kitchen Manager Trainee	\$23.24/hr	08/07/2023
2	Jeanette Turner	School Kitchen Manager Trainee	\$23.24/hr	08/07/2023

Rehires

2	Maelizia McCradic	Building Service Helper I	\$17.17/hr	08/21/2023
2	Christionna Pierce	Building Service Helper I	\$17.17/hr	08/28/2023
2	Priscilla Brooks	Children's Health Assistant	\$24,475.00	08/30/2023
2	Andrea Smart	Children's Health Assistant	\$24,475.00	08/28/2023
5	Breanna Stone-Grennier	Children's Health Assistant	\$21,172.22	08/30/2023
2	Mysonie Taylor	Children's Health Assistant	\$23,813.81	08/28/2023
2	Linda Moore	Food Service Assistant	\$22.84/hr	08/21/2023
2	Lorraine Starks	Food Service Assistant	\$18.20/hr	08/28/2023
2	Angela Thomas	Food Service Assistant	\$17.17/hr	08/21/2023
4	Daniel Yasaitis	Food Service Assistant	\$17.17/hr	08/28/2023
4	Kelsey Garcia	Interpreter	\$53,010.00	08/08/2023

Code	Name	Position	Salary	Date
5	Chloe Bachman	Paraprofessional — Parent Involvement	\$21,339.00	08/21/2023
5	Anna Nagle	Paraprofessional — Parent Involvement	\$35,432.00	08/28/2023
2	Brianna Aikens Fojtik	Paraprofessional	\$23,435.00	08/28/2023
2	Nasif Bowie	Paraprofessional	\$21,339.00	08/28/2023
2	Brian Brooks	Paraprofessional	\$21,339.00	08/21/2023
2	Gregory Buck	Paraprofessional	\$28,925.00	08/08/2023
5	Penny Fox	Paraprofessional	\$25,786.00	08/21/2023
4	Alejandra Gonzalez	Paraprofessional	\$21,339.00	08/08/2023
2	Monique Haynes	Paraprofessional	\$21,339.00	08/21/2023
4	Monica Hernandez	Paraprofessional	\$23,435.00	08/21/2023
2	Laquida Jordan	Paraprofessional	\$27,349.00	08/28/2023
2	Tyvion Kendrick-LeSueur	Paraprofessional	\$21,860.00	08/28/2023
2	Fiasha Kimble-Holmes	Paraprofessional	\$23,435.00	08/28/2023
2	Yaschica Kuykendall	Paraprofessional	\$24,211.00	08/21/2023
2	Brandy Lee	Paraprofessional	\$21,339.00	08/28/2023
4	Zaida Morales	Paraprofessional	\$24,211.00	08/21/2023
2	Nadia Ransom	Paraprofessional	\$21,860.00	08/07/2023
4	Yachira Rosemond	Paraprofessional	\$22,648.00	08/21/2023
2	Ishmael Swain	Paraprofessional	\$23,435.00	08/28/2023
4	Maritza Valentin	Paraprofessional	\$22,648.00	08/28/2023
3	Seng Vang	Paraprofessional	\$21,860.00	08/21/2023
5	Martina Varelis	Paraprofessional	\$22,648.00	08/28/2023
2	Tiffany Ware-Callaway	Paraprofessional	\$26,754.00	08/21/2023
2	Tina Wheeler	Paraprofessional	\$29,712.00	08/21/2023
2	Comnesha Williams	Paraprofessional	\$28,452.00	08/21/2023
4	Jessica Cruz	School Bookkeeper — 10-month	\$43,597.00	08/21/2023
4	Luis Silva	School Safety Assistant	\$30,278.00	08/14/2023
2	Johnelle Smith Brown	School Secretary I — 10-month	\$31,679.00	08/18/2023
2	Barbara Rutledge	School Secretary I — 11 Month	\$33,658.00	08/09/2023
2	Tamika Dowell Willis	School Kitchen Manager Trainee	\$19.12/hr	08/28/2023

Codes:

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

Certificated Appointments

Codes	Name	Appointment	Level	Salary	Date
School Support Teachers					
2, r	Bragg, Kay A	School Support Teacher	01/MA	\$62,391.00	8/28/2023
5, nr	Knapp, Leigh M	School Support Teacher	01/MA	\$84,825.00	8/28/2023
3, nr	Monato Krueger, Elizabeth H	School Support Teacher	01/MA	\$95,023.00	8/8/2023
5, nr	Mueller, Maureen O	School Support Teacher	01/MA	\$95,023.00	9/11/2023
1, nr	Wolter, Patricia	School Support Teacher	01/BA	\$80,571.00	8/28/2023
Teachers					
5, r	Abrams, Gabrielle R	Spec Ed Multicateg.	01/MA	\$54,233.00	8/28/2023
2, r	Akinyiga, Ayobami	Gen'l Elem & K8 — All Grades	01/BA	\$73,113.00	8/28/2023
4, nr	Alonso, Amanda M	AMP Music	01/BA	\$50,737.00	8/28/2023
5, r	Beres, Dustin	Art	01/BA	\$50,737.00	8/28/2023
5, r	Berkson, Emily K	Gen'l Elem & K8 — All Grades	01/BA	\$71,248.00	8/28/2023
5, nr	Bolling, Laura B	Educational Operations	01/BA	\$50,737.00	8/28/2023
5, nr	Boyce, Krista M	Fed. Head Start — E.C.	01/MA	\$68,510.00	8/28/2023
5, nr	Bretsch, Joy	Health & Phy Ed	01/BA	\$80,571.00	8/28/2023
5, nr	Brunner, A J	AMP HPE	01/BA	\$78,706.00	8/28/2023
5, nr	Cameron, Jay	Health — Phy Ed	01/MA	\$92,983.00	8/28/2023
5, r	Campbell, Caitlin M	Gen'l Elem & K8 — All Grades	01/BA	\$54,467.00	8/28/2023
5, r	Cerevic, Delaney	Gen'l Elem & K8 — All Grades	01/BA	\$50,737.00	8/28/2023
2, r	Cunningham, Robert	Gen'l Elem & K8 — All Grades	01/BA	\$73,113.00	8/28/2023
5, r	Detroye, Laura A	Gen'l Elem & K8 — All Grades	01/MA	\$84,825.00	8/28/2023

Codes	Name	Appointment	Level	Salary	Date
6, nr	Dryden, Gabrielle J	Multicateg. Comp. SEN	01/MA	\$64,431.00	8/28/2023
3, r	Duong, Linh Thuy	Fed. Head Start — General	01/BA	\$63,789.00	8/28/2023
5, r	Elliot, Pamela	Gen'l Elem & K8 — All Grades	01/MA	\$66,471.00	8/28/2023
5, nr	Fekete, Rebecca	Gen'l Elem & K8 — All Grades	01/BA	\$71,248.00	8/28/2023
4, nr	Forero Ramirez, Sandra	Gen'l Elem & K8 — All Grades	01/MA	\$82,785.00	8/28/2023
5, r	Forman, Alexys K	Gen'l Elem & K8 — All Grades	01/BA	\$54,467.00	8/28/2023
5, nr	Fox, Kathryn	Gen'l Elem & K8 — All Grades	01/MA	\$84,825.00	8/28/2023
5, r	Grubor, Sierra	AMP HPE	01/BA	\$50,737.00	8/28/2023
5, nr	Hacker, Caitlin	Gen'l Elem & K8 — All Grades	01/BA	\$54,467.00	8/28/2023
4, r	Hammond, Gabriella E	Bilingual Education	01/BA	\$50,737.00	8/28/2023
5, nr	Hecht, Charlene	Gen'l Elem & K8 — All Grades	01/BA	\$50,737.00	8/28/2023
2, nr	Hubbard, Kimberly R	Reg (Five-year-old) Kindergarten	01/MA	\$95,023.00	8/28/2023
5, r	Jankowski, Abigail	Gen'l Elem & K8 — All Grades	01/BA	\$50,737.00	8/28/2023
5, nr	Jerabek, Jason C	Gen'l Elem & K8 — All Grades	01/BA	\$67,518.00	8/28/2023
4, r	Jimenez, Emil	Bilingual Education	01/BA	\$69,384.00	8/28/2023
5, r	Julius, Scott D	Spec Ed Multicateg.	01/MA	\$88,903.00	8/28/2023
5, nr	Kaper, Angela Marie	Gen'l Elem & K8 — All Grades	01/BA	\$74,977.00	8/28/2023
5, nr	Kaupla, Megan B	Kindergarten (Four-year-old)	01/BA	\$80,571.00	8/28/2023
5, r	Kenny, Susan J	Day-to-day Teacher	01/MA	\$74,628.00	8/28/2023
5, r	Kingston, Melissa	SAGE	01/MA	\$86,865.00	8/28/2023
5, r	Koeller, Heather L	Early Childhood — Spec Ed	01/MA	\$74,628.00	8/28/2023
5, r	Krueger, Kirk M	Kindergarten (Four-year-old)	01/BA	\$78,706.00	8/28/2023
5, r	Krutsch, Jamie L	Multicateg. Comp. Sen	01/MA	\$58,312.00	8/28/2023
5, r	Kubiak, Laura D	Reg (Five-year-old) Kindergarten	01/BA	\$58,196.00	8/28/2023
5, nr	Kumbalek, Bethany J	Multicateg. Comp. Sen	01/BA	\$80,571.00	8/28/2023
5, nr	Kumbier, Kelsie	Gen'l Elem & K8 — All Grades	01/BA	\$50,737.00	8/28/2023
5, nr	Larson, Dallas N	Gen'l Elem & K8 — All Grades	01/BA	\$50,737.00	8/28/2023
4, nr	Lopez, Doreen	Gen'l Elem & K8 — All Grades	01/MA	\$95,023.00	8/28/2023
5, nr	Love, Julie M	Early Childhood- Spec Ed	01/MA	\$92,983.00	8/28/2023
4, r	Mancheno, Veronica	Gen'l Elem & K8 — All Grades	01/MA	\$74,628.00	8/28/2023
5, nr	Marcinkus, Amanda	Gen'l Elem & K8 — All Grades	01/BA	\$50,737.00	8/28/2023
2, r	Mays, Nyia C	Kindergarten (Four-year-old)	01/BA	\$50,737.00	8/28/2023
5, r	Mccarron, Kelsey J	Gen'l Elem & K8 — All Grades	01/BA	\$67,518.00	8/28/2023
5, r	Mcnamara, Katrina R	Gen'l Elem & K8 — All Grades	01/MA	\$82,785.00	8/28/2023
5, nr	Mejac, Michelle B	Gen'l Elem & K8 — All Grades	01/MA	\$76,668.00	8/28/2023
5, nr	Michaelchuck, Melissa M	Gen'l Elem & K8 — All Grades	01/MA	\$86,865.00	8/28/2023
5, r	Miller, Kasey	Gen'l Elem & K8 — All Grades	01/BA	\$50,737.00	8/28/2023
5, r	Miller, Raessa	Gen'l Elem & K8 — All Grades	01/BA	\$50,737.00	8/28/2023
2, r	Miller, Sonia L	Gen'l Elem & K8 — All Grades	01/BA	\$50,737.00	8/28/2023
5, nr	Moeller, Camden	Gen'l Elem & K8 — All Grades	01/BA	\$50,737.00	8/28/2023
4, nr	Molina Canova, Vanessa	Gen'l Elem & K8 — All Grades	01/BA	\$65,654.00	8/28/2023
4, nr	Pajaro Castro, Octavio R	AMP HPE	01/MA	\$72,588.00	8/28/2023
5, r	Palfy, Karina	Gen'l Elem & K8 — All Grades	01/BA	\$50,737.00	8/28/2023
2, r	Patterson, Zarlesia	Gen'l Elem & K8 — All Grades	01/BA	\$73,113.00	8/28/2023
5, nr	Pelo, Stephanie	Gen'l Elem & K8 — All Grades	01/BA	\$67,518.00	8/28/2023
1, r	Perez, Stephen	Gen'l Elem & K8 — All Grades	01/BA	\$67,518.00	8/28/2023
5, nr	Piekenbrock, Robert J	Gen'l Elem & K8 — All Grades	01/BA	\$52,601.00	8/28/2023
4, nr	Pulos, Dena J	School Support Teacher	01/MA	\$95,023.00	8/28/2023
5, nr	Quillin, Peyton	Health & Phy Ed	01/BA	\$50,737.00	8/28/2023
5, r	Quimby, Kelly M	Day-to-day Teacher	01/BA	\$80,571.00	8/31/2006
4, nr	Ramirez Tunjano, Ingrid	Bilingual Education	01/MA	\$92,983.00	8/28/2023
5, nr	Reid, Stephanie	Gen'l Elem & K8 — All Grades	01/BA	\$80,571.00	8/28/2023
4, nr	Resto, Madeline	Spec Ed Multicateg.	01/MA	\$84,825.00	8/28/2023
4, nr	Rodriguez Sanchez, Guadalupe	Multicateg. Comp. Sen	01/BA	\$50,737.00	8/28/2023
4, r	Saavedra-Ballesteros, Kathryn	Bilingual Education	01/BA	\$50,737.00	8/28/2023
5, nr	Scheiblein, Makaila	Gen'l Elem & K8 — All Grades	01/BA	\$50,737.00	8/28/2023
5, nr	Schell, Lauren	AMP Music	01/BA	\$69,384.00	8/28/2023
5, r	Scott, Melissa	Early Childhood- Spec Ed	01/BA	\$74,977.00	8/28/2023
5, nr	Seitz, Jeanette	Day-to-day Teacher	01/B	\$37,440.00	8/28/2023
4, r	Serna Rizo, Selina	Kindergarten (Four-year-old)	01/BA	\$50,737.00	8/28/2023
5, r	Slightam, Julie A	Kindergarten (Four-year-old)	01/MA	\$88,903.00	8/28/2023

