

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 21, 2023**

Regular meeting of the Board of School Directors called to order by President Herndon at 5:37 p.m.

Present — Directors Garcia, Gokalgandhi, Jackson, O’Halloran, Zombor, and President Herndon — 6.
Absent and Excused — Directors Carr, Leonard, and Siemsen – 3.

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

- Patricia Baka, a retired teacher from Maryland Avenue School
- Richard Barbuch, a retired teacher from Webster
- Gail Barrett, a retired teacher
- Carol Jacobs, a retired teacher
- Aria Jacque, a student from Goodrich
- Trinity Johnson, a student from Carson Academy
- Hurley Jones, Jr., a student from Riverside
- Tinethel Moniorcha, a retired paraprofessional from Hamilton High School
- Donna Palkowski a teacher from Garland School
- Jaimarion Phillips, a student from Hamilton
- Richard Smith, a retired Machine Plant Chargeman
- Edwin Sumner, a retired Educational Assistant from South Division High School
- Jatorion Terry, a student from Bradley Tech
- Stephen Wildgruber a Civil Engineer with Facilities & Maintenance
- Al’Jevon Wilkins, a student from Assata HS

* * * * *

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of October and November 2023 were approved by consensus.

* * * * *

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 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 November through mid-December are also included in the attached report.

Drumline Competition

The twenty-first year of the highly anticipated MPS Battle of the Drumlines showcased an electrifying display of talent, drawing an energetic and enthusiastic crowd representing all age groups. The event, which was held on December 9, unfolded with a series of gripping performances, surprising outcomes, and a thrilling finale that left spectators on the edge of their seats.

Hosted by Rufus King High School, this year's competition welcomed a record number of participants, more than doubling the number of entries from last year.

Among the contenders were Bradley Tech High School, Milwaukee Marshall High School, and Rufus King High School junior varsity drumlines, and each brought their unique flair.

However, it was the reigning champions, the Rufus King High School drumline, that once again emerged victorious, securing their seventeenth Battle of the Drumlines title in a stunning display of skill and precision. Their victory was hard-fought—Rufus King narrowly surpassed Riverside University High School in the championship round by three-fourths of a point.

Adding an unexpected twist to the competition, the newcomer Washington School of Information and Technology delivered an impressive performance, managing to secure a tie for third place with Ronald Reagan College Preparatory High School in the initial round and thereby advancing to the fiercely contested championship round.

The event's success wasn't confined to the performers alone; it was also a testament to the enthusiastic engagement of the audience, with over 600 attendees filling the stands.

The increase of drumlines competing this year not only demonstrates student interest but also highlights schools' efforts to incorporate drumlines as a part of their music and after-school programs.

3DE by Junior Achievement

Earlier this year, Junior Achievement Wisconsin (JA), in collaboration with Milwaukee Public Schools, announced a million-dollar investment to pilot 3DE by JA in two Milwaukee high schools: Bay View and Milwaukee Marshall.

MPS has now officially launched 3DE at both Bay View and Milwaukee Marshall High Schools and has held 3DE by JA induction ceremonies at each location, representing the strong partnership with each school and the unlimited possibilities with this program.

During the 2023–24 pilot program, all ninth-grade students at Bay View and Milwaukee Marshall High Schools will participate in the 3DE by JA innovation pilot. Each subsequent year, one grade level will be added until all four classes of students at the two high schools are participating in 3DE by JA. By the 2026–27 school year, this year's ninth graders will have had a full four years of collaboration with local business partners, and all students at the participating schools will be engaged in 3DE.

Recognizing MPS Talent

MPS has talent bursting at the seams with students and staff all around the district. Recently, Milwaukee High School of the Arts senior Dystince Robertson won a national jazz competition based in Arizona, becoming the first-ever winner of the Ravenscroft Jazz Prize for developing musicians ages 17 to 19. Read more at [MPS Senior Wins First Place in New National Competition, the Ravenscroft Jazz Prize](#).

Milwaukee Italian Immersion teacher Enrica Fracchia-Miller won the 2023 Coccia-Inserra Award for Excellence and Innovation in the Teaching of Italian. The award recognizes a teacher at the K–12 level for their planning and dedication to the craft of teaching Italian. Read more at [Milwaukee Italian Immersion School Teacher Wins National Award for Her Work at MPS](#).

Ronald Reagan College Preparatory High School student Isabella Switalski took sixth place at the recent WIAA state girls' cross-country championship, where she demonstrated her personal best time. Isabella is the first girl from MPS to place in the top 10 since 1976. Read more at Reagan Cross-Country Runner's Top 10 Finish at State Is First in 47 Years for an MPS Girl.

Fifteen MPS schools were involved in creating 15 murals and a welcome sign for display at this year's eightieth annual Holiday Folk Fair International at the Wisconsin State Fair Park:

- Academia de Lenguaje y Bellas Artes (ALBA) – Puerto Rico
- Bay View High School – India
- Bradley Technology and Trade School – United States
- Doerfler School – Native American
- Escuela Vieau – Nicaragua
- Golda Meir School – Hmong
- La Escuela Fratney – Mexico
- Maryland Avenue Montessori School – Ireland
- Milwaukee High School of the Arts – Japan
- Milwaukee Marshall High School – Italy (Sicily) and a Holiday Folk Fair welcome sign
- Morgandale School – Rohingya
- North Division High School – Pakistan
- Rogers Street Academy – Dominican Republic
- South Division High School – Honduras
- Walt Whitman School – Nigeria

Reality Check Day

On December 13, seniors engaged in Reality Check Day, an acclaimed financial literacy event hosted by Educators Credit Union. This immersive experience spans 90 minutes and delivers an interactive simulation that vividly portrays for students the realities of life after high school, providing invaluable insights into adult responsibilities and financial management.

Students engaged with life's pivotal stages and financial ups and downs through the immersive Bite of Reality mobile app. Throughout the session, they navigated a spectrum of life circumstances—from choosing their occupation to dealing with randomly assigned factors such as credit scores, marital status, and potential child support obligations. Tasked with setting their retirement age, students honed their budgeting prowess to achieve this milestone.

At various stations representing life events, students handled expenses related to housing, insurance, groceries, clothing, furniture, entertainment, and day care essentials. They paid bills and made purchases, and the costs of items were constantly updated to mirror real local prices, ensuring a true-to-life experience. The Wheel of Fate added an element of unpredictability, allowing students to gain or lose money due to unforeseen life events.

This semester, there was a remarkable turnout, with close to 700 students actively participating. This hands-on approach equips our students with invaluable financial skills and nurtures their journey toward financial success.

Resources for the Season

MPS and our partners work continuously and collaboratively to support the needs of children and families. During the winter season, these partnerships and collaborations are even more critical, which is why we are highlighting resources for the season. We encourage everyone to share this list of resources and programs with families. Information is available for emergency shelter, food assistance, clothing, social services, and toys for the holidays.

Kindergarten Enrollment Fair

The MPS Kindergarten Enrollment Fair is coming February 3, 2024! We believe that it is never too early to begin recruiting families to enroll their children in MPS. Families with children turning three, four, or five by September 1, 2024, can begin enrollment on February 3, 2024, at this year's Kindergarten Enrollment Fair, which will be held at Milwaukee School of the Arts, 2300 West Highland Avenue, Milwaukee, 53222.

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

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

* * * * *

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

(Item 1) Action to Rescind Previous Action in Order to Reconsider Resolution 2324R-004 on Reading Screeners for English Language Learners

Background

On November 16, 2023, the Board approved the submission of Resolution 2324R-004 to the Policy and Resolutions Committee of the Wisconsin Association of School Boards.

The Milwaukee Public Schools’ Board of School Directors is the one and only member of Region 14 of the Wisconsin Association of School Boards (WASB).

The Wisconsin Association of School Boards (WASB) has designated a process to submit 2024 resolution proposals to be considered by the WASB Policy and Resolutions Committee.

The Office of Board Governance has been advised by WASB that, because this resolution was submitted after the September 15 deadline (and was, therefore, not vetted by the WASB Policy & Resolutions Committee), a different process must be followed for the resolution to be considered by the delegate assembly. As such, WASB has recommended that the intent of the resolution be reworded a more concise manner.

The proposed wording is presented for consideration. The intent of the original resolution remains the same, but the wording has been consolidated:

Resolution

The WASB supports that early literacy assessments, screeners, and diagnostics required in state law be provided in an English Learner (EL) student’s home language in accordance with current best practices in assessment and instruction for bilingual program students. EL students tested in English should not be labeled “at risk” without verification that the student also fails an early literacy test in their home language.

Rationale

Wisconsin currently serves nearly 55,000 English Learners (ELs), with over 140 identified languages spoken by Wisconsin students, and with approximately 9,000 ELs concentrated in Milwaukee alone.

Wisconsin State Statutes 115.96 (4)(b) states that an established bilingual-bicultural educational program should provide, “through the use of the native language of the limited- English proficient pupil, instruction in the subjects necessary to permit the pupil to progress effectively through the educational system,”

Wisconsin State Statutes 118.017 states that, “All instruction shall be in the English language, except, in part, those programs established under subchapter VII of Ch. 115, where instruction shall be

in the English language and in the non-English language of the bilingual- bicultural education program,” and;

The current practice of the Wisconsin Department of Public Instruction (DPI) to test all ELs in English, regardless of their time learning the English language, violates federal law under the Supreme Court decision *Lau v. Nichols* (1973), which addresses equity in language instruction and by extension, assessment. Lau further holds that once a student is identified as an EL under the Lau Remedies, they cannot be treated as other English-dominant students.

By testing students in English before they have learned English, 2023 Wisconsin Act 20 goes against federal Lau compliance mandates, which require that elementary schools provide students with limited English proficiency special English-as-a-second-language instruction as well as academic subject-matter instruction through the student’s strongest language until the student achieves proficiency in English sufficient to learn effectively in a monolingual English classroom.

Reading readiness screeners given only in English are not a valid assessment of students who speak languages other than English because these tests measure the student’s level of English language acquisition instead of their level of literacy development and ignore the fact that an EL might be at grade level in their home language.

The Wisconsin Association for Bilingual Education (WIABE) the largest organization in the state of Wisconsin that serves educators of emerging bilingual and multilingual students is leading advocacy efforts that bring to light the unjust nature of this law which disproportionately impacts English Learners and violates their right to learn in two languages.

The current implementation of 2023 Wisconsin Act 20 is in direct opposition to the successful bilingual/dual language program models of instruction in Wisconsin, which support students acquiring English language proficiency while maintaining their home language and which is supported by research evidence that skills developed in the first language, will automatically transfer to the second language (Cummins, Collier & Thomas, Escamilla, Gottlieb, Castro, Beeman & Urow).

The current implementation of 2023 Wisconsin Act 20 will adversely impact bilingual teachers who will feel compelled to refrain from using the native language to develop academic skills and who may shift to English-only instruction.

2023 Wisconsin Act 20 may pressure school districts to move away from following the fidelity of the bilingual/dual language programs to comply with English testing mandates, thereby jeopardizing the quality of bilingual/dual language programs in Wisconsin. 2023 Wisconsin Act 20 disregards the unique strengths and needs of ELs. English- only standardized tests, and screeners, and diagnostics are not valid for ELs.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

2.13 - Board Legislative Program

Fiscal Impact Statement

There is no fiscal impact.

Implementation and Assessment Plan

The Office of Governance will advise WASB as to how the Board wishes to proceed.

Recommendation

The Office of Board Governance recommends that the Board:

1. Rescind its action of November 16, 2023, relative to Resolution 2324R-004; and
2. Determine how it wishes to proceed relative to the submission of the resolution

Director Garcia moved to rescind the action of November 2023 relative to Resolution 2324R-004. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Jackson, O'Halloran, Zombor, and President Herndon — 6.
Noes — None — 0.

Director Garcia moved to adopt the resolution, as worded in the proposed new language. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Jackson, O'Halloran, Zombor, and President Herndon — 6.
Noes — None — 0.

* * * * *

(Item 2) Monthly Report with Possible Action, on Legislative Matters or Related Issues Concerning Milwaukee Public Schools

Background

The State is now sitting on an overall balance of \$6 billion as it continues to underfund its own recommendations to support English learners, students with disabilities and students challenged by poverty. We anticipate an additional fiscal update in January of 2024.

The impact of state underfunding is highlighted in two recent reports from the Wisconsin Policy Forum and Forward Analytics which focus on teacher pay and the history of referenda in the state. Additional updates will be provided.

An article on teacher pay, published by the Wisconsin Policy Forum and paper by Forward Analytics on using referenda to fund public education were provided under separate cover, as supplemental materials to this report.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

1.02 - Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

The gavel was passed to Vice-President Gokalgandhi at 6:02 p.m. and returned to President Herndon at 6:03 p.m.

* * * * *

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

Accountability and Efficiency Services

Between November 4, 2023 and December 9, 2023, Accountability and Efficiency Services fulfilled four requests for information/research and six special projects. Accountability and Efficiency Services also completed two constituent inquiries and satisfied one impartial hearing officer (IHO) request.

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 our Student Engagement Programming.

On October 25, 2023, CCS staff members participated in Marshall High School’s 2nd Annual Eagle Nation Career Connection Fair. These types of events provide CCS the opportunity to promote our Communities In Need (COIN) program and current internship opportunities.

Since the last month’s report, 18 students were referred out for interviews. Five were hired in the following career industries: administrative services, architectural services, culinary arts, library management, and technology.

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 continued to support the District’s implementation of Administrative Policies 3.10 and 3.13

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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

* * * * *

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

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

Director O’Halloran moved to accept the reports of the Independent Hearing Officers of:

November 27, 2023, @ 9:00 a.m.

December 5, 2023, @ 10:00 a.m., 11:00 a.m.

December 11, 2023, @ 9:00 a.m.

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

Ayes — Directors Garcia, Gokalgandhi, Jackson, O’Halloran, Zombor, and President Herndon — 6.

Noes — None – 0.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items from 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, has been set aside at the request of the Administration.

Item 16, Action on a Request for an Early Start Date for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School, Casimir Pulaski High School, and MacDowell Montessori School for the 2024-2025 School Year has been set aside, as it was forwarded to the Board without recommendation.

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

Ayes — Directors Garcia, Gokalgandhi, Jackson, O'Halloran, Zombor, and President Herndon — 6.
Noes — None — 0.

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 Resignations and Retirements, and Affirmative Action Report

Classified Personnel Transactions

Name	Position and Salary	Date	Salary
NEW HIRES			
2 Tyrese Allen	Building Service Helper I	10/23/2023	\$18.32 /hr
4 Guadalupe Arteaga	Building Service Helper I	11/06/2023	\$17.17 /hr
2 Marquis Butler	Building Service Helper I	10/30/2023	\$17.17 /hr
2 Matthew DeBow	Building Service Helper I	11/06/2023	\$17.74 /hr
5 Carlo Emanuele	Building Service Helper I	10/30/2023	\$20.61 /hr
2 Marquise Griffin	Building Service Helper I	10/23/2023	\$19.46 /hr
2 Toby Harris	Building Service Helper I	11/27/2023	\$17.17 /hr
2 Marion Hewings	Building Service Helper I	10/30/2023	\$17.17 /hr
2 DeMille Lowery	Building Service Helper I	10/23/2023	\$20.03 /hr
2 LaTosha McGee	Building Service Helper I	10/30/2023	\$17.17 /hr
2 Jimmy McIntosh	Building Service Helper I	11/06/2023	\$17.17 /hr
2 Michelle Mcthune	Building Service Helper I	10/23/2023	\$18.32 /hr
2 Tiesha Perkins	Building Service Helper I	10/30/2023	\$17.17 /hr
2 Dion Raines	Building Service Helper I	11/27/2023	\$17.17 /hr
2 Ziaree Robinson	Building Service Helper I	11/06/2023	\$17.17 /hr
2 Eddie Scott	Building Service Helper I	10/30/2023	\$17.17 /hr

2 Justin Thompson	Building Service Helper I	10/30/2023	\$17.17 /hr
2 Aundrea Tyars	Building Service Helper I	10/23/2023	\$17.74 /hr
2 Vincent Weeden Jr	Building Service Helper I	11/06/2023	\$17.17 /hr
2 Janya Williams	Building Service Helper I	11/06/2023	\$17.17 /hr
2 Keydell Williams	Building Service Helper I	11/27/2023	\$17.17 /hr
4 Maria Carpio	Children's Health Assistant	11/06/2023	\$25,797.16
2 Keyyokie Johnson	Children's Health Assistant	10/30/2023	\$23,813.81
2 Carlina Ward	Children's Health Assistant	10/30/2023	\$22,493.08
2 Aaliyah Alford	Food Service Assistant	11/16/2023	\$17.17 /hr
2 Jean Bowers	Food Service Assistant	10/24/2023	\$18.20 /hr
4 Adriana Castro Frias	Food Service Assistant	10/31/2023	\$17.17 /hr
2 Takayla Dyson	Food Service Assistant	10/26/2023	\$18.72 /hr
2 Syria Friend	Food Service Assistant	10/25/2023	\$17.17 /hr
2 Gary Fuller	Food Service Assistant	11/16/2023	\$19.23 /hr
3 Daniel Gaddi	Food Service Assistant	10/24/2023	\$17.17 /hr
1 Andrea Hanson	Food Service Assistant	11/06/2023	\$22.84 /hr
2 Zsavion Hodnett	Food Service Assistant	11/29/2023	\$17.17 /hr
2 Bridgette Howard	Food Service Assistant	10/25/2023	\$18.72 /hr
7 Tamika Jones	Food Service Assistant	10/25/2023	\$17.17 /hr
2 Linda Lee	Food Service Assistant	11/20/2023	\$20.26 /hr
2 Angela Martin	Food Service Assistant	10/24/2023	\$18.72 /hr
2 Amber Mathews-Thompson	Food Service Assistant	11/16/2023	\$17.17 /hr
2 Britney Morris	Food Service Assistant	11/20/2023	\$17.69 /hr
2 Shamirah Portis-Lowe	Food Service Assistant	10/25/2023	\$17.17 /hr
3 Naomi Williams	Food Service Assistant	11/20/2023	\$17.17 /hr
2 Kayli Wilson Mitchell	Food Service Assistant	10/25/2023	\$18.20 /hr
2 Shovonte Winston	Food Service Assistant	10/26/2023	\$17.17 /hr
2 Requiela Young	Food Service Assistant	11/27/2023	\$19.75 /hr
2 Jazmine Blakley	Paraprofessional – Parent Involvement	11/13/2023	\$28,452.00
2 Wanita Johnson	Paraprofessional – Parent Involvement	10/30/2023	\$35,432.00
2 Tiarra Beasley	Paraprofessional	11/20/2023	\$21,339.00
2 Diamond Bullock	Paraprofessional	11/06/2023	\$21,339.00
2 Deyhamanni Clayhiggs	Paraprofessional	10/31/2023	\$21,339.00
2 Cachea Cooper	Paraprofessional	11/13/2023	\$22,648.00
5 Isaac Danzer	Paraprofessional	11/13/2023	\$22,648.00
2 Dyshia Dates	Paraprofessional	11/06/2023	\$21,339.00
2 Manisha Dotson James	Paraprofessional	11/27/2023	\$21,339.00
2 Zephaniah Eiland	Paraprofessional	11/13/2023	\$22,648.00
4 Nadbai Gaytan-Garcia	Paraprofessional	10/30/2023	\$21,860.00
2 Jayromica Hodges	Paraprofessional	11/13/2023	\$22,648.00
2 Shalita Jenkins	Paraprofessional	11/13/2023	\$22,648.00
2 John Jude	Paraprofessional	10/30/2023	\$22,648.00
5 Abbey Pahlisch	Paraprofessional	11/06/2023	\$21,339.00
4 Eunice Perez	Paraprofessional	11/13/2023	\$26,574.00
5 Samantha Pigg	Paraprofessional	10/30/2023	\$21,339.00
5 Matthew Piotter	Paraprofessional	10/30/2023	\$24,211.00
2 Annette Reddic	Paraprofessional	11/13/2023	\$21,860.00
2 Zachea Reed	Paraprofessional	11/08/2023	\$21,860.00
2 Patricia Rodgers	Paraprofessional	11/27/2023	\$27,349.00
2 Adia Rogers	Paraprofessional	10/30/2023	\$22,648.00
2 Elaine Segura	Paraprofessional	11/13/2023	\$21,339.00
2 Laneya Tate	Paraprofessional	10/30/2023	\$22,648.00
2 Betty Varnado	Paraprofessional	11/13/2023	\$21,339.00
4 Cristina Villegas	Paraprofessional	11/27/2023	\$23,435.00
2 Britney Wilder Coleman	Paraprofessional	10/30/2023	\$21,339.00
2 Wanda Woodley	Paraprofessional	11/13/2023	\$21,339.00