Codes	Name	Appointment	Level	Salary	Date
5, nr	Turkseven, Fiona M	Art	01/MA	\$95,023.00	8/28/2023
5, nr	Vascan, Julia C	Gen'l Elem & K8 — All Grades	01/BA	\$50,737.00	8/28/2023
3, r	Wasi, Parveen A	Spec Ed Multicateg.	01/MA	\$54,233.00	8/28/2023
5, nr	Watkins Gobbeo, Tracey Michelle	Multicateg. Comp. Sen	01/MA	\$88,903.00	8/28/2023
5, r	Weiss, Mitchell	AMP Music	01/BA	\$52,601.00	8/28/2023
5, r	Wessel, Heather R	SAGE	01/BA	\$61,925.00	8/28/2023
3, r	Westover, Bethoven	Gen'l Elem & K8 — All Grades	01/BA	\$69,384.00	8/28/2023
3, nr	Yang, Phoua L	Gen'l Elem & K8 — All Grades	01/BA	\$67,518.00	8/28/2023
2, r	Young, Desiree D	Gen'l Elem & K8 — All Grades	01/MA	\$60,353.00	8/28/2023
Speech Pathologists					
5, r	Cain, Jaclyn F	Speech Pathology	01/SLP	\$57,105.00	8/28/2023
5, nr	Ferrin, Katelyn N	Speech Pathology	01/SLP	\$57,105.00	8/28/2023
5, r	Glowacki, Molly	Speech Pathology	01/SLP	\$57,105.00	8/28/2023
5, r	Kerno, Stephanie L	Speech Pathology	01/SLP	\$57,105.00	8/28/2023
3, nr	Siegler, Paayal	Speech Pathology	01/SLP	\$63,222.00	8/28/2023
5, r	Thomson, Gwen	Speech Pathology	01/SLP	\$61,183.00	8/28/2023
Math Intervention Teachers					
2, r	Ozoenwu, Amaka	Grants — Milw Partnership Foundation	01/BA	\$60,060.00	8/28/2023
School Social Workers					
5, r	Elam, Sarah M	School Social Work	01/2A	\$90,201.00	8/18/2023
4, nr	Gomez, Ariana L	School Social Work	01/2A	\$63,689.00	8/18/2023
5, nr	Johnson, Margaret J	School Social Work	01/2A	\$71,846.00	8/18/2023
2, r	King, Felicia M	School Social Work	01/2A	\$63,689.00	8/18/2023
7, nr	Miranda, Miriam	School Social Work	01/2A	\$96,320.00	8/18/2023
School Social Workers, Early Start					
4, r	Hernandez, Guiviny	School Social Work	01/2A	\$63,689.00	8/28/2023
Teachers, Early Start					
2, r	Abdullahi, Khadijat	Gen'l Elem & K8 — All Grades	01/BA	\$69,384.00	8/28/2023
4, r	Acedo, Luis	Social Studies	01/BA	\$80,571.00	8/28/2023
4, r	Barragan, Jose	Foreign Language	01/BA	\$54,467.00	8/8/2023
4, nr	Cedillo, Ralph	Social Studies	01/MA	\$80,746.00	8/8/2023
4, nr	Claire, Therese	Science	01/MA	\$68,510.00	8/8/2023
2, r	Dyer, Chantal	Business Ed	01/BA	\$60,060.00	8/28/2023
5, nr	Fell, Nathaniel J	Spec Ed Multicateg.	01/BA	\$78,706.00	8/15/2023
5, nr	Ferkovich, Daniel R	Spec Ed Multicateg.	01/MA	\$84,825.00	8/8/2023
4, r	Fontalvo Calvo, Camilo Ernesto	Mathematics	01/MA	\$84,825.00	8/28/2023
4, nr	Hawkins, Issi A	Foreign Language	01/BA	\$60,060.00	8/8/2023
5, nr	Hepburn Gray, Robert C	General Operations	01/MA	\$56,273.00	8/8/2023
4, r	Herrera Villamizar, Maria	Bilingual Education	01/BA	\$50,737.00	8/28/2023
2, r	Knight Edwards, Sandra	Specialty Program Implementor	01/MA	\$95,023.00	8/28/2023
3, r	Li, Tong	Art	01/BA	\$50,737.00	8/8/2023
5, nr	Mcconnell, Daniel	Health & Phy Ed	01/BA	\$69,384.00	8/8/2023
5, r	Mueller, Jasmine	AMP Art	01/BA	\$50,737.00	8/8/2023
4, r	Navarro Comas, Elna	Foreign Language	01/BA	\$78,706.00	8/28/2023
2, r	Nelson, Demetrius D	English	01/BA	\$50,737.00	8/15/2023
5, r	Newton, Marilyn	Gen'l Elem & K8 — All Grades	01/BA	\$50,737.00	8/8/2023
6, r	Nyamekye, Kwame	Esl Alternative	01/BA	\$56,331.00	8/8/2023
6, r	Nyamiobo, Benjamin	English	01/BA	\$52,601.00	8/8/2023
2, nr	Olaolu, David	Cat Math — Middle-school	01/MA	\$76,668.00	8/8/2023
6, r	Olowookere, Ebenezer	Cat Math, Middle-school	01/BA	\$58,196.00	8/8/2023
2, r	Otieno, Philip	Social Studies	01/BA	\$71,248.00	8/8/2023
6, r	Oyebamiji, Toyese	Multicateg. Comp. Sen	01/BA	\$60,060.00	8/8/2023
6, nr	Pajaro, Maria	Bilingual Education	01/BA	\$50,737.00	8/8/2023
2, r	Peterson, Wynona S	HS/MS Diagnostic	01/MA	\$92,983.00	8/8/2023
2, r	Phairah, Beloved	Social Studies	01/BA	\$56,331.00	8/8/2023
4, r	Rodriguez, Miguel	Foreign Language	01/MA	\$54,233.00	8/8/2023

Codes	Name	Appointment	Level	Salary	Date
2, r	Sanders, Fred D	Spec Ed Multicateg.	01/BA	\$80,571.00	8/28/2023
6, r	Spencer, Zulica	English	01/BA	\$60,060.00	8/8/2023
2, r	Yeng, Enock	Cat Eng, Middle-school	01/MA	\$60,353.00	8/28/2023
School Support Teachers, Early Start					
5, r	Downing, Tanya N	School Support Teacher	01/MA	\$95,023.00	8/9/2023
5, r	Scott, Jessica L	School Support Teacher	01/MA	\$95,023.00	8/8/2023
Library Media Specialist, Early Start					
5, nr	Anderson, Robin	Library	01/2FM	\$76,008.00	8/21/2023
School Counselors, Early Start					
5, nr	Coenen, Emma	Guidance	01/MA	\$56,273.00	9/6/2023
5, nr	Jung, Amber	Guidance	01/MA	\$54,233.00	8/29/2023
Math Leader					
1, r	Lawson, Tiffanie A	Mathematics	1C/MA	\$104,762.00	8/8/2023
Math Leader. Early Start					
4, r	Alvarado, Carmela A	Math	1D/MA	\$104,989.00	7/31/2023
Innovation Coaches, Early Start					
5, r	Harris, Robin	Literacy Programs	1D/MA	\$102,636.00	8/8/2023
5, r	Slingerland, Cara Ann	Literacy Programs	1D/MA	\$95,572.00	7/31/2023
Teacher Leader, Early Start					
5, nr	Ziegler, Jared	AMP Music	1D/MA	\$104,989.00	8/18/2023
School Psychologists					
4, r	Andino, Bianca	School Psych Services	FLT/51C	\$65,408.00	8/18/2023
4, r	Barajas, Fatima	School Psych Services	FLT/51C	\$65,408.00	8/18/2023
5, r	Blackley, Megan M	Gen'l Elem & K8 — All Grades	FLT/51C	\$65,408.00	8/18/2023
4, nr	Cotto, Selena M	School Psych Services	FLT/51C	\$65,408.00	8/18/2023
5, nr	Meari, Jana M	School Psych Services	FLT/51C	\$65,408.00	8/18/2023
4, r	Pagan, Veronica	C.S — Psychological Services	FLT/51C	\$65,408.00	8/18/2023
5, r	Thompson, Mikayla S	School Psych Services	FLT/51C	\$65,408.00	8/18/2023
Permit Teachers					
4, nr	Altamar Orozco, Yenibeth	Early Childhood — Spec Ed	XX/4W2	\$49,836.00	8/28/2023
4, r	Alva, Bianca	Bilingual Education	XX/4W2	\$49,836.00	8/28/2023
4, r	Alvarado, Ivette	Bilingual Education	XX/4W2	\$49,836.00	8/28/2023
2, r	Alvarez, Leana	Kindergarten (Four-year-old)	XX/4W2	\$49,836.00	8/28/2023
4, nr	Arrichiello, Rebecca	AMP HPE	XX/4W2	\$49,836.00	8/28/2023
2, r	Broadnax, Grace	Reg (Five-year-old) Kindergarten	XX/4W2	\$49,836.00	8/28/2023
5, r	Brylow, Peter	Multicateg. Comp. SEN	XX/4W2	\$49,836.00	8/28/2023
2, r	Cheeks, Monique	Gen'l Elem & K8 — All Grades	XX/4W2	\$49,836.00	8/28/2023
5, nr	Clancy, Alexis	Gen'l Elem & K8 — All Grades	XX/4W2	\$49,836.00	8/28/2023
2, r	Clay, Brittany B	Spec Ed Multicateg.	XX/4W2	\$49,836.00	8/28/2023
4, r	Cruz Rodriguez, Juan	Reg (Five-year-old) Kindergarten	XX/4W2	\$49,836.00	8/28/2023
4, nr	Davis, James L	SAGE	XX/4W2	\$49,836.00	8/28/2023
1, nr	De Jesus, Yenitza	Kindergarten (Four-year-old)	XX/4W2	\$49,836.00	8/28/2023
2, r	Delk, Markeese	Spec Ed Multicateg.	XX/4W2	\$49,836.00	8/28/2023
5, nr	Domask, Samantha	Early Childhood- Spec Ed	XX/4W2	\$49,836.00	8/28/2023
5, r	Doyle, Robert J	AMP HPE	XX/4W2	\$49,836.00	8/28/2023
4, r	Garcia Clavel, Pilar	Kindergarten (Four-year-old)	XX/4W2	\$49,836.00	8/28/2023
3, nr	Ghaywat, Rajshree	Kindergarten (Four-year-old)	XX/4W2	\$49,836.00	8/28/2023
4, r	Gonzalez, Luz E	Spec Ed Multicateg.	XX/4W2	\$49,836.00	8/28/2023
2, r	Guisse, Mamadou	Gen'l Elem & K8 — All Grades	XX/4W2	\$49,836.00	8/28/2023
2, r	Haggard, Donnette	Spec Ed Multicateg.	XX/4W2	\$49,836.00	8/28/2023
2, r	Hamilton, Zerina M	Gen'l Elem & K8 — All Grades	XX/4W2	\$49,836.00	8/28/2023
4, nr	Heben, Danielych	Gen'l Elem & K8 — All Grades	XX/4W2	\$49,836.00	8/28/2023
4, r	Herrera, Daniela M	Reg (Five-year-old) Kindergarten	XX/4W2	\$49,836.00	8/28/2023
5, nr	Kastner, Kelly M	Spec Ed Multicateg.	XX/4W2	\$50,737.00	8/28/2023
4, r	Lacend De Leon, Sol B	SAGE	XX/4W2	\$49,836.00	8/28/2023
5, nr	Lindseth, Brooke	Gen'l Elem & K8 — All Grades	XX/4W2	\$49,836.00	8/28/2023

Codes	Name	Appointment	Level	Salary	Date
5, r	Maillefer, Peter	Spec Ed Multicateg.	XX/4W2	\$49,836.00	8/28/2023
4, r	Martinez C, Gustavo Adolfo	Bilingual Education	XX/4W2	\$49,836.00	8/28/2023
1, r	Mercado Garcia, Alondra	Multicateg. Comp. SEN	XX/4W2	\$49,836.00	8/28/2023
2, r	Parker, Cherise R	Gen'l Elem & K8 — All Grades	XX/4W2	\$50,737.00	8/28/2023
4, r	Parra, Camille P	Gen'l Elem & K8 — All Grades	XX/4W2	\$49,836.00	8/28/2023
2, r	Pritchard, Nyiomi	Kindergarten (Four-year-old)	XX/4W2	\$49,836.00	8/28/2023
5, nr	Reader, Carson Leigh	Gen'l Elem & K8 — All Grades	XX/4W2	\$49,836.00	8/28/2023
2, r	Rings, Markplang	Gen'l Elem & K8 — All Grades	XX/4W2	\$49,836.00	8/28/2023
2, r	Roberts, Christy K	Early Childhood — Spec Ed	XX/4W2	\$49,836.00	8/28/2023
2, r	Robinson, Calvin D	Gen'l Elem & K8 — All Grades	XX/4W2	\$49,836.00	8/28/2023
4, nr	Rosado, Melissa A	Kindergarten (Four-year-old)	XX/4W2	\$49,836.00	8/28/2023
5, r	Rose, Mariette S	AMP Art	XX/4W2	\$49,836.00	8/28/2023
5, nr	Ruffert, Hannah	Spec Ed Multicateg.	XX/4W2	\$49,836.00	8/28/2023
5, r	Skonecki, Stacy	Multicateg. Comp. SEN	XX/4W2	\$49,836.00	8/28/2023
2, r	Smith, Robert F	Spec Ed Multicateg.	XX/4W2	\$49,836.00	8/28/2023
5, r	Steinberg, Kelly	Gen'l Elem & K8 — All Grades	XX/4W2	\$49,836.00	8/28/2023
5, nr	Strasser, Gabrielle	Reg (Five-year-old) Kindergarten	XX/4W2	\$49,836.00	8/28/2023
5, nr	Talsky, Jessica F	Gen'l Elem & K8 — All Grades	XX/4W2	\$49,836.00	8/28/2023
5, nr	Timms, Jill	Gen'l Elem & K8 — All Grades	XX/4W2	\$49,836.00	8/28/2023
5, r	Von Sturm-Day, Isabelle	Gen'l Elem & K8 — All Grades	XX/4W2	\$49,836.00	8/21/2023
5, r	Walters, Katherine	Reg (Five-year-old) Kindergarten	XX/4W2	\$49,836.00	8/28/2023
5, nr	Way-Salinas, Deborah	Bilingual Education	XX/4W2	\$49,836.00	8/28/2023
2, r	Williams, Leola M	Reg (Five-year-old) Kindergarten	XX/4W2	\$49,836.00	8/28/2023
2, r	Williams, Toni	Early Childhood- Spec Ed	XX/4W2	\$49,836.00	8/28/2023
4, r	Zapata-Castellano, Yamaris	Bilingual Education	XX/4W2	\$49,836.00	8/28/2023
5, r	Zsebe, Kimberly	Gen'l Elem & K8 — All Grades	XX/4W2	\$49,836.00	8/28/2023

School Counselors

5, nr	Kolpack, Draza	Guidance	XX/4W2	\$49,836.00	8/29/2023
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Permit Teachers, Early Start

2, nr	Coleman, Jaques T	Gen'l Elem & K8 — All Grades	XX/4W2	\$49,836.00	8/28/2023
5, r	Conroy, Anne M	Multicateg EEN	XX/4W2	\$49,836.00	8/8/2023
5, nr	Czaplewski, Seth	Art	XX/4W2	\$49,836.00	8/14/2023
5, r	Foote, Abigail	Multicateg. Comp. SEN	XX/4W2	\$49,836.00	9/5/2023
2, r	Jacob, Timothy Toluwalope	School To Work	XX/4W2	\$49,836.00	8/8/2023
2, nr	Jones, Latrail C	Gen'l Elem & K8 — All Grades	XX/4W2	\$49,836.00	8/28/2023
2, r	Osho, Halima	Middle School- General	XX/4W2	\$49,836.00	8/28/2023
5, nr	Schoen, Karen L	Spec Ed Multicateg.	XX/4W2	\$49,836.00	8/28/2023
2, r	Vann, Kiearra D	Title I School-wide	XX/4W2	\$49,836.00	8/21/2023

Codes	Teachers	SSWs	Psychs	Other	Total	
1	Native American	4	0	0	1	5
2	African American	40	1	0	0	41
3	Asian/Pacific Islander	8	0	0	0	8
4	Hispanic	38	2	4	1	45
5	White	97	2	3	5	107
6	Other	7	0	0	0	7
7	Multi-ethnic	0	1	0	0	1
	Male	48	0	0	0	48
	Female	146	6	7	7	166

nr Non-resident

r Resident

B/BA Bachelor's Level (Teachers)

C/MA Master's Level (Teachers)

Certificated Leaves of Absence

	<u>Present Assignment</u>	<u>Effective From</u>
Personal Leave, August 2023 Danyell Rodgers	Audubon Middle School	August 8, 2023
Personal Leave, September 2023 Effia Owusu	Manitoba School	September 14, 2023
Megan Haug	Rufus King High School	September 27, 2023

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
Certificated Resignations						
Personal	9.0	4	Ruth Adorno	Teacher	Mitchell	08/11/2023
Other Dist	9.9	2	Shanay Anderson	SST	Keefe	08/10/2023
Personal	1.0	5	Madeline Beeders	Psych	Roosevelt	06/02/2023
Personal	0.1	4	Ralph Cedillo	Teacher	WCLL	08/25/2023
Other Dist	22.0	5	Beth Clement	Teacher	Siefert	07/06/2023
Retire	35.0	2	Eric Coleman	Spec II	Central Svcs	09/29/2023
Other Work	2.0	5	Cornette Dillon	Teacher	Hartford	08/10/2023
Personal	10.4	2	Cheryl Ellsworth	Teacher	MACL	08/10/2023
Other Dist	1.0	5	Teresa Frattaruolo	Teacher	ALBA	08/07/2023
Personal	9.6	1	Karina Gandolfo Thompson	Teacher	ALBA	08/04/2023
Personal	5.0	5	Ashley Gemeinhardt	Teacher	Lincoln MS	08/07/2023
Other Dist	5.8	5	Magen Haffenden	Teacher	Lincoln Ave	08/14/2023
Other Dist	2.0	5	Denise Hansen	Teacher	Browning	08/04/2023
Personal	9.0	2	Keywana Harris	AP	Lincoln MS	08/23/2023
Retire	39.4	5	Curtis Hart	Teacher	Fairview	08/27/2023
Personal	2.0	5	Damian Klemish	Teacher	Congress	07/06/2023
Retire	34.3	3	Euanechith Khanthichit	Teacher	MACL	10/16/2023
Other Dist	2.9	5	Alec Lenczner Bagdasarian	Teacher	Wedgewood	05/25/2023
Other Dist	2.9	5	Noa Levin	Teacher	Marshall	05/27/2023
Personal	22.6	5	Abby Lucente	Teacher	Fairview	07/22/2023
Other Dist	4.1	2	TreQuan Martin	Teacher	Lancaster	07/07/2023
Other Dist	16.5	2	Melita Pate Tyler	Spec Ed Sup	Central Svcs	08/17/2023
Other Dist	3.0	5	Danielle Pauer	Teacher	Humboldt Park	08/22/2023
Other Work	4.0	4	Melitza Peterson	Teacher	Greenfield	08/22/2023
Other Work	3.0	5	Kess Ryan	Teacher	ALBA	08/11/2023
Other Work	4.0	4	Nelson Senda	Teacher	Wedgewood Park	08/13/2023
Personal	4.6	5	Dan Shinkle	Rec Assoc II	Central Svcs	09/01/2023
Retire	21.1	5	Julianne Solberg	Teacher	Browning	08/21/2023
Personal	6.5	2	Jaquil Spencer	Teacher	Franklin	08/28/2023
Other Dist	7.8	2	Constance Sprewer	Teacher	JMAC	08/11/2023
Personal	0.9	2	Yvette Woods	SST	Green Tree Prep	08/30/2023
Other Dist	1.0	3	Mai See Xiong	Teacher	Morgandale	08/07/2023
Classified Retirements						
Retire	25.8	2	Ameenah Pasha	Para	Clemens	08/19/2023

Summary

Other District	12	
Other Work	4	
Personal	12	
Retirement	5	(1 Classified & 4 Certificated)

Affirmative Action Monthly Personnel Transaction Report

The Affirmative Action monthly personnel transaction report for August 2023 is attached to the minutes of your Committee’s meeting. This is an informational item, and no action is required.