5 Jason Peterson	Print Production Designer	11/01/2023	\$54,048.07
2 Marsha Ashley	School Safety Assistant	11/06/2023	\$26,594.00
2 Aliyah Augustine	School Safety Assistant	11/06/2023	\$26,594.00
2 Skiya Batton	School Safety Assistant	11/06/2023	\$26,594.00
2 Erica Blissett	School Safety Assistant	11/06/2023	\$26,594.00
2 Jeffery Clair	School Safety Assistant	11/06/2023	\$26,594.00
2 Raivaughn Clark	School Safety Assistant	11/06/2023	\$27,257.00
2 Destiny Edwards-Lavendar	School Safety Assistant	11/06/2023	\$26,594.00
2 Marquis England	School Safety Assistant	11/06/2023	\$26,594.00
2 Jasmine Gilmore	School Safety Assistant	11/06/2023	\$26,594.00
2 Raven Harrison	School Safety Assistant	11/06/2023	\$26,594.00
2 Kathryn Harvey	School Safety Assistant	11/06/2023	\$30,278.00
2 January Hines	School Safety Assistant	11/06/2023	\$26,594.00
2 Kateria Howard	School Safety Assistant	11/06/2023	\$28,258.00
2 Rybon Jones	School Safety Assistant	11/06/2023	\$28,258.00
2 Willie Jones	School Safety Assistant	11/06/2023	\$26,594.00
2 Emmanuel Jordan	School Safety Assistant	11/06/2023	\$26,594.00
2 Justin Landrum	School Safety Assistant	11/06/2023	\$26,594.00
2 Lydia Lee	School Safety Assistant	11/06/2023	\$29,276.00
4 Luis Mejia	School Safety Assistant	11/06/2023	\$32,314.00
2 Latisha Newton	School Safety Assistant	11/06/2023	\$26,594.00
2 Tendria Pickett	School Safety Assistant	11/06/2023	\$26,594.00
2 Dalonn Pinnix	School Safety Assistant	11/06/2023	\$26,594.00
2 Ashley Purifoy	School Safety Assistant	11/06/2023	\$27,257.00
2 Anika Quinn	School Safety Assistant	11/06/2023	\$26,594.00
2 Prentiss Rhodes	School Safety Assistant	11/06/2023	\$27,257.00
2 Carniyah Sanders	School Safety Assistant	11/06/2023	\$26,594.00
2 Debbie Smith	School Safety Assistant	11/06/2023	\$27,257.00
2 Rikki Stallion	School Safety Assistant	11/06/2023	\$28,258.00
2 Jessica Sykes	School Safety Assistant	11/06/2023	\$26,594.00
2 Precious Taylor	School Safety Assistant	11/06/2023	\$26,594.00
2 Gabriel Tolefree Burke	School Safety Assistant	11/06/2023	\$26,594.00
2 Emmanuel Turner	School Safety Assistant	11/06/2023	\$26,594.00
2 Anthony Watkins	School Safety Assistant	11/06/2023	\$28,258.00
2 Paris Wilson	School Safety Assistant	11/06/2023	\$26,594.00
2 Edessa Grant	School Secretary I – 11 Month	11/06/2023	\$34,848.00
4 Yaritza Collazo Rivera	School Secretary I – 12 Month	11/13/2023	\$38,548.22
2 Shanita Davis	School Secretary I – 12 Month	11/13/2023	\$41,378.69
4 Carmen Reyes	School Kitchen Manager I	11/15/2023	\$29,664.00
4 Saimarie Gonzalez	School Social Work Aide II	11/13/2023	\$19,668.00
2 Kyree Nash Guzman	Youth Apprentice	10/02/2023	\$15.00 /hr

PROMOTIONS

5 Annette Oliver	Accounting Assistant II	11/06/2023	\$59,582.00
2 Audreannia Ball	Accounting Assistant III	11/13/2023	\$54,819.24
2 Nicholla Robinson	Data Support Assistant	10/02/2023	\$54,949.28
4 Lupita Hernandez	Paraprofessional – Parent Involvement	10/30/2023	\$31,247.00
4 Flor Mauricio	Paraprofessional – Parent Involvement	10/30/2023	\$32,281.00
4 Jesica Avila Marquez	Paraprofessional	11/06/2023	\$28,137.00
4 Solmary Hernandez Osorio	Paraprofessional	10/30/2023	\$23,435.00
2 Kourtnee Howard	Paraprofessional	11/27/2023	\$21,860.00
7 Monique Howard	Paraprofessional	10/30/2023	\$28,246.00
4 Jamelia Lane	Paraprofessional	11/30/2023	\$21,339.00
4 Regina Scott	Paraprofessional	11/30/2023	\$21,339.00
2 Jada McCoy	School Safety Assistant	11/06/2023	\$27,257.00
5 Nicalle Sliga	School Secretary I – 11 Month	10/30/2023	\$44,373.00

4 Meressa Mendoza	School Kitchen Manager I	10/16/2023	\$33,023.00
2 Dananzel Taylor White	School Kitchen Manager I	10/16/2023	\$27,220.00
2 Shaqualia Spears	Social Work Aide II	11/21/2023	\$20,814.00

REHIRES

2 Aqeeda Miller	Building Service Helper I	10/30/2023	\$17.17 /hr
2 Aviance Rogers	Children's Health Assistant	10/31/2023	\$23,153.44
7 Therese Elsalahy	Food Service Assistant	11/20/2023	\$18.72 /hr
2 Kimberly Howard	Food Service Assistant	11/16/2023	\$19.23 /hr
2 Sharmon Riley	Food Service Assistant	11/16/2023	\$17.69 /hr
2 Charlesha Williams	Food Service Assistant	10/30/2023	\$18.20 /hr
2 Courtney Hicks	Paraprofessional – Parent Involvement	11/27/2023	\$34,382.00
2 Latesha Jones	Paraprofessional – Parent Involvement	11/27/2023	\$23,435.00
2 Darla Honeycutt	Paraprofessional	11/27/2023	\$24,211.00
2 Dawon Jones	Paraprofessional	11/27/2023	\$22,648.00
2 Verdeanna King	Paraprofessional	11/27/2023	\$22,648.00
2 Stephanie Wallace	Paraprofessional	11/06/2023	\$27,349.00
2 Ricardo Bush	School Safety Assistant	11/06/2023	\$26,594.00
2 Arleonna Jordan	School Safety Assistant	11/06/2023	\$27,257.00
2 Briana Kimber	School Safety Assistant	11/06/2023	\$31,296.00
2 Maria Scott	School Safety Assistant	11/06/2023	\$30,278.00
2 Delon Williams	School Safety Assistant	10/30/2023	\$30,278.00
4 Rhonda Cruz	School Secretary I – 11 Month	11/13/2023	\$44,373.00

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS - SCHOOL SUPPORT TEACHER

nr	4	Barry, Judith M	01/MA	\$88,903.00	10/30/2023	SCHOOL SUPPORT TEACHER
----	---	-----------------	-------	-------------	------------	------------------------

ACTION ON CERTIFICATED APPOINTMENTS - TEACHER

nr	2	Adebisi, Lola Ruth	01/MA	\$66,471.00	10/9/2023	GEN ELEM & K8 - ALL GRADES
r	2	Ashley, Jaela S	01/MA	\$56,273.00	11/6/2023	SPEC ED MULTICATEG.
r	5	Germain, Rachel D	01/MA	\$82,785.00	12/11/2023	SPEC ED MULTICATEG.
r	2	Kuo, Olamide	01/BA	\$54,467.00	10/30/2023	AMP HPE
r	4	Orozco Pedraza, Omar	01/BA	\$56,331.00	11/15/2023	FOREIGN LANGUAGE
nr	4	Shapiro, Brooke A	01/MA	\$76,668.00	11/6/2023	AMP ART

ACTION ON CERTIFICATED APPOINTMENTS - EARLY START

r	2	Awosika, Ebunoluwa	01/BA	\$63,789.00	10/16/2023	SCIENCE
r	5	Sventa, Zoia	01/MA	\$82,785.00	10/30/2023	ENGLISH AS SECOND LANGUAGE
r	6	Udeoji, Solomon	01/BA	\$56,331.00	10/30/2023	SCIENCE
r	2	Usman, Abimbola	01/BA	\$80,571.00	10/9/2023	MATHEMATICS TEACHER LEADER (ES SCHOOL)

ACTION ON CERTIFICATED APPOINTMENTS - TEACHER LEADER EARLY START

nr	5	Lewis, Catherine	1C/MA	\$75,531.00	11/13/2023	TECHNICAL SERVICES
----	---	------------------	-------	-------------	------------	--------------------

ACTION ON CERTIFICATED APPOINTMENTS – PERMIT TEACHER

r	4	Acevedo, Kelvin J	XX/4W2	\$49,836.00	11/13/2023	GEN ELEM & K8 - ALL GRADES
nr	2	Addokoh, Justice	XX/4W2	\$49,860.00	10/30/2023	GEN ELEM & K8 - ALL GRADES
r	2	Adebayo, Abiola	XX/4W2	\$49,860.00	11/15/2023	GEN ELEM & K8 - ALL GRADES
r	4	Barajas-Castillo, Claudia	XX/4W2	\$49,836.00	10/30/2023	BILINGUAL EDUCATION
r	2	Bennett, Maurice	XX/4W2	\$49,860.00	11/15/2023	AMP HPE

r	2	Chimezie,Chizoba	XX/4W2	\$49,860.00	11/15/2023	SPEC ED MULTICATEG
r	5	Copper, Kaspar	XX/4W2	\$49,836.00	11/6/2023	ART
r	2	Davis,Sakya K	XX/4W2	\$49,836.00	11/8/2023	GEN ELEM & K8 - ALL GRADES
nr	5	DeWindt,Zakary	XX/4W2	\$49,836.00	11/27/2023	AMP HPE
nr	4	Gomez Rivera, Annette	XX/4W2	\$49,836.00	11/13/2023	EARLY CHILDHOOD- SPEC ED
r	2	Hartenberger, Lynn	XX/4W2	\$49,836.00	11/16/2023	GEN ELEM & K8 - ALL GRADES
nr	5	Jung,Anastasia	XX/4W2	\$49,836.00	11/6/2023	ART
r	2	Moore,Demetrius M	XX/4W2	\$49,836.00	11/27/2023	AMP HPE
r	5	Mykhailenko,Mariia	XX/4W2	\$49,836.00	11/13/2023	REG (5 YR) KINDERGARTEN
r	2	Ochidi,Elizabeth	XX/4W2	\$49,860.00	11/15/2023	GEN ELEM & K8 - ALL GRADES
r	2	Okoye,Esther O	XX/4W2	\$49,860.00	10/30/2023	GEN ELEM & K8 - ALL GRADES
r	2	Okumu,George	XX/4W2	\$49,860.00	10/30/2023	GEN ELEM & K8 - ALL GRADES
r	2	Okumu,Godfrey	XX/4W2	\$49,860.00	11/15/2023	GEN ELEM & K8 - ALL GRADES
r	2	Oludare,Damilola T	XX/4W2	\$49,860.00	10/30/2023	SPEC ED MULTICATEG.
r	4	Ortiz De Jesus,Anitxa	XX/4W2	\$49,836.00	10/30/2023	EARLY CHILDHOOD- SPEC ED
nr	2	Owens Jr, Randy L.	XX/4W2	\$49,836.00	11/6/2023	TITLE I SCHOOLWIDE
nr	4	Puig del Risco,Ariel	XX/4W2	\$49,836.00	10/2/2023	MUSIC
r	2	Richards,Marlon	XX/4W2	\$49,860.00	10/30/2023	AMP HPE
r	4	Rosales,Edwin	XX/4W2	\$49,860.00	10/9/2023	GEN ELEM & K8 - ALL GRADES
r	1	Sifuentes Perez,Crescencio	XX/4W2	\$49,860.00	11/15/2023	EARLY CHILDHOOD- SPEC ED

ACTION ON CERTIFICATED APPOINTMENTS -PERMIT TEACHER EARLY START

r	4	Arrieta,Marina	XX/4W2	\$49,860.00	10/30/2023	FOREIGN LANGUAGE
r	2	Ayilaran,Samson	XX/4W2	\$49,860.00	11/15/2023	MATHEMATICS
r	4	Davila,Ginny	XX/4W2	\$49,860.00	10/30/2023	BILINGUAL ED
r	5	Kalysh,Iuliia	XX/4W2	\$49,860.00	10/30/2023	ENGLISH AS SECOND LANGUAGE
r	5	O'Keefe,Padyn	XX/4W2	\$49,836.00	11/14/2023	GEN ELEM & K8 - ALL GRADES
r	2	Okumu,Harrison W	XX/4W2	\$49,860.00	10/30/2023	MATH
r	2	Rhodes Jr., Gene E	XX/4W2	\$49,836.00	11/13/2023	AMP HPE
r	4	Rivas Adorno,Luis R	XX/4W2	\$49,836.00	11/27/2023	FOREIGN LANGUAGE

Leaves of Absence

	Present Assignment	Effective From
Illness Leave October 2023		
Nancy Annaromao	Holmes School	October 28, 2023
Illness Leave November 2023		
Paula Ramseur Williams	Metcalf School	November 1, 2023
Gordana Rajak	Obama School	November 6, 2023
Carmne Fischer	A.L.B.A School	November 27, 2023
Jeffery Bolle	Milwaukee High school Of the Arts	November 29, 2023
Personal Leave October 2023		
Taleavia Cole	Bruce School	October 10, 2023
Personal Leave November 2023		
Katie Werner	MacDowell School	November 15, 2023
Judy Staton	Kilbourn School	November 30, 2023
Personal Leave December 2023		
Laurine Lengal	Milwaukee French Immersion	December 4, 2023
Mercedes Ramos	A.L.B.A School	December 5, 2023
Ann Ogren	Milwaukee Spanish Immersion	December 12, 2023
Personal Leave January 2024		
Jennifer Morgan	Longfellow School	January 2, 2024
Personal Leave February 2024		
Tamara Ligman	Central Service building	February 20, 2024

Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Certificated Resignations						
Personal	0.9	2	David Guyton	Teacher	Obama SCTE	11/02/2023
Other Work	0.3	2	David Hart	Mgr III	Central Svcs	11/13/2023
Other Dist	19.3	5	Maxine Hengen	Teacher	Central Svcs	11/24/2023
Personal	4.2	5	Megan Hofschulte	Psych	Pratt	11/09/2023
Personal	11.0	3	Christopher Jacoby	Teacher	Hampton	10/24/2023
Personal	2.0	5	Brandon Main	Teacher	Bay View	01/01/2024
Personal	0.0	4	Santiago Martinez	Teacher	Ronald Reagan	11/13/2023
Personal	0.2	5	Kyle McCreedy	Teacher	Morse	11/10/2023
Personal	0.2	5	Jasmine Mueller	Teacher	Metcalfe	11/17/2023
Personal	0.1	2	Alan Mutuli	Teacher	WCLL	11/28/2023
Personal	1.0	1	Kerleen Negron Cosme	Teacher	Spanish Imm	11/28/2023
Other Dist	3.2	5	Grace Nell	Teacher	Lancaster	12/21/2023
Personal	22.0	2	Felicia Russell	Teacher	Central Svcs	12/13/2023
Personal	1.2	5	Amy Selikoff	Teacher	Pulaski	11/03/2023
Personal	0.2	5	Kelly Steinberg	Teacher	Hartford	11/12/2023
Retire	30.1	5	Jaimie Tezak	Innov Coach	Central Svcs	01/11/2024
Other Work	2.0	5	Coltyn Vondeylen	Teacher	Central Svcs	11/17/2023
Personal	28.0	2	Mary Wilson	Teacher	Barton	01/01/2024
Personal	3.3	5	Amanda Wootton	Teacher	Central Svcs	12/15/2023
Classified Resignations						
Personal	0.1	2	Barbara Alexander	FSA	Kluge	11/10/2023
Other Work	2.4	6	Shannon Arms	Specialist III	Facilities & Maint	10/27/2023
Personal	0.1	2	Jeff Brown	BSH I	Central Svcs	10/18/2023
Personal	1.2	4	Janice Carrero	Para	Lincoln Ave	12/09/2023
Personal	0.1	2	Yonquita Carter	Para	Engleburg	10/30/2023
Personal	1.0	2	Traniqua Colon	Para	Burdick	12/08/2023
Personal	0.1	4	Ariel Corona	SKM III	Hayes	10/31/2023
Personal	1.0	2	Shonniqua Dixon	Secretary II	Obama SCTE	12/01/2023
Other Work	0.1	5	Carlo Emanuele	BSH I	Central Svcs	11/15/2023
Personal	0.1	2	Annquetta Fondren	Para	Sherman	11/01/2023
Personal	11.0	2	Terrance Graham	Para	Thurston Woods	11/08/2023
Personal	0.1	1	Andrea Hanson	FSA	Longfellow	11/07/2023
Other Work	5.0	2	Rajshaun Hawkins	BSH II	Burdick	10/13/2023
Personal	1.2	2	Audrey Hayes	Para	Holmes	12/01/2023
Personal	7.2	2	Sherika Haynes	Safety Asst	School Safety	10/23/2023
Personal	1.0	2	Tiree Hills	FSMT	Barton	11/17/2023
Personal	2.0	2	Fatiaah Humes	Para	Starms	11/27/2023
Personal	17.9	4	Zaida Jaquez	Para	Early Childhood	11/06/2023
Personal	0.1	2	Lula Jenkins	FSA	Parkside	10/30/2023
Personal	5.0	2	Laneeka Johnson	BSH I	JMAC	11/16/2023
Retire	7.0	5	Susan Kipp	Admin Asst	Parent Svcs	11/30/2023
Personal	0.2	4	Coral Lopez Salas	Secretary I	Doerfler	11/11/2023
Other Work	4.1	2	Jadaya McCoy	FSA	Lincoln MS	11/03/2023
Other Work	1.0	2	Nakia McGee	Para	Kluge	11/20/2023
Retire	37.1	2	Jerri Mitchell	Gen Ed Asst	Congress	11/17/2023
Personal	2.2	2	Tiffany Moody	Adm Ast III	Special Svcs	12/08/2023
Personal	0.8	2	Deijah Mull	Safety Asst	Safety	12/01/2023