Committee’s Recommendation

Your Committee recommends that the Board

1. approve the promotions, appointments, and leaves as listed, to be effective upon approval by the Board; and
2. include a listing of classified resignations with reports of monthly personnel matters.

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

Administrative 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
2, nr	Willie Jude II	Director I, Milwaukee Public Schools Foundation	Office of the Superintendent	03	14A	\$152,500
5, nr	Jason O’Brien	Principal II, Pulaski	Office of the Chief of School Administration	03	15A	\$139,454
2, r	Debra Evans	Assistant Principal I, Grant	Office of the Chief of School Administration	03	10C	\$105,110
5, nr	Erik Yellstrom	Assistant Principal I, Thoreau	Office of the Chief of School Administration	03	10C	\$105,110
5, nr	Stephanie Wilson	Coordinator II, Recreation — Design & Development	Office of the Chief of Operations	03	07A	\$89,619
2, nr	Bryan Murphy	Assistant Principal III, Transition High School	Office of the Chief of School Administration	03	12C	\$84,445
2, nr	Erica Wasserman	Coordinator II, Recreation — Community Centers	Office of the Chief of Operations	03	07A	\$76,038
2, r	Lea Hortman	Planning Assistant II, Gender Identity & Inclusion	Office of the Chief of Staff	03	02A	\$54,975
4, nr	Aryela Hernandez	Planning Assistant II, Recreation	Office of the Chief of Operations	03	02A	\$53,897

Recommended Administrative Reclassifications

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

Codes	Name	Appointment	Location	Salary		
				Sched	Range	Amount
5, nr	Mark Bethel	Construction, Manager II	Office of the Chief of Operations	03	12A	\$118,000

Recommended LTE Contracts Exceeding 60 Days

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

Codes	Name	Position	Location	Hourly Wage	Dates
5, r	Carol Arendt	School Nurse	Office of the Chief of Academics	\$40.00	08/15/23-12/20/23
2, r	Roslyn Sampson	Art Literacy Program Teacher	Office of the Chief of School Admin	\$40.00	09/05/23-02/14/24
2, r	Donald Bennett	ESSER III Extracurricular Engagement Project Manager	Office of the Chief of Operations	\$40.00	08/15/23-02/15/24
2, r	Sharitta Wicks	DFMS Work-Based Learning Specialist	Office of the Chief of Operations	\$40.00	09/15/23-03/15/24
5, r	Joseph Conti	Intervention Teacher, Garland School	Office of the Chief of School Admin	\$33.00	08/14/23-02/14/24
5, nr	Laura Naughton	Induction & Support Specialist	Office of the Chief of Academics	\$30.00	08/01/23-12/31/23
5, nr	Collen Munch	Transformative Reading Instruction TRI) Coach	Office of the Chief of School Admin	\$30.00	08/28/23-02/09/24
2, nr	Lawrence Ambrose	Youth Mentor	Office of the Chief of Academics	\$30.00	08/20/23-12/30/23
2, r	Marcus Doucette	Radio Club Advisor	Office of the Chief of School Admin	\$30.00	08/01/23-12/31/23
5, nr	Katharine Zabors	Launch Instructor, Lead The Way	Office of the Chief of School Admin	\$30.00	08/28/23-02/09/24
5, nr	Christopher Geiser	Piano Accompanist	Office of the Chief of School Admin	\$30.00	08/07/23-12/23/23
5, r	Luis Guitierrez	Band Instructor	Office of the Chief of School Admin	\$30.00	08/07/23-12/31/23
2, r	Mary Grant	Extended Learning Opportunities/CCR/CAO	Office of the Chief of Academics	\$30.00	07/17/23-01/17/24
5, nr	Todd Mallegni	Specialist II, Student Assignment	Office of the Chief of School Admin	\$30.00	06/08/23-12/07/23
5, r	Paul Westfahl	Percussion Specialist, Ronald Regan	Office of the Chief of School Admin	\$30.00	08/23/23-12/23/23
5, r	Thomas Biel	Induction Specialist & International Teacher Support	Office of the Chief of Academics	\$30.00	08/01/23-12/31/23
5, r	Jeanne Demint	Independent Hearing Officer	Office of the Chief of School Admin	\$30.00	07/01/23-12/23/23
2, nr	Phyllis Anderson	Independent Hearing Officer	Office of the Chief of School Admin	\$30.00	08/01/23-02/28/24
2, nr	Sasha Parsons-Waters	53206 Initiative Coordinator	Office of the Chief of School Admin	\$30.00	08/01/23-01/01/24
5, r	Candith Kolb	Reading Interventionist	Office of the Chief of School Admin	\$30.00	09/12/23-03/12/24
5, nr	Aude Sauvignon	Reading Interventionist	Office of the Chief of School Admin	\$30.00	09/18/23-03/18/24
4, r	Gabriel Sustache	Music Choreographer	Office of the Chief of School Admin	\$30.00	08/01/23-01/01/24
2, r	Anthony Hibbler	Music/Teacher Artists	Office of the Chief of School Admin	\$30.00	09/01/23-02/01/24
5, r	Dawn Norman	French Coach	Office of the Chief of School Admin	\$30.00	09/18/23-03/18/24
5, nr	Peggy Serak	Science Lab Teacher-Trowbridge	Office of the Chief of School Admin	\$26.33	09/05/23-12/22/23
5, r	Kris Bertram	Scanning/Filing	Office of the Chief of Human Resources	\$26.00	08/26/23-02/26/24
5, r	Jennifer Flannery	School Kitchen Manager III	Office of the Chief of Finance	\$25.01	09/01/23-02/29/24
2, r	Michael Johnson	Student Safety Monitor, Hamilton	Office of the Chief of School Admin	\$25.00	08/21/23-02/21/24
5, r	Paula Kais	Scanning/Filing	Office of the Chief of Human Resources	\$22.00	08/03/23-02/03/24
2, r	Henry Flemming	Monitoring Students, Visitors and Cameras	Office of the Chief of Academics	\$25.00	08/21/23-02/21/24

Codes	Name	Position	Location	Hourly Wage	Dates
4, r	Alma Lopez	School Secretary	Office of the Chief of School Admin	\$21.69	08/10/23-02/10/24
2, r	Willie Jones	Food Service Assistant	Office of the Chief of Finance	\$17.17	08/28/23-02/14/24
2, r	Carmelita Williams	Food Service Assistant	Office of the Chief of Finance	\$17.17	08/28/23-02/14/24
2, r	Dajana Green	Food Service Assistant	Office of the Chief of Finance	\$17.17	08/28/23-02/14/24
?, r	Lacarla Ginlack	Food Service Assistant	Office of the Chief of Finance	\$17.17	08/28/23-02/14/24
?, r	Doloris Soto	Food Service Assistant	Office of the Chief of Finance	\$17.17	08/28/23-02/14/24
?, r	Alexander Wright	Food Service Assistant	Office of the Chief of Finance	\$17.17	08/28/23-02/14/24
2, r	Tamika Harris	Food Service Assistant	Office of the Chief of Finance	\$17.17	08/28/23-02/14/24
2, r	Shamyra Allen	Food Service Assistant	Office of the Chief of Finance	\$17.17	08/28/23-02/14/24
2, r	Alauna Barbee	Food Service Assistant	Office of the Chief of Finance	\$17.17	08/28/23-02/14/24
2, r	Ouintieris Harris	Food Service Assistant	Office of the Chief of Finance	\$17.17	08/28/23-02/14/24
5, r	Angelica Meyo	Food Service Assistant	Office of the Chief of Finance	\$17.17	08/28/23-02/14/24
5, r	Jasmine Mayo	Food Service Assistant	Office of the Chief of Finance	\$17.17	08/28/23-02/14/24
2, r	Kenyanna McNeil	Food Service Assistant	Office of the Chief of Finance	\$17.17	08/28/23-02/14/24
2, r	Demarko Lewis	Food Service Assistant	Office of the Chief of Finance	\$17.17	08/28/23-02/14/24
2, r	Raven Hendricks	Food Service Assistant	Office of the Chief of Finance	\$17.17	08/28/23-02/14/24
2, nr	Kennedi Adams	School Support	Office of the Chief of School Admin	\$17.17	08/28/23-02/14/24

Codes:

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

Director O’Halloran moved to approve the administrative appointments, promotions, reassignments and reclassifications, salary increases/decreases, and limited-term employment (LTE) contracts exceeding 60 days.

The motion passed, the vote being as follows:

- Ayes — Directors Carr, Gokalgandhi, Jackson, Leonard, O’Halloran, Siemsen, Zombor, and President Herndon — 8.
 Noes — None.

* * * * *

(Item 3) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess of \$25,000; Report on Budget Transfers; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; and Acceptance of Donations

Purchase

_____ Authorization to Issue a Purchase Order to Lexia Learning Systems, LLC, for Personalized Reading Development Subscription

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

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

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

This purchase is made under TIPS Contract #210301.

The total cost of this purchase will not exceed \$125,900.00.

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

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

RFB 5812 Authorization for Purchases of Chrome Devices from CDW Government LLC

The Administration is requesting authorization to enter into a blanket contract with CDW Government LLC for various Chrome devices running the Google Chrome operating system (OS) and related configuration services, software, and accessories.

These Chromebooks, Chromeboxes, Chromebook service, and Chrome operating system licenses will be used in schools to continue to refresh current inventories. Chromebooks are used from kindergarten through high school in MPS by students to demonstrate their learning through digital product creation and curation and to receive interventions that support our Ambitious Instruction: Accelerated Learning plan, as well as to take district and state-wide assessments. These devices will be used by students to produce digital documents, presentations, videos, and much more while accessing information from curated MPS resources.

Contractor was chosen pursuant to RFB 5812, which closed on July 13, 2023. The contract will run from December 1, 2023, through November 30, 2026.

The total cost of the contract for the three-year term will not exceed \$15,000,000.

Budget Code: 000-0-0-000-BL-ECTS (Various Departments)\$15,000,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
11,756	435	604	No	15%	85%	\$4,828,160	NA	500	12

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

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

C031095/B0001532 Robert Half International, Inc.

Original Contract Amount.....	\$500,000.00
RCC 2/21/2023.....	\$350,000.00
RCC 4/4/2023.....	\$500,000.00
RCC 5/12/2023.....	\$500,000.00
RCC 7/20/2023.....	<u>\$500,000.00</u>
Ending amount	<u>\$2,350,000.00</u>

On November 18, 2022, the Milwaukee Board of School Directors and Robert Half International, Inc. entered into Professional Services Contract number C031095, with a term of November 28, 2022, through November 27, 2025, for temporary accounting and human resources staffing personnel. This contract was updated to reflect a blanket contract B0001532 due to more than one department having used the services. On February 21, 2023, a Request to Change Contract (RCC) was approved for additional funds of \$350,000 to meet the additional staffing needs in these departments. On April 4, 2023, additional funds of \$500,000 were added to cover staffing needs while positions are filled. On May 12, 2023, additional funds of \$500,000 were added to cover additional staffing needs. On July 20, 2023, additional funds of \$500,000 were added to cover additional staffing needs.

C030102 Forward Service Corporation

Original Contract Amount.....	\$25,000.00
RCC 6/21/2022.....	\$25,000.00
RCC 7/18/2023.....	<u>\$25,000.00</u>
Ending amount	<u>\$75,000.00</u>

On July 20, 2021, the Milwaukee Board of School Directors and Forward Service Corporation entered into Professional Services Contract number C030102, with a term of August 16, 2021, through June 30, 2022, for a full-time person to fulfil the responsibilities of the Jobs for America's Graduates (JAG) specialist and to fully implement the JAG program at South Division High School for 35-45 at-risk students. On June 21, 2022, a Request to Change Contract (RCC) was approved to extend the contract for another term. On July 18, 2023, an RCC was approved to extend the contract for a third term.

C030313 Professional Interpreting Enterprise

Original Contract Amount.....	\$300,000.00
First extension	\$450,000.00
RCC 7/20/2023.....	<u>\$463,399.15</u>
Ending amount	<u>\$1,213,339.15</u>

On December 17, 2021, the Milwaukee Board of School Directors and Smart Interpreting Services, Inc., dba Professional Interpreting Enterprise, entered into Professional Services Contract number C030313, with a term of January 1, 2022, through December 31, 2022, for interpretation services for students and staff who are deaf and hard of hearing in MPS. On December 22, 2022, the Board approved the first contract extension, with a term of January 1, 2023, through December 31, 2023, and compensation not to exceed \$450,000. On July 20, 2023, a Request to Change Contract (RCC) was approved to add additional funds.

C030795 MC Transportation Services LLC

Original Contract Amount.....	\$1,200,000.00
RCC 7/26/2023.....	<u>\$500,000.00</u>
Ending amount	<u>\$1,700,000.00</u>

On August 1, 2022, the Milwaukee Board of School Directors and MC Transportation Services LLC entered into Professional Services Contract number C030795, with a term of August 1, 2022, through July 31, 2025,

for taxi services for students throughout metro Milwaukee to and from school. These services were to be used primarily to transport students living in temporary situations such as shelters or emergency housing. On July 26, 2023, a Request to Change Contract (RCC) was approved to add additional funds to cover services.

C030797 Adroit Advanced Technologies, Inc.

Original Contract Amount.....	\$750,000.00
RCC 6/30/2023.....	\$300,000.00
RCC 8/11/2023.....	<u>\$155,073.25</u>
Ending amount	<u>\$1,205,073.25</u>

On September 1, 2022, the Milwaukee Board of School Directors and Adroit Advanced Technologies, Inc., entered into Professional Services Contract number C03079, with a term of September 1, 2022, through July 31, 2025, to provide taxi services for students to and from school throughout metro Milwaukee area. On June 30, 2023, a Request to Change Contract (RCC) was submitted to add funds of \$300,000 to cover the need for additional services. On August 11, 2023, an RCC was approved to add additional funds for increased services.