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	28.5	5	Mark Narlock	Steamfitter	Pipe Shop	01/05/2024
Personal	4.2	2	Stella Nathan	Plan Asst II	Central Svcs	01/04/2023
Personal	14.2	4	Eduardo Negron	Director I	Sch Safety	11/14/2023
Other Work	2.0	5	Megan Oleszek	FSA	South Division	12/01/2023
Other Work	4.1	2	Duzzie Robinson	Para	Grantosa	11/30/2023
Personal	2.0	2	Laura Robinson	FSA	Hawthorne	11/17/2023
Other Work	0.1	2	Adia Rogers	Para	Thoreau	10/30/2023
Retire	9.2	5	Stephen Sanders	Serv Tech II	Technology	12/08/2023
Personal	0.8	2	Dontasia Stewart	SKM Train	Meir	12/21/2023
Personal	1.0	3	Vang Xiong	Serv Tech	Technology	11/27/2023
Retire	22.7	5	Karen Rosio	Child Care	Thoreau	12/22/2023
Retire	37.0	2	Sharon Taylor	CHA	Vincent	12/04/2023
Retire	5.2	5	Barbara Twardowski	Para	Hawley	12/18/2023
Personal	0.1	2	Carlina Ward	HCA	Burdick	11/10/2023
Personal	0.1	2	Shovonte Winston	FSA	Kluge	11/10/2023
Other District - 2 (Classified - 0 Certificated - 2)						
Other Work - 10 (Classified - 8 Certificated - 2)						
Personal - 41(Classified - 27 Certificated - 14)						
Retirement - 8 (Classified - 7 Certificated - 1)						

Codes

- 1 Native American
- 2 African American
- 3 Asian//Pacific Islander
- 4 Hispanic

- 5 White
- 6 Other
- 7 Two or More Codes
- r Resident
- nr Non-resident

Monthly Personnel Report

The Affirmative Action monthly personnel transaction report for November 2023 is attached. This is an informational item, and no action is required.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY24 budget.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

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

Recommended Appointments

(4)(r)	Miguel Sanchez	Regional Superintendent Office of the Chief of School Administration	Sch 03, Range 14A \$162,524
(5)(nr)	Alex Kuxhause	Principal I, Washington High School Office of the Chief of School Administration	Sch 03, Range 14A \$133,321
(2)(r)	Dennis Daniels	Principal I, K-8 – Thurston Woods Office of the Chief of School Administration	Sch 03, Range 13T \$129,782
(2)(r)	Stephanie Morgan	Principal I, Elementary – Zablocki Office of the Chief of School Administration	Sch 03, Range 13T \$125,748
(5)(nr)	Ryan Fula	Maintenance & Repair Project Supervisor II Office of the Chief of Operations	Sch 03, Range 10A \$110,00
(2)(r)	Gabriel Agoro	Financial Planning & Budget Analyst III Office of the Chief of Finance	Sch 03, Range 07A \$109,565
(5)(nr)	Ethan Magdovitz	Analyst III, Data Support Fiscal Office of the Chief of Finance	Sch 03, Range 07A \$109,565
(4)(nr)	German Diaz	Coordinator II, Javits Grant Office of the Chief of Academics	Sch 03, Range 07A \$104,279
(2)(r)	Kimberly Wood	Coordinator III, Family Advocacy Office of the Chief of Communications & School Performance	Sch 03, Range 08A \$81,273
(2)(nr)	Kendall Roberts	Planning Assistant II Office of the Chief of School Administration	Sch 03, Range 04A \$67,792
(2)(r)	Janine Dyer	Accountant II Office of the Chief of Finance	Sch 03, Range 04A \$66,130 \$68,000
(2)(r)	Cearra Stinson	Recreation Supervisor Wellness Associate II Office of the Chief of Operations	Sch 03, Range 04A \$60,209

Recommended Reassignments

(2)(r)	Cheryl Colbert	Principal I, Elementary - Emerson Office of the Chief of School Administration	Sch 03, Range 13T \$137,698
(2)(r)	Robert Hooks	Principal I, Elementary - Parkview Office of the Chief of School Administration	Sch 03, Range 13T \$121,853
(4)(nr)	Jose Frias	Assistant Principal III – Marshall High School Office of the Chief of School Administration	Sch 03, Range 12C \$111,344
(2)(r)	Robert Bly	Assistant Principal III – WCLL Office of the Chief of School Administration	Sch 03, Range 12C \$107,109
(6)(r)	Patience Wade	Assistant Principal III – WCLL Office of the Chief of School Administration	Sch 03, Range 12C \$92,611

Recommended LTE Contracts

(5)(r)	Jill Udell	Language Modeling Training Office of the Chief of Academics	\$50.00 10/16/23 - 03/15/24
(5)(r)	Michael Crossot	School Psychologist Office of the Chief of Academics	\$50.00 11/01/23 - 12/21/23
(5)(r)	Denise Sather	School Psychologist Office of the Chief of Academics	\$50.00 11/01/23 - 12/21/23
(5)(r)	Julle Nussberger	Mentor/Virtual Support Staff Office of the Chief of School Administration	\$40.00 10/30/23 - 04/30/24

(5)(r)	Lisa Robbins	Mentor Virtual Support Staff Office of the Chief of School Administration	\$40.00 10/30/23 - 04/30/24
(5)(r)	Barbara Mack	Mentor/Virtual Support Staff Office of the Chief of School Administration	\$40.00 10/30/23 - 04/30/24
(2)(r)	Yvette Moore	Mentor/Virtual Support Staff Office of the Chief of School Administration	\$40.00 10/30/23 - 04/30/24
(2)(r)	Cheryl Hayes	Mentor/Virtual Support Staff Office of the Chief of School Administration	\$40.00 10/30/23 - 04/30/24
(2)(r)	Rozalia Harris	Mentor/Virtual Support Staff Office of the Chief of School Administration	\$40.00 10/30/23 - 04/30/24
(2)(r)	Debra Wallace	Mentor/Virtual Support Staff Office of the Chief of School Administration	\$40.00 10/30/23 - 04/30/24
(5)(nr)	Robert Strehlow	Mentor/Virtual Support Staff Office of the Chief of School Administration	\$40.00 10/30/23 - 04/30/24
(2)(r)	Angela Mack	Mentor/Virtual Support Staff Office of the Chief of School Administration	\$40.00 10/30/23 - 04/30/24
(2)(r)	Patti Debow	Mentor/Virtual Support Staff Office of the Chief of School Administration	\$40.00 10/30/23 - 04/30/24
(2)(r)	Catherine Robinson	Mentor/Virtual Support Staff Office of the Chief of School Administration	\$40.00 10/30/23 - 04/30/24
(5)(r)	Shirley Lewis	Mentor/Virtual Support Staff Office of the Chief of School Administration	\$40.00 10/30/23 - 04/30/24
(2)(r)	Nathaniel Gillon	Mentor/Virtual Support Staff Office of the Chief of School Administration	\$40.00 10/30/23 - 04/30/24
(2)(r)	Claydia Miller	Mentor/Virtual Support Staff Office of the Chief of School Administration	\$40.00 10/30/23 - 04/30/24
(2)(r)	Peggy Swift	Administrator Coaching and Mentoring Program Office of the Chief of School Administration	\$40.00 12/11//23 - 06/28/24
(2)(r)	Lolita Harden	Administrator Coaching and Mentoring Program Office of the Chief of School Administration	\$40.00 10/18//23 - 12/31/23
(2)(r)	Beverly Conner	Administrator Coaching and Mentoring Program Office of the Chief of School Administration	\$40.00 12/11//23 - 06/11/24
(2)(r)	Thresessa Childs	Administrator Coaching and Mentoring Program Office of the Chief of School Administration	\$40.00 12/11//23 - 06/11/24
(4)(r)	Yolanda Hernandez - Garcia	District Multicultural Multilingual Advisory Council (DMMAC) Office of the Chief of Academics	\$40.00 11/06/23 - 05/24/24
(6)(r)	Joyce Peoples	Intervention Teacher Office of the Chief of School Administration	\$40.00 09/28/23 - 03/28/24
(2)(r)	Lorraine Applewhite	Educator Effectiveness Implementation Coach Office of the Chief of Academics	\$40.00 01/01/24 - 06/30/24
(2)(r)	Veronica Anthony	Music Teacher Office of the Chief of Academics	\$40.00 12/11/23 - 05/17/24
(5)(r)	Barbara Hickling	Effectiveness Implementation Coach Mentors for Principals Office of the Chief of Academics	\$40.00 01/01/24 - 06/01/24
(2)(r)	Thyra Handford	Administrator Coaching and Mentoring Program Office of the Chief of School Administration	\$40.00 12/11/23 - 06/11/24
(4)(nr)	Janine Cano-Graber	Administrator Coaching and Mentoring Program Office of the Chief of School Administration	\$40.00 12/11/23 - 06/11/24
(5)(r)	Joseph Hartlaub	Administrator Coaching and Mentoring Program Office of the Chief of School Administration	\$40.00 12/11/23 - 06/11/24
(4)(r)	Yvette Martel	Administrator Coaching and Mentoring Program Office of the Chief of School Administration	\$40.00 12/11/23 - 06/11/24
(4)(r)	John Sanchez	Administrator Coaching and Mentoring Program Office of the Chief of School Administration	\$40.00 12/11/23 - 06/11/24