Routine Monthly Financial Reports

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

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations over \$5,000			
Office of Academics — Specialized Services	NLIT Society	\$10,000.00	Students/Families Experiencing Homelessness
<i>Total Monetary Donations over \$5,000</i>		<i>\$10,000.00</i>	
Monetary Donations			
King High School	MPS Foundation	\$550.20	35 T-Shirts
King High School	Thomas F. Biel	\$100.00	Cross Country
King High School	Green Bay Packers Football Team	\$1,000.00	Busing Costs for Flag Football Team
Office of Communications and School Performance — Strategic Partnerships and Customer Service	Milwaukee Jewish Foundation — Daniel Weber and Shelley Weber DAF	\$100.00	MPS School Supply Drive
Pulaski High School	WaterStone Bank	\$1,000.00	Water Stone Bank Donation
Washington High School	Community Baptist Church	\$1,000.00	Ribbon Cutting
<i>Total Monetary Donations</i>		<i>\$3,750.20</i>	
Non-monetary Donations			
Albert E Kagel School	DonorsChoose	\$476.50	Educational Kits & Games
Story School	DonorsChoose	\$259.61	Classroom Basics
Mitchell School	DonorsChoose	\$293.74	Basic Supplies for Learning
Allen-Field School	DonorsChoose	\$204.58	Food, Clothing & Hygiene
Pulaski High School	DonorsChoose	\$343.93	Art Supplies
Carver Academy	DonorsChoose	\$501.12	Instructional Technology
Engleburg School	DonorsChoose	\$486.40	Fine Motor Promotor!
Gwen T. Jackson School	DonorsChoose	\$638.85	Starting on the Right Foot
Garland School	DonorsChoose	\$385.03	Keep Calm and Learn On
Vincent High School	DonorsChoose	\$222.38	Preparing for 2023-24
Hayes Bilingual School	DonorsChoose	\$239.96	Fun With Fractions
James Fenimore Cooper School	DonorsChoose	\$948.31	Lighting Up Our Learning!

Location	Donor	Amount	Gift or Purpose
Alcott School	DonorsChoose	\$298.85	Zen Zone
Goodrich School	DonorsChoose	\$249.17	Hands on Learning
Goodrich School	DonorsChoose	\$267.32	Girls on the Run!
Goodrich School	DonorsChoose	\$311.92	Kindergarten Essentials
Goodrich School	DonorsChoose	\$333.48	T is for Table
Goodrich School	DonorsChoose	\$405.49	Imaginative Play!
Goodrich School	DonorsChoose	\$412.26	Oh My Goodness, a Guinea Pig!
Goodrich School	DonorsChoose	\$514.16	Let's Get Organized!
MacDowell Montessori	DonorsChoose	\$131.50	More Teacher-made Materials
MacDowell Montessori	DonorsChoose	\$131.50	Instructional Technology
MacDowell Montessori	DonorsChoose	\$301.95	Storage with Style
MacDowell Montessori	DonorsChoose	\$468.58	Books
Milwaukee High School of the Arts	DonorsChoose	\$346.03	Class Notebooks Plus Headphones
Parkside School	DonorsChoose	\$536.48	Light Up Our Learning
Parkside School	DonorsChoose	\$730.29	Educational Kits & Games
Milwaukee Sign Language School	DonorsChoose	\$732.10	Stockin' Up on Supplies!
Ninety-fifth Street School	DonorsChoose	\$216.49	Basic School Supplies
Ninety-fifth Street School	DonorsChoose	\$294.88	Stand-up Magnetic Board
Project STAY Senior Institute	DonorsChoose	\$699.88	Learning On The Move
Kluge School	DonorsChoose	\$462.42	Let's Build a Garden
Riverwest Elementary	DonorsChoose	\$593.23	Flexible Seating
King High School	DonorsChoose	\$174.08	Food, Clothing & Hygiene
King High School	DonorsChoose	\$468.87	Snacks and Supplies for Success
Siefert School	DonorsChoose	\$202.58	Dazzling Disinfectant!
Trowbridge School	DonorsChoose	\$352.42	We Want to Be Story Champions!
Trowbridge School	DonorsChoose	\$668.48	Reel Them In!
Victory School	DonorsChoose	\$403.35	Show What You Know
Vieau School	DonorsChoose	\$132.23	Here Comes Summer
Vieau School	DonorsChoose	\$191.19	Rewards for K5!
Vieau School	DonorsChoose	\$312.12	Fun for My Kids Outside!
Vieau School	DonorsChoose	\$355.79	Calming Our Emotions in K!
William Cullen Bryant School	DonorsChoose	\$384.44	Art Supplies to Finish the Year
Zablocki School	DonorsChoose	\$503.50	Second-grade STEM Success!
<i>Total Non-Monetary Donations</i>		<i>\$17,587.44</i>	
Total Value of Donations		\$31,337.64	

Committee's Recommendation

Your Committee recommends that the Board

1. authorize the purchases;
2. accept the donations as listed, with appropriate acknowledgement to be made on behalf of the Board; and
3. direct the Administration to bring a report to the Board during the November board cycle that includes
 - a. a school-by-school Chromebook inventory, with the number of Chromebooks distributed to each school; and

- b. protocols that will be implemented to address lost, stolen, or broken Chromebook devices and ensure all active devices are either used, returned, or accounted for.

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

* * * * *

(Item 4) Action on the Award of Professional Services Contracts

Background

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

_____ Authorization to Enter into a Contract with Gallagher Bassett Services, Inc., for Administration of the Workers' Compensation Program

The Administration is requesting authorization to enter into a contract with Gallagher Bassett Services, Inc., for workers' compensation services. Contractor will be used to deliver third-party administration of the District's self-insured workers' compensation program. Gallagher Bassett has been the third-party administrator for several years.

The contract is being issued under the CoProcure cooperative agreement 7161804REN1.

The contract will run from October 1, 2023, through September 30, 2024, and will not exceed \$248,529.00.

Budget Code: INJ-0-0-DIJ-DW-EWCM (Contracted Services).....\$248,529.00

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 is the following professional services contract:

- Gallagher Bassett Services, Inc., for administration of the workers' compensation program;
INJ-0-0-DIJ-DW-EWCM\$248,529.00

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

(Item 5) Action on the Award of Exception-to-bid Contracts

_____ Authorization to Extend a Contract with Brink’s, Incorporated, for Armored Car Services for all MPS Schools

The Administration is requesting authorization to extend the contract with Brink’s, Incorporated, to provide armored car services for all MPS Schools. Brink’s will be required to pick up sealed deposits of money, checks, or other securities; sign for their receipt at each school; and deliver the deposits to local MPS-designated banks.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)). The Department of Procurement had issued RFP 1073, which closed on April 12, 2022. The sole respondent quoted five times the cost of what we currently pay for these services.

The original contract, which ran from July 1, 2022, through June 30, 2023, provided for two one-year options to extend upon mutual agreement. This will be the first extension of this contract (Year 2), which will run from September 29, 2023, through June 30, 2024.

The total cost of the contract in Year 2 will not exceed \$125,000.

Budget Code: FSC-0-0-SOS-FN-ECTS.....\$125,000

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

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

The exception to bid has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The original contract ran from October 1, 2022, through September 30, 2023. The contract extension will run from October 1, 2023, through September 30, 2025 (Years 2 and 3). The total cost of the contract in Years 2 and 3 will not exceed \$199,200.

Budget Code: PIN-0-0-TLN-DW-ETEL (Technology — .Contracted Services).....\$199,200.00

_____ Authorization to Enter into a Contract with GPS Education Partners, Inc., to Provide Career Awareness and Work-based Learning Experiences

The Administration is requesting authorization to enter into a contract with GPS Education Partners, Inc., (“GPS”) to provide career awareness and work-based learning services during the first and second semesters of the 2023-24 school year at Barack Obama School of Career and Technical Education, Bay View High School, Harold S. Vincent High School, and Washington High School of Information Technology (WHS).

GPS will facilitate career awareness and exposure opportunities for approximately 480 MPS tenth- and eleventh-grade students and will arrange work-based learning for a minimum of 48 tenth- through twelfth-grade students. These services include career-awareness/exposure activities, such as in-person career conversations with local employers; work-readiness opportunities, such as job shadows and interactive site tours; and student internships and youth apprenticeship programming.

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

This contract will run from October 1, 2023, through June 30, 2024. The total cost of the contract will not exceed \$60,000.

Budget Code: GOE-0-S-CA4-EO-ECTV (General School — Contract Services).....\$60,000

_____ Authorization to Enter into a Contract with Parallel Employment Group, Inc., to Provide Support Staff to MPS Schools

The Administration is requesting authorization to enter into a contract with Parallel Employment Group, Inc., to provide bachelor-degreed substitute teachers and paraprofessionals to support school-based staff for schools that have vacancies. This is part of the strategy of the Office of Human Resources to ensure that schools have appropriate staff to operate efficiently and to support teaching and learning in all schools.

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

The contract will run from January 1, 2024, through December 31, 2024 and will not exceed \$2,000,000.00.

Budget Code: GEN-0-I-BDL-DW-ECTS\$2,000,000.00

_____ Authorization to Enter into a Contract with Ref Call Something, LLC, for Basketball Officials for Milwaukee Recreation Elementary- and Middle-school Leagues

The Administration requests authorization to enter into a contract with Ref Call Something, LLC, to provide basketball officials for Milwaukee Recreation elementary- and middle-school league regular-season, tournament, and special event games.

Ref Call Something, LLC, will work with Milwaukee Recreation to fulfill the officiating assignments, assignment changes, and payments to officials for the MPS/Milwaukee Recreation Youth Sports fall and winter school-based basketball season. There will be a maximum of 691 games during the 2023-24 season, and ninety percent of the officials must be WIAA-approved. Two officials will be assigned per regular season game, and three officials per Final Four and Championship games will be assigned.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)). Ref Call Something, LLC, has assigned officials for leagues in the past and, therefore, understands MPS’s needs and will be able to supply the number of officials to run a successful season for our schools, students, and families.

This contract will run from October 1, 2023, through April 8, 2024, and will not exceed \$66,320.

Budget Code: RYS-0-0-PRC-RC-ECTS\$66,320.00

_____ Authorization to Enter into a Contract with United Negro College Fund, Inc., for Empower Me Tour (EMT)®

The Administration is requesting authorization to enter into a contract with The United Negro College Fund, Inc., (UNCF) Empower Me Tour (EMT)®, a free, in-person college fair with educational sessions and motivational speakers for MPS seniors. The UNCF EMT is a national series established to inspire and to motivate high-school students, college students, and recent college graduates toward academic excellence, career success, and personal responsibility. The UNCF is the only organization that is able to provide MPS students the opportunity to meet with its 37 Historically Black Colleges and Universities (HBCUs) that belong to the UNCF’s network of member institutions, along with local colleges, institutions, and universities at the Baird Center.

Hosted in Milwaukee, Wisconsin, in partnership with Milwaukee Public Schools, this year’s EMT provides the opportunity for high-school seniors to gain acceptance into undergraduate schools, to earn scholarship funds, and to secure jobs and internships on location. Participants and parents/family attend a series of presentations, panels, and interactive workshops offered through two distinct tracks — a college-readiness program and a career-readiness program — to help them get successfully to and through college and to obtain meaningful employment thereafter.

On November 8, 2023, MPS parents will participate in an interactive session discussing ways to pay for college, understanding the admissions process, and seeing their students to and through college.

On November 9, 2023, MPS high-school seniors will have the opportunity to experience the tour firsthand. The event will take place at the Baird Center. MPS students attending the UNCF Empower Me Tour also have a chance to qualify for the EMT Merit Scholarship. Students will submit their applications on site, and winners will be announced during the day of the tour.

The exception to bid has been approved on the basis of one-of-a-kind services (Administrative Policy 3.09(7)(E)(1)(b)(i)).

The contract will run from November 8, 2023, through November 9, 2023, and will not exceed \$200,000.00.

Budget Code: FLD-H-S-9Y4-EO-ECTS\$200,000.00

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

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

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

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

The original contract ran from October 1, 2021 through June 30, 2022. The first extension had a term of October 1, 2022, through September 30, 2023 (Year 2). The second, and final, extension will run from October 1, 2023, through September 30, 2024, (Year 3) and will not exceed \$75,000.

Budget Code: GSP-0-0-CTG-DW-ECTS (Contract 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 exception-to-bid contracts:

- Brink's, Incorporated for Armored Car Services for all MPS schools;
FSC-0-0-SOS-FN-ECTS\$125,000.00
- Charter Communications Holdings LLC, DBA Charter Communications Operating LLC, for telephone communication services;
PIN-0-0-TLN-DW-ETEL.....\$199,200.00
- GPS Education Partners, Inc., to provide career awareness and work-based learning experiences;
GOE-0-S-CA4-EO-ECTV\$60,000.00
- Parallel Employment Group, Inc., to provide support staff to MPS schools;
GEN-0-I-BDL-DW-ECTS\$2,000,000.00
- Ref Call Something, LLC, for basketball officials for Milwaukee Recreation elementary- and middle-school leagues;
RYS-0-0-PRC-RC-ECTS.....\$66,320.00

- United Negro College Fund, Inc., for Empower Me Tour (EMT)©;
FLD-H-S-9Y4-EO-ECTS.....\$200,000.00
- Milwaukee Education Partnership, Inc., to enhance teaching and learning in Milwaukee Public schools;
GSP-0-0-CTG-DW-ECTS\$75,000.00

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

Implementation and Assessment Plan

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

Committee’s Recommendation

Your Committee recommends that the Board authorize the exception-to-bid contracts, with the exception of that of the Milwaukee Education Partnership, 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 Committee’s reports.

* * * * *

(Item 6) Action on Monthly Facilities Matters: FMS Award of Professional Services Contract, Change Order, Exception to Bid, Contract Extension Recommendation, and Acceptance of the Air Quality Report

Professional Services Contract

RFP #8317-8321 2024 Green Infrastructure Upgrades Cohort 6 At Various MPS Sites

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design services for the 2024 Green Infrastructure Upgrades Cohort 6 at Various MPS Sites. SmithGroup, Inc., is the selected firm.

The contract will run from September 29, 2023, through November 30, 2024.

Budget Code: Various.....\$282,470.50

Change Order

The Administration is reporting to the Board the following change orders in excess of \$50,000.00. This is an information item, and no action is required.

Playfield Improvement Design

Emigh Playfield

Ayres Associates, Inc.
3433 Oakwood Hills Parkway,
Eau Claire, WI 54701

Total Amount of Change Order.....\$225,000.00

Due to the award of the FCCP Grant, additional design upgrades will be made to the walking trails, pickleball and tennis courts, basketball courts, and trail lighting. It will also include extensive landscaping, sidewalk extensions, and the incorporation of wheel-play elements. Additionally, the fieldhouse will be modified, including ADA-compliant toilets and restrooms, as well as interior/exterior upgrades.

The change order will be funded from account code STS 00 RFI RC ECNC (Project No. 8198).

Exception-to-bid Request

The Administration recommends that the Board authorize the compatibility (exception-to-bid) contract, for AssetWorks Inc., \$95,940.00. Funds are available for the AiM Upgrades project account code MBM 0A 9J4 FM ECNC (Project No. 8792).

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 needed due to compatibility, and competitive vendors do not exist (Administrative Policy 3.09(7)(e)(1)(b)(ii)).

Contract Extension

The Administration is reporting a contract extension for year two of the Contract with The Sigma Group, Inc., for asbestos inspection, abatement & environmental supervision services.

Term for year two will be from July 1, 2023, through June 30, 2024.

The vendor was chosen pursuant to RFP #22-009, with the year-one contract term of July 1, 2022, through June 30, 2023, with two additional one-year extensions and as modified by the Board on October 27, 2022, to increase spending authority to \$250,000 per contract year.

Budget Codes: Various

Air Quality Report and Summary of ESSER II Project Activities through August 2023

Project Design Status

Since the last project status update in May of 2023, MPS, the Owner's Representative and the Integrated Project Delivery (IPD) teams continued meeting regularly, on a weekly basis, in project status update meetings, and with school staff as necessary to coordinate specific items of work identified to be completed in the near term. Additionally, school-specific meetings have been ongoing to keep the principals and building engineering staff informed on construction schedules and the details of the remaining ESSER II work anticipated to be completed by September of 2023. Those meetings continue to provide the IPDs and the MPS team an opportunity to raise issues or questions, to address critical items, and to resolve any outstanding scope related action items.

In addition to general project oversight, MPS design-related activities in 2023 have focused primarily on abatement planning and design. The Team continues to coordinate with the City of Milwaukee, Board of Zoning Appeal, and the Historic Preservation Committee (HPC) on the zoning and code-language impacts that will affect the ESSER II scopes of work and other projects that are targeted for City Plan Review and permitting submissions. The Team has also been working to assist the IPD teams in shortening permit timelines where they are able to, by continuing to coordinate with City of Milwaukee Department of Neighborhood Services (DNS) staff monthly in order to identify any plan review and permitting concerns that arise on individual projects that can be addressed in advance to streamline system-wide applications more efficiently.

The MPS Environmental Team and the Owner's Representative continues to coordinate with the IPD teams to identify project specific abatement needs, locations, and quantities, and have been coordinating with schools for completion of identified work and scheduling move-management services. The anticipated goal of this process has been to ensure that the identified abatement work required to facilitate the flooring replacement and capital projects was bid out and completed in advance of the IPD teams proceeding on schedule with their planned work to avoid any avoidable delays in completion of the ESSER II construction scopes.

The Owner's Representative's team, led by the Concord Group (CG), alongside MPS's Department of Facilities & Maintenance Services (DFMS) personnel, has provided review and oversight of the IPD teams' plan sets and has continued to work with those teams through the process of completion with bid packages. Nearly all of the scopes of work had been bid out by the end of May of 2023.

Each of the teams has approached the timing of the completion of various design phases — which include the bottle-filling stations, outdoor classrooms, capital project HVAC upgrades, unit ventilators, and temperature control systems, window and security screen replacements, carpeting and flooring — in slightly different sequences. Each of the teams has been progressing towards the completion of the scopes.

Project Procurement Status

The ESSER II procurement process has been completed, with the exception of some small flooring-material quantities and window screen materials.

Project Construction Update

The outdoor classrooms are nearly complete, with the exception of a couple of schools, with the submission of the HPC-related documentation needs required by the state, federal, and local municipal levels. City of Milwaukee staff are currently reviewing plan-review submissions from the IPD teams in advance of obtaining building permits and initiating construction of these spaces across the district.

MPS continued to coordinate abatement and removal activities across the district in advance of and, where necessary, in parallel with the carpet/flooring replacement and capital HVAC improvement projects. This effort will be completed by the end of September of 2023. To date, 240,252 square feet of flooring has been removed and abated in advance of replacement flooring being installed. This is broadly the equivalent to an area that would encompass just under 5.5 standard-sized football fields. The abatement team has additionally removed approximately 4.2 miles of pipe wrap in advance of HVAC valve and equipment replacements and another 1,550 square feet of HVAC ductwork. This is roughly the walking distance from the MPS administration building on Vliet Street to the Bronze Fonz statue in downtown Milwaukee.

The IPD team’s construction activities, which included the replacement of outdated water fountains with new water-bottle filling stations, are ongoing throughout the district. To date, 480 bottle-filling stations have been replaced with new units. and an additional 50 installations are nearly complete. Flooring-replacement activities also continue throughout the district. To date, 1,392,158 square feet of new flooring has been completed. In many locations, the new resilient flooring or refinished wood floor was completed in parallel with the removal of carpeting that had finished its lifespan. This scope is the equivalent to the area of approximately 29 football fields.

Three other areas that have seen a significant amount of progress over the summer include the security/insect screen installations, the outdoor classrooms construction, and the mechanical upgrade projects, which include unit vent replacements and the installation of new fan wall units. These remaining scopes will be finished by September as well.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:

- Professional Services Contracts \$282,470.50
- Change Order \$225,000.00
- Exception to Bid..... \$95,940.00
- Contract Extension (per contract year)..... \$250,000.00

Implementation and Assessment Plan

Upon the Board’s approval, the professional services contract, change order, exception to bid, and contract extension, as attached to the minutes of your Committee’s meeting, will be executed.

Committee’s Recommendation

Your Committee recommends that the Board approve the attached professional services contract, change order, exception to bid, and contract extension as attached to the minutes of your Committee’s meeting.

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

* * * * *

(Item 7) Action on a Recommendation to Waive Administrative Policy 5.01(6)(b) to Rename Harold S. Vincent High School, located at 7501 North Granville Road, to Harold S. Vincent School of Agricultural Science

Background

Administrative Policy 5.01(6)(b), Naming of School Facilities, states, in part,

Changing the name of a school building shall be limited to elementary and middle schools. The recommendation of a name change shall be brought to the Board through the local governance structure of the school.

Due to the growth and development of the agriculture specialty program at Vincent High School, the Administration is seeking approval to rename Harold S. Vincent High School to Harold S. Vincent School of Agricultural Science.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

Any costs associated with this item would be absorbed within the local school budget.

Implementation and Assessment Plan

Upon approval of the name change, the Administration will work with the school community to execute the renaming of Harold S. Vincent High School, located at 7501 North Granville Road, to Harold S. Vincent School of Agricultural Science.

Committee’s Recommendation

Your Committee recommends that the Board:

1. waive section (b) of Administrative Policy 5.01(6), Renaming of School Facilities; and
2. approve changing the name of Harold S. Vincent High School, located at 7501 North Granville Road, to Harold S. Vincent School of Agricultural Science.

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

* * * * *

(Item 8) Action on a Recommendation to Waive Administrative Policy 5.01(6)(b) to Rename River Trail K-8 School, located at 12021 W. Florist Avenue, to River Trail School of Agricultural Science

Background

Administrative Policy 5.016(b), Naming of School Facilities, states, in part,

(b) Changing the name of a school building shall be limited to elementary and middle schools. The recommendation of a name change shall be brought to the Board through the local governance structure of the school.

Due to the growth and development of the agriculture specialty program at River Trail School, the Administration is seeking approval to rename River Trail K-8 School to River Trail School of Agricultural Science.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

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

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

Any costs associated with this item would be absorbed within the local school budget.

Implementation and Assessment Plan

Upon approval of the name change, the Administration will work with the school community to execute the renaming of River Trail K-8 School, located at 12021 W. Florist Avenue, to River Trail School of Agricultural Science.

Committee's Recommendation

Your Committee recommends that the Board:

1. waive section (b) of Administrative Policy 5.01(6), Renaming of School Facilities; and
2. approve changing the name of River Trail School, located at 12021 W. Florist Avenue, to River Trail School of Agricultural Science.

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

* * * * *

(Item 9) Action on a Request for Authorization to Enter into a Master License Agreement with New Cingular Wireless PCS, LLC, (AT&T), a Delaware Limited Liability Company, for Telecommunication Sites

Background

The Administration is requesting authority to enter into a Master License Agreement with New Cingular Wireless PCS, LLC, (AT&T), a Delaware Limited Liability Company, to erect cellular antennas at sites to be determined, using a Master License Agreement (MLA). As sites are identified and approved, the Administration will enter into a Site License Agreement (SLA) for the specific site, in accordance with the agreed upon MLA.

The Board has previously approved leases with AT&T at Riverside University High School. As modifications to the existing lease at Riverside University High School are requested by Licensee or as existing leases expire and require renewal, the Administration will enter into an SLA agreement with the Licensee associated with this MLA.

The construction of transmitter towers is regulated by the City of Milwaukee Zoning Code, Chapter 295 of the Milwaukee Code of Ordinances. As such, any wireless communications facility provider will be required to obtain approval from the City of Milwaukee for the construction of the proposed tower.

Lease Term will be five years, with the option to extend four additional five-year terms. A draft master license agreement is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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

Administrative Policy 5.03, Wireless Communication Facilities

Fiscal Impact Statement

This item does not authorize expenditures. All costs associated with the installation, maintenance, and operation of the antenna will be borne by AT&T.

In addition to the \$500.00 Permitted Modification fee and the Other Modifications fee in the amount of \$1,500, MPS will receive initial rent for each site, which will increase by 3.5 percent every year. Typical

rents for a site are approximately \$30,000 per year and will be negotiated on a site-by-site basis and identified in each SLA. Projected revenue for the first five-year term for each school will be approximately \$150,000.00. The revenue will be shared with the school per Administrative Procedure 5.0(13).

Under Administrative Procedure 5.0(13), Rentals and Services Leases, and Administrative Policy 5.03, Wireless Communication Facilities, “Any revenue generated by the lease fees at school sites that exceed district expenses shall be placed in the local school budget.”

Implementation and Assessment Plan

Upon the Board’s approval and receipt of approvals by other appropriate agencies for each license agreement, the Administration will finalize and execute the license agreements.

Committee’s Recommendation

Your Committee recommends that the Board approve the site license agreements described above.

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

* * * * *

(Item 10) Action on a Request to Approve the Fourth Amendment to Modify the Lease Agreement with Carmen High School of Science and Technology at the Northwest Secondary School Building, located at 5496 North 72nd Street

Background

Carmen High School of Science and Technology (Carmen) is a college-preparatory high school with a liberal arts curriculum that emphasizes science and engineering. Milwaukee Public Schools and Carmen have cultivated a long-term working relationship. In November 2012, the Milwaukee Board of School Directors approved a lease agreement between Milwaukee Public Schools and Carmen to operate a non-instrumentality charter school within the Northwest Secondary School Building. The initial term of the lease agreement commenced on July 15, 2013, and ended June 30, 2018, with an option to extend two additional five-year terms. The lease term was amended at the January 25, 2018, board meeting to allow for the extension to be exercised for one year so it would align with the charter contract’s term. In January 2019, the Board approved the second amendment to the lease agreement for a two-year term. In July 2021, the Board approved the third amendment to the lease agreement for a five-year term.

A request has been made to release the use of four classrooms on the second floor and to use four classrooms on the first floor, which adds 442 square feet to 133,379 leased square footage, for a new total of 133,821 square feet. The remaining lease revenue has been recalculated for the remainder years of the lease term.

The Administration is requesting approval of the proposed fourth amendment to the lease agreement with Carmen that will modify the lease term from September 1, 2023, through June 30, 2026, which aligns with the charter contract. A draft amendment is attached to the minutes of your Committee’s meeting.

The lease rent revenue shall be as follows:

July 1, 2023-June 30, 2024	\$700,722*
July 1, 2024-June 30, 2025	\$714,736
July 1, 2025-June 30, 2026	\$729,031

*July, August and September of 2023 were based on leased rates of 133,379 square feet. From October 2023 through June 2024, lease rates will be based on 133,821 square feet.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item. Total lease revenue for lease term is \$2,144,489.

Implementation and Assessment Plan

Upon the Board's approval, the Fourth Amendment to the Lease Agreement with Carmen High School of Science and Technology at the Northwest Secondary School Building, as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the Fourth Amendment to the Lease Agreement with Carmen High School of Science and Technology at the Northwest Secondary School Building, as attached to the minutes of your Committee's meeting.

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

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Carr 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) Update with Possible Action on Enhancing Educational Communities and School Climate

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

Background

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 and interventions within a multi-tiered system of support to support all students and to create an educational community and equitable school climate. School teams and administration use data to best-practice strategies within Tier 1 supports, focusing on those demonstrating a need for additional intervention.

Enhancing Educational Communities and School Climate, September 2023

A primary goal of Milwaukee Public Schools is to reduce the discipline disproportionality during the 2023-24 school year. The following is an update of activities that support creating a positive and inclusive educational community and equitable school climate. The monthly reporting for the 2023-24 school year will focus on the following proactive pathways:

- PBIS tiered interventions
- mental wellness
- antiracism and antibias
- restorative practices.

This work is supported at the school level through the PBIS Tier 1 Team, Building Intervention Team (BIT), and Student Discipline Committee.

Throughout the 2023-24 school year, MPS will reduce suspensions for learning-environment behaviors by 10% and lower disproportionality of exclusionary discipline for Black students by 5%. This will be achieved by using the Five Universal Supports through an equitable and restorative lens and

continually having Courageous Conversations about Race to address inequitable practices throughout the district.

For the 2023-24 school year, all schools have been provided a variety of best practices that can be found in:

- the Culture, Climate & Alternatives to Suspension Toolkit;
- the Directory of Support for Building an Educational Community & Equitable School Climate;
- the Integrating Universal Supports Guide; and
- the Educational Community and District Climate School Guide.

All best practices are available on the MPS website under “Student Support Strategies.”

PBIS Tiered Interventions

Positive Behavioral Interventions and Supports (PBIS) is aligned to the MPS Strategic Plan’s Initiatives of Student Achievement and Graduation and Postsecondary Readiness. Priorities for the 2023-24 school year will include:

- prioritizing school support based on ESSA Identification, Tiered Fidelity Inventory Implementation, CSIP Pathway, behavioral data, and PBIS Tier 1 Walkthrough Rubric;
- coaching PBIS & Behavior Building Intervention Teams (BITs) to support fidelity of implementation of a multi-tiered system of support; and
- offering districtwide professional development around implementing school-wide systems, PBIS in the classroom, and Tier 2 and Tier 3 interventions.

PBIS Coaches support all MPS schools through data analysis, in-classroom coaching, co-facilitation and support of school-based PBIS Tier 1 and BITs meetings, professional development, and any other support upon request.

Mental Wellness

Mental wellness activities are aligned to the MPS Strategic Plan’s Initiatives of Student Achievement and Staff-Morale & Professional Learning. Priorities for the 2023-24 school year will include:

- increasing the fidelity of implementation of Second Step curriculum (grades K3-8) as we enter into the second year with the new digital curriculum;
- supporting the implementation of comprehensive wellness activities, such as bullying prevention, mindfulness, SEL, staff wellness, and trauma-sensitive practices; and
- promoting proactive classroom-management strategies as a means of creating predictable, respectful learning environments.

Throughout the summer of 2023, the Violence Prevention Program (VPP) collaborated with the literacy team to offer five sessions of Classroom Organization and Management Program (COMP). 120 participants were led through four half-days of collaborative learning activities designed to strengthen their classroom-management systems and practices. Participants reported leaving the training feeling empowered, hopeful, prepared, rejuvenated, confident, and excited to implement what they had learned. COMP sessions will continue to be offered throughout the school year to provide additional teachers the opportunity to attend this workshop.

Fall 2023 also marks the beginning of the implementation phase of the RISE grant, a part of Project AWARE through the Substance Abuse and Mental Health Services Association (SAMHSA). This grant will be focused on six schools that are part of our mental health partnership that focuses integrating trauma-sensitive practices and mental wellness into all tiers of student support. Through this project, we hope to learn lessons about how schools can promote mental wellness in all student spaces. Additionally, we are looking to continue our work in Compassion Resilience, which addresses how we support the mental health needs of staff so they can in turn provide that support to students.

Finally, with the approval of the updated bullying policy and new bullying procedures, VPP is providing training on bullying prevention to administrators, departments, and schools in the district. These trainings are designed to orient educators to the reporting and documentation requirements of the policy and procedures, the role each plays in preventing bullying, and best practices in intervention to minimize future

instances of bullying. VPP is also working with schools who request support on their implementation of bullying-prevention programming.

Antiracism & Antibias

Antiracism & antibias activities are aligned to the MPS Strategic Plan’s Initiatives of Student Achievement, Staff-Morale, and Professional Learning. Priorities for the 2023-24 school year will include:

- reimagining School Discipline Champions as Climate Equity Liaisons;
- continuing with current teaming, systems, and practices;
- implementing a variety of strategies to interrupt bias throughout district practices; and
- holding Courageous Conversations across the district with all stakeholders.

Staff members also have access to self-paced modules on a variety of topics, including interrupting bias, defining behaviors, elevating student voice, re-entry after discipline, understanding the history of race, microaggressions, and culturally-responsive problem solving, among others. All modules are available as self-paced modules within LMS or can be facilitated in person at a school site upon request.

Also available for schools and departments are a variety of case studies which school teams can to hold Courageous Conversations as a staff to practice protocols and addressing common inequities experienced throughout education. Some of the activities that schools may implement throughout the year include holding monthly courageous conversations as a staff, integrating protocols including the Four Agreements and Courageous Conversations Compass during staff meetings, book cohorts, documentary viewings, above-and-below-the-line analysis, reviewing universal supports through an antiracist lens, and professional development on interrupting bias, among other activities as identified at the school level.

All middle and high schools will have Student Discipline Committees that meet monthly. These committees, which will be composed of 8-12 students of diverse races, grade, gender identities, and school engagement, meet monthly to discuss a variety of topics related to equity, school climate, and school culture. The plan for the 2023-24 school year is for all Student Discipline Committees to attend our Fall Student Leadership Summit in October to kick off the year. Each committee will then identify a specific problem of practice for integration throughout the school year. Throughout the year, schools will engage with student voice to look deeper at their problems of practice and recommendations. School committees will present their findings and overall recommendations at our Spring Student Leadership Summit in April 2024.

Courageous Conversations about Race

Throughout 2023-24, there will be continued facilitation of the Courageous Conversations about Race Exploration seminars for all MPS staff members. We are continuing with our three-year plan for all MPS staff members to attend the one-day seminar prior to March 1, 2024. All teachers, paraprofessionals, and children’s health assistants will attend the seminar during Orientation Week in August 2023. Additional sessions are also scheduled for safety aides, kitchen staff, and parent coordinators. Day 2 of the New Educator Institute (NEI) is reserved for Courageous Conversations about Race Exploration to ensure that all newly-hired teachers and paraprofessionals attend prior to starting the school year.