(5)(r)	Virginia McFadden	Administrator Coaching and Mentoring Program Office of the Chief of School Administration	\$40.00 12/11/23 - 06/11/24
(5)(r)	Winifred Tidmore	Administrator Coaching and Mentoring Program Office of the Chief of School Administration	\$40.00 12/11/23 - 06/11/24
(5)(r)	Jay Navone	School Safety and Security Supervisor Office of the Chief of School Administration	\$40.00 12/06/23 - 06/06/24
(5)(r)	Jennifer Glueckert	ESL Literacy Resource Instructor Office of the Chief of School Administration	\$35.00 11/13/23 - 05/13/24
(5)(r)	Marshall Lee	Stage Technician, Theater Department Office of the Chief of School Administration	\$30.00 01/01/24 - 05/01/24
(5)(r)	Emily Briones	Small Group SEL Support Office of the Chief of School Administration	\$30.00 11/01/23 - 04/30/24
(5)(r)	Cindy Johnson	Band Instructor/GEN Office of the Chief of School Administration	\$30.00 01/01/24 - 05/24/24
(5)(r)	James Tomasello	Co-Advisor/Artist in Residence Office of the Chief of School Administration	\$30.00 01/01/24 - 05/05/24
(5)(r)	Lawrence Murphy	Co-Advisor/Artist in Residence Office of the Chief of School Administration	\$30.00 01/01/24 - 05/05/24
(5)(r)	Jenni Hofschulte	Planning Assistant Office of the Chief of Human Resources	\$25.00 10/16/23 - 04/16/24
(4)(r)	Luis Gutierrez	Band Instructor Office of the Chief of School Administration	\$30.00 01/01/24 - 05/05/24
(2)(r)	Elizabeth Brown	Bookkeeper Office of the Chief of Finance	\$30.00 01/01/24 - 06/30/24
(5)(r)	Melissa Roenspies	Evaluations Teams Building Coordinator Office of the Chief of Academics	\$30.00 12/01/23 - 05/01/24
(5)(r)	Christopher Geiser	Piano Accompanist Office of the Chief of School Administration	\$30.00 01/01/24 - 05/24/24
(2)(r)	Tanesheah Ross	Youth Mentor Office of the Chief of School Administration	\$25.00 11/27/23 - 05/27/24
(5)(r)	Sherri Palacios	Secretarial Trainer Office of the Chief of School Administration	\$22.50 12/04/23 - 05/04/24
(2)(r)	Desmond Cotton	Dance Instruction Support Office of the Chief of School Administration	\$20.00 10/23/23 - 04/23/24

Codes

R	Resident
Nr	Non-resident
1	Native American
2.	African American
3	Asian/Pacific Islander
4	Hispanic
5	White
6	Other
7	Two or more

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY24 budget.

Committee’s Recommendation

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

Director O’Halloran moved to approve the appointments as recommended. The motion passed, the vote being as follows:

Ayes – Directors Garcia, Gokalgandhi, Jackson, O’Halloran, Zombor, and President Herndon – 6.
Noes – None – 0.

* * * * *

(Item 3) Action on a Request to Approve the Proposed 2024-2025 Districtwide School Calendar

Background

In January and February of this year, members of the community and MPS families, staff, students were encouraged to take the Strategic Plan survey. In the survey, participants were asked questions regarding the district moving to a single school calendar. Survey participants overwhelming supported moving to a single school calendar. As a result of the strong response regarding the school calendar, a special project within the Strategic Plan was created to address the implementation of one versus two school calendars.

A committee of stakeholders was created to develop calendar options and a calendar survey to gather feedback from various stakeholders. Based upon the survey results, the Administration is bringing the calendar for Board consideration.

2024-25 Districtwide Proposed Calendar

August 27 -----	Organization Day -----	Staff report; students do not
August 28–30 -----	Professional Development Days -----	Most staff report; students do not
September 2 -----	Labor Day -----	Staff and students do not report
September 3 -----	First Day of School for Students	
September 27 -----	Professional Development Day -----	Most staff report; students do not
October 18 -----	Parent-Teacher Conference Day -----	Staff and students do not report
October 21 -----	October Break -----	Staff and students do not report
November 8 -----	Record (K8) / Prof. Dev. Day (HS) -----	Most staff report; students do not
November 27–29 --	Thanksgiving Break -----	Staff and students do not report
December 23–31 --	Winter Break -----	Staff and students do not report
January 1 -----	Winter Break -----	Staff and students do not report
January 2 -----	Classes resume	
January 17 -----	Record (HS) / Prof. Dev. Day (K8) -----	Most staff report; students do not
January 20 -----	MLK Jr. Day -----	Staff and students do not report
February 17 -----	Mid-Semester Break -----	Staff and students do not report
February 18 -----	Record (HS) / Prof. Dev. Day (K8) -----	Most staff report; students do not
March 21 -----	Parent-Teacher Conference Day -----	Staff and students do not report
March 24–28 -----	Spring Break -----	Staff and students do not report
April 18 -----	April Break -----	Staff and students do not report
May 26 -----	Memorial Day -----	Staff and students do not report
June 6 -----	Record Day -----	Most staff report; students do not
June 13 -----	Last Day of School for Students	
June 16 -----	Professional Development Day -----	Most staff report; students do not

Note: ACT testing dates to be determined.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.03 - School Year/School Calendar

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will implement the 2024-25 districtwide school calendar.

Committee's Recommendation

Your Committee recommends the Board approve the proposed 2024-25 districtwide school calendar as presented in the attachment.

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

* * * * *

(Item 4) Action on Recommendations for Implementation of Time off for Mental Health in Follow-up to Resolution 2324R-001

Background

On July 27, 2023, Resolution 2324R-001 on Time Off for Mental Health was introduced by Director Gokalgandhi. At its August 31, 2023, meeting, the Board adopted Resolution 2324R-001. The resolution directs the Administration to bring at least two recommendations for implementation back to the Board no later than the December 2023 Board cycle.

The Administration is presenting the following recommendations for Board consideration, relative to the implementation of the resolution.

Option #1: 5 Consecutive Days

- 12-month non-school based staff may take up to 5 consecutive days off from work for mental wellness.
- 12-month non-school based staff may take the 5 consecutive days off for mental wellness between July 1-31.
- 12-month non-school based staff are required to submit an Absence Report form requesting the time off from work for mental wellness to their supervisor.
- Request are not guaranteed for the specific days requested dependent upon the needs of the department; alternate dates may be given within the month of July to ensure time off from work for mental wellness is given.
- All departments must maintain staff daily to ensure essential operations continue during the month of July.

Option #2: Extended Weekend

- 12-month non-school based staff may take a total of up to 5 workdays (restricted to Mondays and Fridays only) off between July 1-31 for mental wellness.
- 12-month non-school based staff are required to submit an Absence Report form requesting the time off from work for mental health to their supervisor. All 5 days must be requested at one time.
- Request are not guaranteed for the specific days requested dependent upon the needs of the department; alternate dates may be given within the month of July to ensure time off from work for mental wellness is given.
- All departments must maintain staff daily to ensure essential operations continue during the month of July.

While 12-month non-school based staff are encouraged to take the time off work for mental wellness, it is not mandatory that they do so. Additionally, the time off work for mental wellness can only be taken during the Month of July, may not be carried over to other months nor rolled over to subsequent years and may not be accumulated or paid out at any time including but not limited to resignation, retirement or vacation payout.

*Time-off from work for mental wellness is defined as a regularly scheduled workday where the employee will have time off from work for mental wellness during the month of July, not to include the Fourth of July holiday, or a deduction from vacation or sick leave.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.01 - General Personnel Policies

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

Upon approval by the Board, the Administration will implement the option selected by the Board effective, July 2024.

Committee's Recommendation

Your Committee recommends that the Board approve Option 2, as presented in the attachments to this item.

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

* * * * *

(Item 5) Action on a Request for Approval of a Job Description for Planning Assistant II - Agriculture

Background

Pursuant to Administrative Policy 6.19, the Superintendent is bringing forth approval of the job description for the Planning Assistant II - Agriculture position.

A detailed description of the position is attached to the minutes of your Committee's meeting.

Job Information

Housed in the Office of School Administration, the Planning Assistant II, Agriculture, reports to the Administration of Vincent High School. This full-time position is non-exempt, at a pay grade of 02A, with a pay range of \$53,897 – 74,762.

Position Summary

The Planning Assistant II, Agriculture collaborates with staff and administration to support and assist the agriculture program at Vincent High School of Agricultural Science through each of the six pathways: Agribusiness, Animal Science, Culinary Arts, Environmental Science, Food Science and Horticulture. The Planning Assistant assists and supports the daily operations and maintenance of the learning spaces; fresh market, small animal lab, barn, greenhouse, growing room, outdoor classroom, apiary, garden, orchard, prairie, forest, food lab and culinary kitchen.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

The item does not authorize expenditures.

Implementation and Assessment Plan

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

Committee’s Recommendation

Your Committee recommends that the Board approve the attached job description for the Planning Assistant II - Agriculture position.

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

* * * * *

(Item 6) Action on a Request to Reallocate \$75,000 in Funding to the Recruitment of Staff at Historically Black Colleges and Universities

Background

Originally \$75,000 was allocated to support the recruitment of teachers at Historically Black Colleges and Universities (HBCUs) through a specific initiative that is no longer viable. The Administration requests that the \$75,000 be reallocated to the Office of School Administration to support the continued recruitment of staff at HBCUs.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.23 - Recruitment and Hiring: Staff

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

Upon approval by the Board, the Administration will reallocate funds to the Office of School Administration in the amount of \$75,000.