In addition to the one-day Exploration for all MPS staff members, the District Equity Leadership Team (DELT) will meet monthly to use Courageous Conversations protocols and to have conversations regarding district policy, practices, and systems through a lens of race and equity. Throughout the school year, we will also be hosting the two-day, in-person seminar Beyond Diversity. MPS staff members who are certified to facilitate Courageous Conversations about Race have expanded their certification and will be hosting this seminar internally for MPS staff members.

Below you will find updates on our implementation of Courageous Conversations about Race and our progress towards all staff members attending prior to March 1, 2024. Integration of Courageous Conversations About Race is as follows:

Number of Sessions Held

March 2021-July 2021.....	17
August 2021-July 2022.....	31
August 2022-June 2023.....	46
August 2023-February 2024.....	22
Total for Three-year Plan	116

Restorative Practices

The Restorative Practices Department provides regular coaching support to 19 schools throughout the district within the restorative practices implementation plan, which is aligned to the District's Strategic Plan. Designated schools will receive school-based support on action planning, professional development, and coaching by a restorative practices coach throughout the 2023-24 school year.

Schools are organized into cohorts based on their stage of implementation. Schools interested in implementing a whole-school approach to restorative practices start in the exploration stage and build readiness skills. Schools in the exploration cohort will attend monthly after-school coaching sessions and will receive weekly site visits. All exploration cohort schools attended an initial half-day restorative practices overview in June and completed the second half-day session in August to prepare for the year. In attendance were administration, teachers, and school support staff. Schools that have completed the exploration stage have been assigned full-time restorative practices coaches. Schools in this cohort will continue to receive monthly leadership development and administrative support along with team facilitation, PD, and classroom coaching throughout the multiyear process. At the beginning of the school year, schools are taking a school-needs assessment, identifying school priorities, and identifying/reviewing their community values and shared agreements.

Professional development opportunities are scheduled throughout the school year for staff on the continuum of restorative practices, which highlights eight core areas: racial justice and equity, cultivating a restorative mindset, fostering a restorative environment, building community, centering students in the curriculum, addressing issues, repairing and healing harm, and re-engaging community.

Next Steps

Looking forward, we are planning the following activities:

- beginning in October, offering two monthly cohorts of Courageous Conversations about Race;
- facilitating the first quarterly Community Conversation on Wednesday October 4, 2023; and
- hosting the Hybrid Student Leadership Summit on Thursday October 12, 2023.

Monthly Data Review

The use of specific strategies for classroom-managed behaviors are documented within PLP Classroom Behavior notes. Total documented strategies for August 2023 school year can be found below.

Strategy	Total	Strategy	Total	Strategy	Total
Brain breaks	10	Proximity control	83	Rewind	6
Behavioral contract	12	Praise 5:1	2	Secret signal	6
Buddy classroom	16	Parental contact	728	Support staff consultation	236
Collection of property	44	Planned ignoring	62	Self-monitoring	12
Go Guardian	6	Redirection	660	Tangible acknowledgement	21
Independent work	3	Referral to BIT	5	Reflection sheet	11
Mindfulness	34	Recovery area (within room)	17	VABB	1
Moving their seat	111	Restorative conversation	59		
One-on-one conversation	1,454				

All schools have Building Intervention Teams (BITs) that ensure that students in need of additional support are offered Tier 2 and Tier 3 interventions within the PBIS framework. Below are the number of Tier 2 and Tier 3 interventions provided throughout the 2023-24 school year.

Tier 2/Tier 3 Intervention	Students	Tier 2/Tier 3 Intervention	Students
Check-In/Check-Out (CICO)	7	FBA/BIP	8
Individualized CICO	2	Educational Wraparound	0
Social Academic Instructional Group (SAIG)	3	RENEW	5
Behavior Assessment/ Intervention Plan (BAIP)	0		

The following table shows total suspension events by race for August 1-August 31, 2023.

	<u>Total</u>		<u>Total</u>
	<u>Suspensions</u>		<u>Suspensions</u>
Pacific Islander	0	Hispanic	69
American Indian	2	<u>Black</u>	<u>394</u>
Asian	5	Grand Total	506
White	7		
Multiple	29		

The following table shows total suspension events by grade level for August 1-August 31, 2023.

K4-K5	0	5 th Grade	2	10 th Grade	100
1 st Grade	0	6 th Grade	35	11 th Grade	58
2 nd Grade	0	7 th Grade	52	12 th Grade	23
3 rd Grade	0	8 th Grade	53		
4 th Grade	4	9 th Grade	179		

The following alternatives to suspension were used by administrators for August 1-August 31, 2023.

	<u>Total</u>		<u>Total</u>		<u>Total</u>
Conference	24	Mediation	22	Repairing Harm Circle	6
Counseling	255	Referral to BIT	1	Restorative Conference	8
Detention	26	Referral to Support Staff	5		

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

Implementation and Assessment Plan

N/A

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(Item 2) Report with Possible Action on Student Restraint and Seclusion

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 2012, Wisconsin Act 125 created section 118.305 of the Wisconsin Statutes, which provided direction on the use of seclusion and restraint with students in public schools. Act 125 had several key components including:

- conditions for the use of seclusion;
- conditions for the use of physical restraint;
- notification and reporting requirements following the use of seclusion or restraint;
- training in the use of seclusion and physical restraint; and
- requirements for the use of seclusion and restraint on students with disabilities.

In March 2020, Wisconsin Act 118 revised the state law. Some of the changes include requiring parents to be provided with a copy of the written incident report, clarifying that the notice and reporting requirements apply to incidents involving law enforcement officers, prohibiting the use of prone restraint, revising the required training components, requiring school staff to hold a meeting after each incident of

seclusion or restraint to discuss topics specified in the Act, conducting an IEP team meeting within ten school days of the second time seclusion or restraint is used on a student with a disability within the same school year, and requiring each governing body to submit an annual report to the Department of Public Instruction by December 1.

To ensure compliance with Wisconsin Statutes, §118.305, the Administration has taken the following steps:

- Training has been provided to staff across the district in the use of seclusion and restraint. These trainings also focused on positive interventions and supports to address potentially dangerous behavior. In total, more than 2,300 staff members have been trained over the past six years.
- For the last seven years, all principals, school leaders, and special education supervisors received in-services on the requirements of Wisconsin statutes, §118.305.
- The District's mechanism for recording incidents of seclusion and restraint has been significantly enhanced by the Infinite Campus Student Information System.

In the 2022-23 school year, there were a total of 38 students, including 21 students with disabilities, involved in 46 incidents of seclusion. There was a total of 253 students, including 158 students with disabilities, involved in 355 incidents of physical restraint.

In the 2021-22 school year, there were a total of 41 students, including 23 students with disabilities, involved in 44 incidents of seclusion. There was a total of 281 students, including 165 students with disabilities, involved in 417 incidents of physical restraint.

Under current law, annually by October 1, the principal or designee must submit to the governing body a detailed report of all seclusions and restraints for the previous school year.

School	Seclusion			Restraint		
	Incidents	Students	SPED Students	Incidents	Students	SPED Students
Acad of Accelerated Learning	0	0	0	1	1	1
ALBA	0	0	0	0	0	0
Alcott School	0	0	0	1	1	1
Allen-Field School	0	0	0	7	6	4
Alliance School	0	0	0	1	1	0
Assata HS	0	0	0	0	0	0
Audubon HS	1	1	0	1	1	0
Audubon Tech & Comm Ctr MS	0	0	0	1	1	1
Auer Avenue School	0	0	0	0	0	0
Banner Prep School of Milw	0	0	0	3	3	1
Barbee Montessori School	0	0	0	2	2	1
Barton School	0	0	0	0	0	0
Bay View HS	0	0	0	0	0	0
Bay View Montessori School	0	0	0	0	0	0
Bethune Academy	0	0	0	1	1	1
Bradley Technology and Trade	0	0	0	3	3	1
Brown Street School	2	2	1	1	1	0
Browning School	1	1	1	0	0	0
Bruce School	0	0	0	0	0	0
Bryant School	0	0	0	3	1	1
Burbank School	0	0	0	1	1	1
Burdick School	0	0	0	2	2	2
Carmen HS, South Campus	0	0	0	0	0	0
Carmen, Northwest Campus	0	0	0	1	1	1
Carmen, Southeast Campus	0	0	0	1	1	1
Carson Academy	0	0	0	1	1	1
Carver Academy	1	1	0	4	3	2
Cass Street School	1	1	0	7	6	3
Challenge Academy	0	0	0	0	0	0
Clarke Street School	0	0	0	2	2	2
Clemens School	0	0	0	3	2	0
Clement Avenue School	0	0	0	3	3	2
Congress School	0	0	0	2	2	1

School	Seclusion			Restraint		
	Incidents	Students	SPED Studentz	Incidents	Students	SPED Students
Cooper School	0	0	0	0	0	0
Craig Montessori School	0	0	0	0	0	0
Curtin Leadership Academy	0	0	0	5	2	2
Doerfler School	0	0	0	9	8	5
Douglas MS	1	1	1	1	1	1
Eighty-first Street School	1	1	0	1	1	0
Elm Creative Arts School	0	0	0	0	0	0
Emerson School	1	1	1	2	2	2
Engleburg School	0	0	0	6	6	1
Fairview School	2	1	1	3	3	3
Fernwood Montessori School	0	0	0	0	0	0
Fifty-third Street School	7	4	4	20	10	7
Forest Home Avenue School	0	0	0	1	1	1
Franklin School	1	1	1	2	2	2
Fratney School	1	1	0	21	8	4
Gaenslen School	0	0	0	1	1	1
Garland School	0	0	0	5	4	4
Golda Meir School	0	0	0	0	0	0
Goodrich School	0	0	0	0	0	0
Grandview HS	0	0	0	0	0	0
Grant Gordon Learning Center	0	0	0	0	0	0
Grant School	0	0	0	8	5	5
Grantosa Drive School	0	0	0	0	0	0
Green Tree Preparatory Academy	1	1	0	1	1	0
Greenfield School	0	0	0	7	4	2
Groppi HS	0	0	0	0	0	0
Hamilton HS	0	0	0	5	5	3
Hampton School	0	0	0	0	0	0
Hartford University School	0	0	0	0	0	0
Hawley Environmental School	0	0	0	12	4	2
Hawthorne School	0	0	0	0	0	0
Hayes Bilingual School	0	0	0	0	0	0
Hi-Mount School	0	0	0	2	2	2
Highland Community School	0	0	0	0	0	0
Hmong American Peace Acad	0	0	0	0	0	0
Holmes School	0	0	0	4	4	3
Honey Creek School	0	0	0	0	0	0
Hopkins Lloyd School	0	0	0	0	0	0
Humboldt Park School	0	0	0	0	0	0
I.D.E.A.L	0	0	0	0	0	0
Jackson School	0	0	0	0	0	0
Kagel School	0	0	0	0	0	0
Keefe Avenue School	0	0	0	1	1	0
Kilbourn School	0	0	0	3	3	2
King ES	0	0	0	1	1	0
King IB HS	0	0	0	0	0	0
King IB MS	0	0	0	1	1	0
Kluge School	0	0	0	3	2	1
La Causa Charter School	0	0	0	8	2	0
Lad Lake Synergy	0	0	0	0	0	0
LaFollette School	0	0	0	0	0	0
Lancaster School	0	0	0	1	1	1
Lincoln Avenue School	0	0	0	0	0	0
Lincoln Center of the Arts	0	0	0	0	0	0
Longfellow School	3	3	3	7	7	5
Lowell School	0	0	0	3	3	3
Macdowell Montessori School	0	0	0	0	0	0
Madison Academic HS	0	0	0	0	0	0
Manitoba School	0	0	0	4	3	0

School	Seclusion			Restraint		
	Incidents	Students	SPED Studentz	Incidents	Students	SPED Students
Maple Tree School	1	1	1	0	0	0
Marshall HS	1	1	1	4	4	3
Maryland Ave Montessori	0	0	0	1	1	1
MATC Emerging Scholars Program	0	0	0	0	0	0
Metcalfe School	0	0	0	1	1	0
Milw Acad of Chinese Lang	2	1	0	1	1	1
Milw Co Youth Educ Center	0	0	0	0	0	0
Milw College Prep - 36 St	0	0	0	1	1	1
Milw College Prep, 38th St	0	0	0	0	0	0
Milw College Prep, Lloyd St	0	0	0	0	0	0
Milw College Prep, North	0	0	0	1	1	1
Milw Environmental Sciences	0	0	0	0	0	0
Milw Excellence Charter	0	0	0	1	1	1
Milw French Immersion School	0	0	0	8	6	3
Milw German Immersion School	0	0	0	1	1	1
Milw HS Arts	1	1	1	4	4	2
Milw Parkside School	1	1	1	5	2	2
Milw School of Languages	0	0	0	1	1	0
Milw Sign Language School	0	0	0	0	0	0
Milw Spanish Immersion School	3	2	1	2	2	0
Milwaukee Virtual Education Program	0	0	0	0	0	0
Mitchell School	2	1	1	9	5	3
Morgandale School	0	0	0	4	1	1
Morse MS	4	4	0	19	17	8
Neeskara School	0	0	0	7	4	3
Next Door Foundation	0	0	0	0	0	0
Ninety-fifth Street School	0	0	0	18	8	6
North HS	0	0	0	0	0	0
Nova HS	3	3	0	0	0	0
Obama SCTE	0	0	0	1	1	1
Parkview School	0	0	0	1	1	0
Pratt School	0	0	0	1	1	1
Project STAY HS	2	1	1	3	3	3
Pulaski HS	0	0	0	3	3	2
Reagan HS	0	0	0	4	4	3
Riley Dual-language Montessori School	0	0	0	0	0	0
River Trail School	0	0	0	4	4	2
Riverside University HS	0	0	0	1	1	1
Riverwest School	0	0	0	14	5	3
Rogers Street Academy	0	0	0	3	2	2
Roosevelt MS	0	0	0	1	1	1
Shalom HS	0	0	0	0	0	0
Sherman School	0	0	0	4	3	0
Siefert School	0	0	0	1	1	1
South Accelerated Academy	0	0	0	0	0	0
South Division HS	0	0	0	9	5	4
Southeastern Education Center	0	0	0	0	0	0
Starms Discovery School	0	0	0	0	0	0
Starms Early Childhood	0	0	0	0	0	0
Story School	0	0	0	0	0	0
Stuart School	0	0	0	0	0	0
Success Center Program	0	0	0	2	2	1
Thoreau School	0	0	0	0	0	0
Thurston Woods School	0	0	0	1	1	0
Townsend Street School	0	0	0	0	0	0
Transition HS	0	0	0	1	1	1
Trowbridge School	0	0	0	1	1	1
Victory School	1	1	0	3	3	0
Vieau School	1	1	1	6	2	1

School	Seclusion			Restraint		
	Incidents	Students	SPED Studentz	Incidents	Students	SPED Students
Vincent Accelerated Academy	0	0	0	0	0	0
Vincent HS	0	0	0	0	0	0
Washington DTC	0	0	0	0	0	0
Wedgewood Park School	0	0	0	1	1	1
Westside Academy	0	0	0	0	0	0
Whitman School	0	0	0	0	0	0
Whittier School	0	0	0	0	0	0
WHS of Information Technology	0	0	0	0	0	0
Wis Conservatory Lifelong Lrng	0	0	0	0	0	0
Zablocki School	0	0	0	2	2	2
Totals	46	38	21	355	253	158

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.28, Student Discipline

Fiscal Impact Statement

No fiscal impact

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(Item 3) Report with Possible Action on Family 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

Strengthening communication and collaboration among MPS schools and families is an important aspect of helping students achieve academic success. Parent coordinators play a critical role in providing families with the knowledge they need to make informed educational decisions and to effectively engage with their children’s schools. MPS’s family-engagement efforts focus on providing training and support to staff to create a school culture that honors and respects that families provide the foundation for the learning process. The Family and Community Engagement team has developed an integrated approach to support these efforts across the district. Community partnerships such as the Families and Schools Together program help schools engage in meaningful and sustained partnerships with parents in pursuit of educational success for their children.

Departmental Highlights

- District Family Engagement Liaison Training
- Affordable Connectivity Program Grant
- Parent Coordinator Training and Preparation

Annual Title One Parent Meetings

- Annual Title One meeting for schools
- Required documentation to be submitted:
 - Meeting Agenda
 - School Compact
 - Flyer
 - Attendance Sheet

Community Partner

- Families and Schools Together
- MPS Partnership Since 2017
- Parent Coordinator Community of Practice (PCCP)
- Monthly Professional Development Sessions

Parent Coordinator

- Takeaways from last year
- Increased capacity to engage families
- Improved strategies to increase engagement
- Established various communication methods
- Experience with the parent coordinator community of practice
- Increased knowledge & skills
- School staff buy-in with family engagement as more of a priority
- Best practices for engaging families
- Building relationships
- Family friendly environment
- Linking family engagement and academics
- What families are saying
- Improved relationships with teachers and school
- Better understanding of how to support their child

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 9.11, School Engagement Councils

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 4) Report with Possible Action on Annual School Procedural Compliance Self-assessment (PCSA)

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

Background

As of 2003, the Special Education Oversight Action Plan (SOAP) requires that MPS align special education staff to increase accountability and support, develop and support a system to assist parents who have concerns, or need information to navigate the MPS system, and develop and support a continuous improvement-focused monitoring system (CIFM) that leads to improved service delivery, provides information regarding needed professional development, and contributes to staff accountability for high-level outcomes for students with disabilities.

The Procedural Compliance Self-assessment (PCSA) includes a school-based assessment aspect that is completed annually during the spring. At that time, an annual measurement of compliance is completed by each school in the district. The results of the measurement are reported by school and by district-level. The schools' data are used to form the goals and action steps for special education compliance in each individual

School Improvement Plan (SIP). The District's data are used to analyze district supports and to develop plans of improvement for district-wide systems that serve students with disabilities.

Results-driven Accountability (RDA) is a revised accountability system from the federal Office of Special Education Programs (OSEP). States were allowed to choose a focus for RDA. Wisconsin chose literacy outcomes because this is an area of challenge for many students with disabilities in the state. Thus, Wisconsin's effort retools the acronym as "Reading Drives Achievement: Success through Literacy (RDA:StL)." The revised accountability system, which used to focus solely on compliance, now includes both compliance and results. Each Milwaukee public school receives the results of PCSA with the expectation that data will be included in the school-wide planning each year. The target for the PCSA is to achieve and to maintain 100% in each of the identified compliance items. Federal oversight requires 100% compliance. Milwaukee Public Schools strives to meet this goal each year.

The Reading Drives Achievement: Procedural Compliance Self-Assessment (RDA: PCSA, or "self-assessment") is one part of DPI's monitoring activities under state and federal special education laws. The goals of the self-assessment are to ensure compliance with selected legal requirements and to improve outcomes for students with disabilities, specifically in reading.

The full *Report of Results 2022-23* for the Annual Special Education Reading Drives Achievement Procedural Compliance Self-Assessment is attached to the minutes of your Committee's meeting.

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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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report with Possible Action on Academic Standards

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

Background

As required by the Wisconsin Department of Public Instruction, a notice identifying the academic standards adopted by the school board is included as an item on the Board's agenda at the start of the school year. The academic standards addressed in this information are:

Common Core State Standards (CCSS)

On September 27, 2012, the Milwaukee Board of School Directors received a report on the Common Core State Standards (CCSS), which serve as the foundation of instruction in the classroom and of professional development for teachers and principals.

Common Core Essential Elements (CCEE)

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

Career and Technical Education Standards

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

- Agriculture, Food, and Natural Resources
- Business and Information Technology
- Family and Consumer Sciences
- Health Science
- Marketing, Management, and Entrepreneurship
- Technology and Engineering.

Wisconsin Model Early Learning Standards (WMELS)

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

Next Generation Science Standards

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

Standards for Social Studies

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

Common Core State Standards for World Languages

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

English Language Development (ELD) Standards

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

Wisconsin Academic Standards

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

- Art and Design Education
- Dance
- Environmental Education
- Health Education
- Information and Technology Literacy
- Music Education
- Nutrition Education
- Personal Financial Literacy

- Physical Education
- Reading
- School Counseling
- Theatre Education
- World Languages

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

N/A

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(Item 2) 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, which was implemented at the start of the 2021-22 school year, 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.

This year, we have aligned the Ambitious Instruction Plan with the Strategic Plan, focusing on increasing student achievement. Each professional learning cycle will concentrate on three identified areas of focus in the Strategic Plan: rigor, students feeling physically and emotionally safe, and inclusivity. Progress throughout the year will be monitored after each professional learning cycle so that we can track growth in teaching practices and student outcomes.

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 teachers' learning of best practices.

Ambitious Instruction and Strategic Plan Connections

Explicit Instruction & Formative Practices

Students will complete rigorous coursework:

- thoughtful work in Tier 1
- high-level questioning
- academic discussions.

Engagement

Students will feel emotionally and physically safe at school:

- supportive environments
- respect differences
- classroom management.

Formative Practices and Explicit Instruction

Students will experience inclusive classrooms:

- supportive entry points for learning
- support for diverse academics, social, and emotional needs of students.

Building a Culture of Collaboration

Four Critical Questions to Enhance Teaching and Learning

We will center our work around four questions:

- What do we want students to learn?
- How will we know if they have learned it?
- What will we do if they don't learn it?
- What will we do if they already know it?

We will use these four questions to plan instruction, to assess student progress, and to respond instructionally. This collaboration will include both students and teachers.

In 2023-24, You Will See...

Explicit Instruction

Teachers

- Planning and implementing rigorous lessons using district-adopted/endorsed resources to address grade-level standards
- Planning and implementing engaging lessons that include collaborative experiences

Students

- Working collaboratively in pairs or groups
- Engaging in active listening, asking questions, using discussion stems to participate in dialogue

Leaders

- Observing classrooms and providing feedback
- Providing common planning time for staff collaboration and reviewing their outcomes
- Ensuring district-adopted materials and curricular guides are used and paced as written

Formative Practices

Teachers

- Checking students' understanding before, during, and after learning experiences and responding to student data and adjusting instruction
- Meeting in PLC groups to analyze students' work and to create next steps

Students

- Engaging in higher-level questioning while participating in rigorous tasks
- Using multiple representations to demonstrate understanding

Leaders

- Observing classrooms and providing feedback
- Creating and leading PLCs to look at students' work, to monitor learning, and to adjust instruction
- Coaching and modeling practices that are culturally and linguistically responsive

Engagement

Teachers and Students

- Student choice with connections to students' interests
- Scaffolded learning experiences that allow for all students to demonstrate proficiency
- Safe learning environments in which students are comfortable taking risks
- Empowering students to share/explain their thinking and ideas with strategies/supports for language development
- High-level, rigorous questions to build connections between self and content and the content areas

Leaders

- Observing classrooms and providing feedback
- Empowering and encouraging students
- Actively implementing district initiatives such as PBIS
- Ensuring district professional learning in Second Step, restorative practices, etc. is provided to staff

Measurable Outcomes

- Objective: Sets the goal for student achievement
- Key Results: Tell us if we are headed in the right direction
- Initiatives: Tell us what we will do to keep moving in the right direction

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

No fiscal impact.

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(Item 3) Report with Possible Action on the Regional Showcase — Central 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

Each monthly Regional Showcase item provides a thorough picture of a specific region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the region and that may be replicated are included.

This month, the Central Region is featured. The Central Region comprises 28 schools and serves 7,798 students in diverse settings to meet the varied needs of our students. Schools in the Central Region include

K-5 Schools

Clemens
Jackson
Neeskara
Keefe
Brown
Siefert

Franklin
Hi-Mount
Story
LaFollette
Metcalf
Starms Discovery
Sherman
Thurston Woods

Grant Gordon (K3 Early Childhood)
Starms Early Childhood (K3-K5)
French Immersion (K-5)
Pratt (K-5-Primary-years IB)
Douglas (6-8 African American Immersion)

K-8 Schools

Bethune
Burbank
Clarke
Fifty-third

Academic Specialty Schools

Barbee (K-6 Montessori)
Hawley (K-5 Environmental)

Community Schools

Auer (K-5)
Hopkins-Lloyd (K-5)
Westside (K-5)

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

Central Region Showcase

Central Region Demographics

- 7,798 Students
- 28 Schools
- 5.2% English-language Learners
- 19.6% Students with Disabilities
- 82.95% Economically Disadvantaged

Black or African American.....	80.6%
Hispanic.....	6.3%
Asian.....	5.4%
Multi-ethnic.....	4.3%
White.....	3.1%
American Indian or Alaska Native.....	0.3%
Native Hawaiian/Other Pacific Islander.....	0.1%

State Report Card, 2021-22

School	Score	Designation	School	Score	Designation
Pratt	89.3	Exceeds Expectations	Burbank	55.2	Meets Few Expectations
French Immersion	66.9	Meets Expectations	Fifty-third	53.7	Meets Few Expectations
Bethune	65.7	Meets Expectations	Barbee	52.8	Meets Few Expectations
LaFollette	65.7	Meets Expectations	Sherman	52.7	Meets Few Expectations
Clarke	64.1	Meets Expectations	Hawley	51.9	Meets Few Expectations
Starms	63.2	Meets Expectations	Brown	47.2	Fails to Meet Expectations
Neeskara	62	Meets Expectations	Jackson	45.8	Fails to Meet Expectations
Siefert	61.3	Meets Expectations	Douglas	37.3	Fails to Meet Expectations
Metcalfe	60.4	Meets Expectations	Keefe	18.8	Fails to Meet Expectations
Clemens	59.4	Meets Expectations	Westside	17.9	Fails to Meet Expectations
Franklin	58.6	Meets Expectations	Hopkins-Lloyd	17.2	Fails to Meet Expectations
Hi-Mount	57.7	Meets Few Expectations	Auer	16.6	Fails to Meet Expectations
Story	56.2	Meets Few Expectations			
Thurston Woods	55.3	Meets Few Expectations			

Spotlight on Samuel Clemens School

Home of the Tigers

Samuel Clemens School strives for family participation through shared decision making, collaboration, and volunteerism. We recognize and respect the cultural diversity of all students, their backgrounds and learning styles:

- integrated literacy
- state-of-the-art technology in all classrooms
- full-time physical education and art
- weekly music classes
- before- and after-school camps.

Demographics

- 285 Students
- 0.5% English-language Learners
- 25.6% Students with Disabilities
- 84.8% Economically Disadvantaged

Black or African American.....	86.4%
Multi-ethnic.....	7.6%
Hispanic.....	4.9%
Asian.....	0.5%
White.....	0.5%

Student Achievement

STAR Student Achievement, 2022-23

	Significantly Below	Well Below	Below	On Target	Significantly Above
Early Literacy	42.0%	16.0%	22.0%	12.0%	8.0%
Mathematics	35.4%	34.6%	18.5%	0.1%	11.4%
Reading	52.2%	18.5%	15.6%	5.9%	7.8%

Points of Pride

- Fully staffed for seven years
- Green and Healthy Schools Schoolyard Re-development Grant
- Award-winning students in district-sponsored competitions

- Generations of Clemens Tigers enrolled
- Partnerships with Bethel A.M.E., Kohl's, Generac

Moving Forward

- Love First
- Restorative Circles
- Focus on improving teaching and learning of writing
- Special Ed students no longer identified on the ESSA report

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 4) Report, with Possible Action, on Urban School Transformation

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

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

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

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

This report was presented by Dr. Keona Jones, the Assistant State Superintendent for the Division of Student and School Success at the Wisconsin Department of Public Instruction; our liaison, Dr. Jennifer Hernandez, the Executive Director of Urban Transformation; and Mr. Ben Ketterer, the Director of Title I Continuous Improvement from the Wisconsin Department of Public Instruction.

Urban School Transformation

Shared Leadership — Professional Learning Communities — Culture and Climate

District Continuous Improvement

Principal Leadership Institute (PLI)

The work of the Urban School Transformation Initiative supports Resolution 2223-R009, as adopted by the Milwaukee Board of School Directors, regarding collaborative/shared leadership, by providing professional development to building leaders around shared leadership through the medium of Professional Learning Communities (PLCs) and culturally-proficient coaching.

Professional Learning communities (PLCs)

Plan — Study — Do — Act

Milwaukee Public Schools' Professional Learning Communities

Central Region

Facilitators/Administrators

- Teacher Leaders/ILTs/SSTs/Building Leaders
- Direct PD & coaching (external through SY 2023-24)

Educators

- K-5th-grade, region-wide
- Participation in Science of Reading direct PD with external and internal coaching & participation in PLCs.

Direct PD

K-5th-grade Educators

- Supported externally by CESA #1 for the Science of Reading offered in 14 sessions delivered in a hybrid format.
- Supported internally with the foundation of Central Reads, Title 1 specialists delivered at MPS during the teaching period. Internal & external coaching provided for the implementation of this new learning in a hybrid format.
- Internal & external coaching provided for the implementation of this new learning in a hybrid format.
- PLCs will be in a hybrid format.
- This work is constructed within a collaborative team which includes UST, CESA #1, MPS Central Reads, Title 1 specialists, Jennifer Mims Howell, and Dr. Katrice Cotton.

Facilitators of PLCs

- Direct PD offered in collective efficacy, shared leadership through PLCs, and culturally-proficient coaching will be offered monthly throughout the year within the PLI framework.
- External coaching will be supported by CESA #1 for the culturally-proficient coaching model and PLC implementation.
- PD and coaching will be delivered in a hybrid format.
- This work is a co-collaboration among UST, CESA #1, and MPS Shared Leadership Team.

Building Leaders

- Direct PD offered in collective efficacy, shared leadership through PLCs, and culturally-proficient coaching will be offered monthly throughout the year within the PLI framework.
- External coaching will be supported by CFSA #1 for the culturally-proficient coaching model and PLC implementation.
- PD and coaching will be delivered in a hybrid format.
- This work is a co-collaboration among UST, CESA #1, and the MPS Shared Leadership Team.

High School Region

- Resolution Regarding Student Voice
 - Shared Leadership
 - > Climate Equity Liaisons
 - > PLC

Professional Development (PD)*Building Leaders, Region-Wide*

- PLI participation in shared leadership through PLCs, collective efficacy, and culturally-proficient coaching direct PD in a hybrid form.
- External Coaches through CESA # 1 for building leaders in a hybrid form.
- This work is a collaboration with UST, CESA #1, MPS Shared Leadership Team, Dr. Jennifer Smith, Jennifer Mims-Howell, and Dr. Katrice Cotton.

Climate Equity Liaisons

- Direct PD on PLC implementation provided during teacher institutes in a hybrid form.
- External Coaches through CESA # 1 for building leaders in a hybrid form.
- This work is a collaboration with UST, CESA #1, Dr. Jennifer Smith, Mr Jon Jagemann, and internal coaches within the High School Region.

Student Participants

- Direct PD will be during the school day in a hybrid form led by Dr. Jennifer Smith and Jon Jagemann
- Participation in the climate equity committee
- This work is a collaboration with UST, Dr. Jennifer Smith, and Jon Jagemann.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.01, Teaching and Learning Goals

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(Item 5) Report with Possible Action on MPS Montessori Strategic Plan

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

Montessori Strategic Plan Progress**Completed Work**

- Held Montessori summer school
- Completed Montessori-specific PD at Teacher's Institute and NEI
- Conducted Montessori administrator PD on secondary phase III
- Established geography grab-and-go bins
- Created new Montessori Second Step lessons for primary
- Celebrated the first day of school at Maryland Avenue

Current Work

- Holding monthly Montessori principals’ meetings
- Continuing planning to celebrate 50 years of Montessori in MPS
- Establishing new model classrooms at Grant Gordon Learning Center
- Collaborating on Central Reads support for Lloyd Barbee
- Initiating teacher work sessions for consistency in grading and secondary phase III development

MPS Montessori: 50 Years and Growing

- Kickoff of year-long awareness campaign
- Updating district and school web pages
- Save the date! Saturday, February 10, 2024 1:00-4:00 p.m., at MacDowell Montessori

Montessori Teacher Support

Type	Grade Band	Dates	Provider
Elementary credentialing	1-6	January 2024-May 2025	Montessori Training Center Northeast
Secondary credentialing	7-12	January 2024-September 2025	Cincinnati Montessori STEP Program
New-teacher coaching	K3-12	Ongoing	WMA

Next Steps

October 2023

- October 9 — Sponsorship information meeting
- October 14 — Teacher work sessions
- Establishing model classrooms at Grant Gordon

November 2023

- November 2 — Open house at Grant Gordon
- November 11 — MPS hosting WMA Conference
- November 13 — Sponsorship information meeting, first MAC meeting

December 2023

- December 11 — Sponsorship information meeting
- Holding sponsorship orientation meeting
- Completing spelling/handwriting waiver purchasing

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 2.01 - Standing, Special, and Functional Committees

Fiscal Impact Statement

This item does not authorize expenditures.