Committee’s Recommendation

Your Committee recommends that the Board approve the reallocation of funds in the amount of \$75,000 to the Offices of School Administration and Human Resources, for the continued recruitment of staff at Historically Black Colleges and Universities.

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

* * * * *

(Item 7) Action on Monthly Facilities Matters: FMS Award of Construction, Professional Services Contracts, and Material Purchase Recommendation and Report With Possible Action Regarding Air Quality

Construction Contracts

GENERATOR REPLACEMENT

Douglas Community Academy
Prime Contractor
Wil-Surge Electric, Inc.
13201 West Silver Spring Road
Butler, WI 53007

Low Bidder, Base Bid of.....	\$168,410.00
HUB	
Certified HUB Vendor?.....	No
Total # of Employees	70
Total # of Minorities	7
Total # of Women	4
Required	0%
Submitted	0%
\$ Value \$0.00	
COIN	
Required	0%
Student Engagement	
Paid Employment (Required Hours)	100 Hours
Career Education Activity (Required Hours)	10 Hours

Funds are available for the Generator Replacement project from account code FAR 00 MM2 NL ECNC (Project No 8763). The project contract start date is scheduled for December 22, 2023, and completion date is October 18, 2024.

GENERATOR REPLACEMENT

Central Services
Prime Contractor
Wil-Surge Electric, Inc.
13201 West Silver Spring Road
Butler, WI 53007

Low Bidder, Base Bid of \$558,610.00, plus \$29,666.00 for the substitution for the Switchboard for a total cost of \$588,276.00

HUB	
Certified HUB Vendor?.....	No
Total # of Employees	70
Total # of Minorities	7
Total # of Women	4
Required	0%
Submitted	0%
\$ Value \$0.00	

COIN

Required 0%

Student Engagement

Paid Employment (Required Hours) 100 Hours

Career Education Activity (Required Hours) 10 Hours

Funds are available for the Generator Replacement project from account code BLI 0A 9J4 FM EMMB (Project No 8412). The project contract start date is scheduled for December 22, 2023, and completion date is October 18, 2024.

Total construction contract dollars awarded.....\$756,686.00

Total dollars HUB participation\$0.00

% of HUB participation..... 0%

% Minority employees within company..... 10%

% Women employees within company 5%

Professional Services Contracts

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

RFP #23-011 Fire Sprinkler & Standpipe Testing at Various MPS Sites

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Fire Sprinkler & Standpipe Testing at various MPS sites.

Selected firm: JF Ahern

Contract Amount: \$137,367.00

Contract Period: December 22, 2023 – December 21, 2026

Budget Code: Various

RFP #23-015 Food Service Equipment for Kitchens at Various MPS Sites

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Food Service Equipment for Kitchens at various MPS sites.

Selected firm: Singer MD, LLC

Contract Amount: \$4,352,515.00

Contract Period: December 22, 2023 – August 16, 2024

Budget Code: FSV 0S EN4 NU EEQ5

Material Purchase

CHILLER

Hamilton High School

Prime Contractor

Authorization to approve a purchase of Centrifugal Water Chiller, York Model HMC2-S1407AB for installation at Hamilton High School. Purchase is made under the JCI Sourcewell Contract #070121-JHN and shall be in accordance with the pricing on Quote #Q37302-05-R0 dated November 20, 2023.

Contract Amount: \$322,000.00

Budget Code: FAR 00 MM2 DW ECNC

Air Quality Report

At its March 23, 2021 Special Meeting, the Milwaukee Board of School Directors adopted the Administration's Reopening Plan with a number of provisions, including monthly reports regarding air quality, with priority given for classrooms and schools without window access to outside air. At its February 17, 2022 Accountability, Finance & Personnel Committee Meeting, the monthly report changed to quarterly. The Department of Facilities and Maintenance Services (DFMS) continues to monitor mechanical systems throughout the district and perform any necessary repairs to make sure MPS buildings are safe and clean.

Program Status

Since the last project status update in August 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 punchlist items and minor scopes. Those meetings continue to provide the IPDs, and the MPS team an opportunity to raise issues or questions, address critical items and resolve any outstanding scope related action items.

In addition to general project oversight, MPS construction related activities in 2023 has been very successful despite the extremely, heavy volume of work performed. The team continued 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 worked 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. These efforts will also help with upcoming ESSER III project submissions.

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

The Owner's Representative team, alongside MPS DFMS personnel, continued to provide review and oversight of the IPD teams during the completion of the design process phase as the IPD teams moved into the construction and construction administration phases.

Each of the IPD teams approached the timing of the completion of various scopes; which included the bottle filling stations, outdoor classrooms, capital project HVAC upgrades, unit ventilators, temperature control systems, window and security screen replacements, carpeting and flooring. Each of the teams are finishing punchlist items and minor scopes.

Project Construction Accomplishments

Throughout 2023, MPS coordinated abatement removal activities across the district in advance of, and where necessary, in parallel with the ESSER II program projects. This effort was completed in September 2023. To date, the Environmental team has contracted to have approximately 241,000 square feet of flooring removed and abated in advance of new replacement resilient flooring that was installed. This is broadly the equivalent to an area that would encompass 5.6 standard sized football fields. In addition, approximately 4.3 miles of pipe insulation was removed in advance of HVAC valve and equipment replacements and another 1,550 square feet of HVAC ductwork was eliminated and replaced from various buildings throughout the school district.

IPD team's construction activities were ongoing throughout the district included the replacement of outdated drinking water fountains with new water bottle filling stations. The scope was completed in September 2023. Under the ESSER II program, 530 new bottle fillings stations were installed. Flooring replacement activities also continued throughout the district, and were also completed in September 2023. During the course of the program's scope, 1,581,672 square feet of new flooring was installed throughout the district. In many locations, the new resilient flooring or wood floor refinishing was installed in parallel with the removal of carpeting that had reached its usable lifespan. This completed work is the equivalent to the area of approximately 33 football fields and is equal to one quarter of the size of Wisconsin's State Fair Park.

Three other areas that have saw significant progress over the summer included: the security and insect screen installations, the outdoor classroom construction, and the HVAC upgrades projects which included unit vent replacements at a number of schools along with the installation of new fanwall units replacing old units. The HVAC capital improvement projects have been completed, along with the new screen installations, and nearly all of the outdoor classroom work was completed with the exception of some pavement sealant punchlist activities that are ongoing.

Preliminary Testing, Adjusting and Balancing of school HVAC systems is completed at school sites across the district, with some equipment deficiency resolution remaining and final balancing of the new equipment to ensure that it is running properly. That work continues to be coordinated with school engineering and DFMS staff.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:

Construction Contracts:

Total Construction Contracts Requested = \$756,686.00

Professional Services Contracts:

Total Professional Services Contracts Requested = \$4,489,882.00

Material Purchase:

Total Material Purchase Requested = \$322,000.00

Implementation and Assessment Plan

Upon Board approval, the attached construction contracts, professional services contracts, material purchase, and air quality report shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached constructions contracts, professional services contracts, material purchase, and accept the air quality report.

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

* * * * *

(Item 8) Action on a Request to Approve Conservation Easements Between Milwaukee Public Schools, the City of Milwaukee, and Milwaukee Metropolitan Sewerage District

Background

Milwaukee Public Schools has collaborated with the Milwaukee Metropolitan Sewerage District and the City of Milwaukee to further advance the district's sustainability initiatives through \$1,150,666.00 in partnership funding grants for green infrastructure projects at the following five school sites:

- Franklin – 2308 W. Nash Street
- Hawthorne – 6945 N. 41ST Street
- Hayes Bilingual – 971 W. Windlake Avenue
- Neeskara – 1601 N. Hawley Road
- Zablocki – 1016 W. Oklahoma Avenue

The funding agreements indicate that upon completion of these green infrastructure projects that an 11-year limited term conservation easement be executed for each site in order to ensure the new green space is adequately maintained and protected. These projects have resulted in improved stormwater management through the installation of bioswales, underground cisterns, native plants, new tree plantings, and additional green space. These efforts provide

a direct benefit to the environment and create additional opportunities for MPS students to learn about advancing sustainability efforts through the implementation of green infrastructure.

Draft easement agreements are 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 Statement

Administrative Policy 5.01 - Facilities

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

Upon Board approval, the limited term conservation easements will be executed with the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

Committee’s Recommendation

Your Committee recommends that the Board approve the limited term conservation easements between Milwaukee Public Schools and the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

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

* * * * *

(Item 9) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess Of \$25,000; Acceptance of the Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Budget Transfers; Report on Contracts Under \$50,000 and Cumulative Total Report; Acceptance of Donations

Purchases

RFB 5815 Authorization to Issue a Blanket Purchase Order to American Lithography & Publishing Inc for Printing and Mailing of Seasonal Recreation Guides

The Administration is requesting authorization to issue a blanket purchase order to American Lithography & Publishing Inc for printing and mailing of seasonal recreation guides. This vendor will be used to print and mail Milwaukee Recreation’s Recreation Guide, which is mailed to every residential address in the city of Milwaukee. The booklet is published 4 times per year (winter, spring, summer, and fall).

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

Contractor was chosen pursuant to RFB 5815, which closed on November 22, 2023. The blanket purchase order will run from January 1, 2024, through December 31, 2024.

The total cost of the purchases over the one-year term will not exceed \$313,520.