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(Item 6) Report with Possible Action Regarding the Annual Workforce Readiness Update for the 2022-23 School Year

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

Background

Since the annual workforce readiness report was last provided at the September 2022 meeting of the Committee on Student Achievement and School Innovation, the Career and Technical Education (CTE) office has continued its work to improve and to expand students' work readiness and to provide work opportunities for students throughout the district.

Highlights from the 2022-23 School Year

- Each high school had one main point of contact, which we call “career champions,” to coordinate communication and work-based learning activities with CTE. In addition, each school had a work-based learning team to assist students with work readiness and employment. The teams are led by the career champion and include other key school staff members.
- In February, approval was given to add up to 20 full-time limited-term employment work-based learning specialist positions. These individuals will work directly in our schools to assist students with securing and sustaining employment.
- CTE met monthly with all career champions and College and Career Centers representatives. The purpose of the meetings was to ensure efficient communication and coordination between the schools and CTE to continue growing the number of internships and youth apprenticeships for our students.
- An Employer Playbook was provided to employers as a guide on how to provide high-quality, work-based learning opportunities for students.
- CTE established an online application system for all potential youth apprentices, making the process easier and more efficient for students to apply and for CTE to coordinate and track.
- Students interested in work opportunities had access to a CTE-developed work-readiness video which provided an overview of our youth apprenticeship and internship programs as well as next steps for students to become better prepared for work.
- CTE provided students with two Google Classrooms: a Job Readiness Google Classroom for all students interested in work opportunities, and a Google Classroom specific to youth apprenticeship. In addition, a Google Drive folder containing work-readiness resources was made available to all teachers, counselors, and other staff to access.
- The student job board was updated on a regular basis throughout the school year and was shared with all high-school students to view and to apply for work opportunities.
- CTE held two in-person job fairs attended by more than 900 students this past school year. The junior fair was held on March 15, and the senior event was held on April 19.
- At least 2,015 students had some sort of work experience in the 2022-23 school year, including students who worked in summer 2022. This number includes experiences such as 2022 summer employment through the Mayor's Earn & Learn Program, the School-to-Work Transition Program, work release, youth apprenticeships, and internships.
- All students who successfully completed youth apprenticeships or internships received high-school credit.
- CTE continued its successful collaboration with the Milwaukee Metropolitan Association of Commerce to host career-exploration and work-readiness experiences and events for high-school students interested in health science, information technology, or finance.
- CTE entered into a contract with District C to offer alternative work experiences for students and to provide them with the kinds of transferable skills needed to succeed in the workplace.
- Together with our M³ partners, MATC and UWM, CTE team members participated on the M³ Work-based Learning Committee to improve and to expand work-based learning opportunities for students.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

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

Administrative Policy 7.01, Teaching and Learning Goals

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(Item 7) Report with Possible Action on Comprehensive School Counseling Program

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

Background

This report is being presented in compliance with Administrative Policy 7.32, Comprehensive School Counseling Program, which requires a report on comprehensive school counseling program activities to improve postsecondary outcome be provided to the Milwaukee Board of School Directors.

During the 2022-23 school year, the comprehensive school counseling program implemented and collaborated with multiple departments and stakeholders on activities and strategies to increase postsecondary outcomes for students in Milwaukee Public Schools. The comprehensive school counseling program is closely aligned with the academic and career planning (ACP) process, which is statewide and now a graduation requirement.

The 2022-23 school year continued to be a year of transition for students, and school counselors worked to provide various levels of support to students to ensure a successful transition. The activities implemented in 2022-23 for improving postsecondary outcomes included the following:

- School counseling curriculum — K5-grade 12
- ACP conferences — grades 5, 7, 9, 11
- ACP school teams and school plans — all schools
- UNCF Empower Me Tour — grade 12
- College Application Week — grade 12
- Ca\$h for College Campaign (scholarship application) — grade 12
- FAFSA (Free Application for Federal Student Aid) Campaign — grade 12
- M³ Milwaukee Parent Institute — elementary, middle, and high schools
- School counselor small groups — K–grade 12
- Decision Day — grade 12
- Virtual mindfulness room — K–grade 12
- Historically Black Colleges and Universities (HBCU) Week — K-grade 12
- Parental grade-level meetings — grades 9–12
- New school counselor 414 Tour
- High School/Top Grade Signing Day — grades 5 and 8
- Common Black College Application — grade 12
- Comprehensive school counseling program professional development — K-grade 12

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

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

Administrative Policy 7.32 - Comprehensive School Counseling Program

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the reports of its delegates to CESA #1 Board of Control and the Milwaukee Board of Library Trustees.

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

This month has been exciting as we welcomed the traditional-start students, celebrating the 2023-24 school year. Everyone is getting used to new routines, but excitement and energy abounds.

I extend a thank-you to all our employees for choosing MPS. The entire Board of Directors says "WELCOME and THANK YOU" to our new international staff members.

Effective and Efficient Operations

- Attended two meetings regarding the Green New Deal grant
- Attended James Madison's NAF monthly board meeting
- Attended a meeting with Dr. Posley regarding ESSER projects
- Attended the monthly meeting of the Board's Committee on Accountability, Finance, and Personnel
- Attended State Superintendent Dr. Jill Underly's State of Education Address. Music for the ceremony was provided by MPS's MHS Vocal Jazz Ensemble
- Attended regular meeting of the Milwaukee Board of School Directors

Student, Parent, and Community Engagement

- Attended the first day of school for the traditional-start calendar at Maryland Avenue Montessori School
- Attended a town hall meeting sponsored by State Rep. Lakeisha Myers
- Attended the WISN/Salvation Army Backpack media event at Bryant Elementary
- Attended the *Voces De La Frontera* Gala held at Italian Community Center

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RESOLUTIONS

Resolution 2324R-003

By Directors Herndon and Zombor

WHEREAS, Board Governance Policy 2.03 notes that Wisconsin state statute "... states or implies that the Board has full power to operate the local public schools as it deems fit in compliance with state and federal mandates"; and

WHEREAS, The Board's authority extends to District facilities, both in their use and their standards; and
WHEREAS, Board Governance Policy 4.08 defines the parameters under which the District may consider and execute leases and rentals of space outside of the District's existing facilities; and

WHEREAS, Administrative Policy 5.01 sets forth a limited set of parameters under which the District may consider leasing and renting existing District facilities to external organizations; and

WHEREAS, In the absence of more defined parameters and procedures, it is the practice of the District to handle and negotiate leases and rentals of District property on a case-by-case basis; and

WHEREAS, The Milwaukee Board of School Directors wishes to achieve the highest levels of fiscal responsibility, accountability, and transparency in all facilities related matters and transactions; and

WHEREAS, The Milwaukee Board of School Directors has over a dozen active lease agreements; now, therefore, be it

RESOLVED, That the Board direct the Administration, in consultation with the Office of Board Governance, to develop an Administrative Policy and Procedure for lease activities of existing District facilities; and, be it

FURTHER RESOLVED, That the activities addressed by the Policy and Procedure include, but not be limited to:

- how lease terms are developed;
- how lease rates are determined;
- how lease rates may be adjusted to account for inflation or increased market values;
- a lease template;
- how, and by whom, capital improvement credits are assigned, inspected, reviewed, and approved for rent credits by the Board;
- a closing checklist in the event a lease is terminated;
- how the Department of Facilities and Maintenance Services will monitor compliance with all terms of lease agreements; and, be it

FURTHER RESOLVED, That the Administration's lease policy and procedure reflect the current wishes of the Board, as set forth in Administrative Policy 5.01, to execute leases with the intent to eliminate all costs to the Board of School Directors; and, be it

FURTHER RESOLVED, That the Administration is to present these updated policies and procedures to the Board for approval no later than the February 2024 Board cycle.

Referred to Committee on Legislation, Rules and Policies

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Having considered the balance of its agenda, the Board returned to the following items, which had been postponed from earlier in its meeting.

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 2) Action on a Request to Retire to Closed Session Relative to Crime Detection and Prevention Strategies in Follow-up to Resolution 2223R-006

Background

On 12/13/2022 the Board passed Resolution 2223R-006, the resolved portions of which read:

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

On 12/13/2022, the Board authorized a contract for the purpose of conducting the required study. The Administration is requesting that, in follow-up to the resolution, the Board retire to a closed session for the purpose of considering strategies for crime detection and prevention.

At the Board's regular meeting on July 27, 2023, information was presented to the Milwaukee School Board of Directors during a closed session pertaining to crime-detection and -prevention strategies. This evening information on this presentation will be shared with the Board during the open portion of the meeting.

With respect to this item, the Board may retire to closed session, pursuant to Wis. Stat., §19.85(1)(d), to consider strategy for crime detection or prevention. The Board may return to open session to take action or to continue with its agenda or it may adjourn from the closed session.

School Safety, Security, Climate, Culture, and Emergency Preparedness Assessment Results

Presented by Safe Havens International

Off-site Document Review

- Policies
- Procedures
- Emergency Plans
- Data

On-Site School-level Assessment

- Unannounced walkthrough at all schools
- Traffic observations during morning arrival or afternoon dismissal at all schools
- Weapons-screening process observation and penetration tests at some secondary schools
- Interviews with school administrators
- Crisis scenario simulations with school administrators and staff

Video and Audio Crisis Scenario Simulations

- Control video to screen for trauma and to explain what is needed
- Real-time simulations with 30 seconds to respond
- 1,674 video and audio crisis scenarios
- 282 MPS school employees (231 teachers and support staff and 51 school administrators)
- Six scenarios per employee
- Score responses to develop data

District-level Interviews

- Area Directors
- Departmental heads
- Other key personnel
- We interviewed more than 300 MPS personnel at the building and district levels

Many Positive Findings

MPS personnel impressed our personnel as being dedicated, passionate, and caring and as working tirelessly to serve your students.

MPS has expended considerable effort to continually improve its approaches to safety.

The MPS Safety and Security Leadership was very impressive to us. We found them to be forthright, highly experienced, knowledgeable, and dedicated to the District’s mission.

Each school has at least one Stop the Bleed kit.

MPS has implemented a robust and wide array of positive behavior-based approaches to address the social, emotional, and behavioral needs of students and staff.

MPS has a robust data-collection-and-retention system for student conduct incidents and the intervention efforts used to address them.

MPS has a superb array of thoughtful, highly structured and effective prevention and intervention approaches. For example:

- student self-harm and suicide prevention is among the best programs in the country; and
- significant and meaningful efforts have been made in student bullying prevention:

Total Number of Bullying Events in the District			
2021-22	2018-19	2017-18	2016-17
639	752	1,015	1,718

All MPS schools have AEDs

MPS has excellent radio communications capabilities — mostly digital radios, with good coverage and number of radios.

All schools have buzzer access-control systems with integrated intercoms.

MPS is moving to a great camera system, with 72% being Avigilon.

Significant Challenges Faced by the District

The dramatic impact of social media, vaping, video games, etc. on youth served by MPS; the impacts of COVID; an increase in disruptive student behavior; budget challenges; and state mandates — These appear to be key factors in high turnover and vacancy rate — especially in the schools serving the most vulnerable students.

Key Opportunities For Improvement

- Vacancy rates and high turnover of personnel
- Student supervision
- SRO program
- 24/7/365 communications and life-safety monitoring center
- Staff development for life-safety topics
- Traffic activities during arrival and dismissal times
- Emergency Operations Plan
- Visitor-screening approaches

Options for Consideration

Full-time Multi-disciplinary Intervention Team

- Consider creating full-time, specialized multi-disciplinary teams to provide greater support for building administrators, teachers, and support staff — Could involve re-tasking current personnel
- Use local funding, grant funding, or a combination of these over time

Student Supervision

- Provide staff with training on student supervision techniques. (Safe Havens has free training videos on the topic.)
- Use an electronic hall-pass system

Staff Development

- Use a web-based staff-development platform for improved school safety, security, and emergency-preparedness training
- Have the Safety Department provide consistent live training to school-based staff and Support Department's personnel (custodians, food service personnel, etc.)
- Consider use of a drill-management software system to reduce the burden on building administrators/safety and security personnel

Life-safety System Monitoring and Emergency Communications

Establish a 24/7/365 life-safety monitoring and emergency communications center. This will dramatically improve the District's ability to use current and future technologies, to improve emergency communications, and to improve communications with the public after hours and will reduce the need to be dependent on on-site safety personnel for some functions.

School Resource Officers

- Work with Milwaukee PD to ask the legislature for greater flexibility in how officers can be deployed
- Work with Milwaukee PD to recruit officers who have the proper dispositions to work with students
- Work with Milwaukee PD to ensure that SROs complete NASSRO basic de-escalation training and other specialized training

- Work with Milwaukee PD to have SROs attend training by MPS personnel on the District’s intervention programs and sessions on students with disabilities

Emergency Operations Plan

- Consider creating a full-time position to be responsible for emergency-management matters, including management of emergency plan and drill-and-exercise programs, and to provide oversight for emergency-management teams
 - Use Safe Havens International’s Emergency Plan Development Templates licensed for use by all WI schools and school districts for free

Next Steps

The Superintendent has tasked us to assist with the following:

- develop a list of school districts to visit, with contact points
- develop short-term, mid-range, and long-term priorities
- conduct follow-up virtual meetings with key staff to discuss options in more detail
- provide no-cost technical assistance calls and e-mails for his staff as needed over time.

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

N/A

Implementation and Assessment Plan

N/A

Recommendation

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

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

(Item 2) Consideration and Action to Not Renew the Administrator’s Contract for the Position of Director of Office of Board Governance/Board Clerk, to be Effective upon Its Expiration on March 31, 2024

Background

Wisconsin Statutes, §19.85(1)(c), 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 retire to a closed session for this purpose. If it does so, the Board may reconvene in open session to take action on matters discussed in executive session or to consider the remainder of its agenda; otherwise, the Board may adjourn from executive session.

Strategic Plan Compatibility Statement

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

Goal 3, Effective and Efficient Operations

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

Board Governance Policy BG 1.04, Executive Sessions

Fiscal Impact Statement

TBD

Recommendation

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

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**REPORTS OF THE INDEPENDENT HEARING OFFICERS OF THE
MILWAUKEE BOARD OF SCHOOL DIRECTORS (STUDENT EXPULSIONS)**

The Board Clerk presented 11 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times for the Board's consideration and action.

- September 7, 2023, at 9:00 a.m., 10:00 a.m., 11:00 a.m., and 1:00 p.m.
- September 11, 2023, at 9:00 a.m.
- September 12, 2023, at 9:00 a.m.
- September 13, 2023, at 9:00 a.m. and 11:00 a.m.
- September 22, 2023, at 9:00 a.m., 11:00 a.m., and 12:00 p.m.

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

Director O'Halloran moved to retire to closed session to consider the above items, pursuant to Wis. Stats., §§19.85(1)(c),(d),and (f).

The motion passed, the vote being as follows:

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

Noes — None.

The Board retired to closed session 6:50 p.m.

The Board resumed open session at 8:15 p.m.

The question being on the Reports of the Independent Hearing Officers (Student Expulsions), Director O'Halloran moved to

1. modify the reports of the Independent Hearing Officers to change the expulsion reinstatement date for Expulsions 1, 2, 10, and 11 from May 21, 2027, to May 21, 2024; and
2. with those modifications, accept the reports of the Independent Hearing Officers.

The motion passed, the vote being as follows:

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

Noes — None.

The next question being on the administrator contract for the Director of Office of Board Governance/Board Clerk, Director Zombor moved that the Board not renew the contract for the

position of Director of Office of Board Governance/Board Clerk, effective upon its expiration of March 31, 2024.

The motion passed, the vote being as follows:

Ayes — Directors Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 6.
Noes — Directors Carr and Jackson — 2.

The Board adjourned at 8:18 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

DRAFT