Budget Code: 000-0-0-000-BL-ECTS (Blanket Contract) \$313,520.00

American Lithography & Publishing Inc

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor?NO

Total # of Employees16

Total # of Minorities5
 Total # of Women2

HUB PARTICIPATION

Required0
 Proposed.....NA

\$ Value NA STUDENT ENGAGEMENT (hour per 12-month contract)

Paid Student Employment Hour Commitment: 300 HOURS

Student Career Awareness Commitment: 10 HOURS

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

The Administration is requesting authorization to issue a purchase order to Nearpod Inc. for premium services for grades PreK-12. MPS will receive premium plus access to Nearpod for two years, January 3, 2024, through January 2, 2026. This product provides real-time insights into student understanding through interactive lessons, interactive videos, gamification, and activities all in a single platform which will be utilized by all teachers and students grades PreK-12. It also includes district features like larger class sizes, unlimited storage, co-teaching, LMS integration, custom professional development and training options, and a dedicated District Success Manager and District Strategy Consultant for onboarding and implementation.

There are 502 active teacher Nearpod users in Milwaukee Public Schools so far in the 2023 school year. These teachers are spread across at least 52 different schools. Library Media Specialists and Instructional Technology Coaches have already received training in Nearpod and are supporting the teachers in the schools. MPS educators have launched over 1,200 unique Nearpod lessons in October 2023, alone and there have been 23,273 student joins in October 2023. About half of the lessons launched are teacher-created lessons and the rest utilize existing lessons from the Nearpod Lesson Library. There are over 8,500 Wisconsin state standards-aligned lessons that already include all of the Nearpod interactive features.

This purchase is made under Choice Partners Contract Number 22/044KN-03.

This subscription will run from January 3, 2024, through September 30, 2024, and the next subscription will run from October 1, 2024, through June 30, 2025, and will not exceed \$583,920.

Budget Code: ITS-0-S-9Q4-AQ-ERS \$291,960.00
 Will be provided for the second year..... \$291,960.00

Nearpod Inc.

HUB PARTICIPATION

Required 0%
 Proposed..... 0%

\$ Value N/A

STUDENT ENGAGEMENT (per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Cooperative Agreement Authorization to Add Funds to the Blanket Purchase Order to Amazon Business for Online Marketplace

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

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

The Board approved a blanket purchase order in December 2022 to run from January 1, 2023 – December 31, 2025, and not to exceed \$700,000.00.

At this time the Administration is requesting the Board approve \$2,000,000 for the remaining term of January 1, 2024 – December 31, 2025.

Budget Code: Various \$2,000,000.00

Amazon Business

HUB PARTICIPATION

Required 5%

Proposed.....NA

\$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 400 HOURS

Student Career Awareness Commitment: 10 HOURS

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

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

Contract: C025823

Gallagher Bassett Services Inc

On September 29, 2016, the Milwaukee Board of School Directors and Gallagher Bassett Services Inc entered into Professional Services Contract number C025823 (“Contract”), with a term of July 1, 2016, through June 30, 2019, for third-party administration of the district’s workers compensation program with the option to renew for two one (1) year term, upon Board approval. On July 19, 2017, a Request to Change Contract (RCC) was approved to decrease the contract by \$76,212. On September 26, 2019, the Board approved a three-year renewal of the contract with at term of October 1, 2019, through October 1, 2022, and total cost not to exceed \$750,000. The three-year term was granted as Administration was able to negotiate better pricing with a three-year extension. On October 13, 2023, an RCC was approved to add funds of \$51,807 based on actual claims.

Original Contract Amount:.....\$1,500,000.00

RCC 7/19/2017..... (76,212.00)

Extension.....750,000.00

RCC 10/13/2023.....51,807.00

Ending amount:\$2,225,595.00

Contract: C031537

Summit Clinical Laboratories LLC

On May 1, 2023, the Milwaukee Board of School Directors and Summit Clinical Laboratories LLC entered into Professional Services Contract number C030537 (“Contract”), with a term of May 1, 2023, through June 30, 2023, for temporary services for food service, clerical, children’s health assistants, and paraprofessionals for third-party administration of the district’s workers compensation program. On June 29, 2023, the Board approved a contract extension from July 1, 2023, through June 30, 2024, with compensation not to exceed \$530,000. On October 25, 2023, a Request to Change Contract (RCC) was approved to decrease the contract by \$34,944.64 and the corresponding budget code. On October 25, 2023, an RCC was approved to add funds of \$600,000 to the contract to support teaching and learning in classrooms. Currently, we are averaging \$69,000 per month. These additional funds should cover the remaining months for the FY24 school year.

Original Contract Amount.....\$ 49,999.00

First Extension 6/29/2023530,000.00

RCC 10/25/2023..... (34,944.64)
 RCC 10/25/2023.....600,000.00
 Ending amount:\$1,145,054.36

Monthly Financial Reports

The report on revenues and expenses; monthly expenditure control report; the report on budget transfers; the report on contracts awarded with a value under \$50,000 and cumulative total report are attached and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Brown Street School	National Society of the Daughters of the American Revolution	500.00	Art Classroom Supplies
Doerfler School	Edward & Diane Lewis	50.00	Washington Trip
Elm Creative Arts School	TC Christopher	50.00	Teacher Rewards/Gifts
Elm Creative Arts School	Therese Kroll	500.00	Soda Fund and General School Supplies
Elm Creative Arts School	TC Christopher	600.00	Teacher Rewards/Gifts
French Immersion School	Gretchen Bloss	18.00	Starbase Field Trip
French Immersion School	Guardian of Justice Johnson	20.00	African Dance
French Immersion School	Charities Aid Foundation America	200.00	General School Supplies
Hampton School	Box Tops for Education	0.80	General School Supplies
King High School	Anonymous	90.00	Sunshine Fund
King High School	Anonymous	107.00	Library
Lloyd Barbee Montessori	Wisconsin Montessori Association	2,500.00	Field Trips, Camping Trips, or Other Direct Student Benefit
MacDowell Montessori	Wisconsin Montessori Association	500.00	Field Trips
Maryland Avenue Montessori School	Anonymous	65.00	Class Donation
Maryland Avenue Montessori School	Anonymous	80.00	Class Donation
Maryland Avenue Montessori School	Anonymous	120.00	Class Donation
Maryland Avenue Montessori School	Anonymous	180.00	Class Donation
Maryland Avenue Montessori School	Anonymous	150.00	Class Donation
Maryland Avenue Montessori School	Anonymous	200.00	Class Donation
Maryland Avenue Montessori School	Anonymous	201.00	Class Donation
Maryland Avenue Montessori School	Anonymous	220.00	Class Donation
Maryland Avenue Montessori School	Anonymous	224.00	Class Donation
Maryland Avenue Montessori School	Anonymous	240.00	Class Donation
Maryland Avenue Montessori School	Anonymous	260.00	Class Donation
Maryland Avenue Montessori School	Anonymous	70.00	Class Donation
Maryland Avenue Montessori School	Anonymous	270.00	Class Donation
Maryland Avenue Montessori School	Anonymous	275.00	Class Donation
Maryland Avenue Montessori School	United Way	285.00	General School Supplies
Maryland Avenue Montessori School	Anonymous	320.00	Class Donation
Obama School of Career and Technical Education	Alpha Ozone Food Market	20.00	Culinary Arts Club
Obama School of Career and Technical Education	Kwik Trip, Inc	27.40	Student Council Activities and Dances

Location	Donor	Amount	Gift or Purpose
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Ami Punatar	50.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Bradley Hopper	60.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Brady Corporation	130.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	CR Design - Chris Rute	150.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Paul Rades	375.00	MPS School Supply Drive
Riverside High School	Milwaukee Jazz Festival	2,500.00	Music Program
Trowbridge School	Kenneth Krei	250.00	STEAM
<i>Total Monetary Donations</i>		<i>11,858.20</i>	
Non-Monetary Donations			
Bay View Montessori School	Omar Baalbaki & Raquel Bahrami	54.00	Polymer Clay
Burbank School	DonorsChoose	311.30	Dignified Storage!
Burbank School	DonorsChoose	353.06	Food, Clothing & Hygiene
Burbank School	DonorsChoose	611.23	Recess Activity Supplies
Burbank School	DonorsChoose	919.31	Flexible Seating
Doerfler School	DonorsChoose	209.86	"Are We There Yet?"
Doerfler School	DonorsChoose	245.92	That Will Be \$1 Please!
Doerfler School	DonorsChoose	420.57	Shhhhhh!
Doerfler School	DonorsChoose	493.25	Opportunity of a Lifetime!
Doerfler School	DonorsChoose	741.84	Sports & Exercise Equipment
Dr. B Carson Academy of Science	DonorsChoose	132.84	Necessary Paper
Fernwood School	DonorsChoose	587.24	A Place for Everyone
Fifty-Third Street School	Ethan Times	47.50	Supplies for Fundraiser
Gaenslen School	DonorsChoose	144.64	General School Supplies
Goodrich School	DonorsChoose	210.31	Headphones for a New Year
Goodrich School	DonorsChoose	232.01	Classroom Supplies for Success
Goodrich School	DonorsChoose	310.17	Food, Clothing & Hygiene
Goodrich School	DonorsChoose	414.35	Lego Maniac
Goodrich School	DonorsChoose	490.85	Lego Club
Goodrich School	DonorsChoose	513.24	Project Play Time!
Goodrich School	DonorsChoose	515.72	Sensory Friendly and Fun
Goodrich School	DonorsChoose	607.20	Supplies for Success
Grant School	DonorsChoose	377.03	Food, Clothing & Hygiene
Gwen T. Jackson School	DonorsChoose	546.96	Art Supplies
Hartford University School	DonorsChoose	287.80	Art Supplies
Hartford University School	DonorsChoose	514.76	Snacks Lead to Success
Hawthorne School	DonorsChoose	552.57	Creating Great Writers!
Hi-Mount School	DonorsChoose	510.80	Back to School Essentials
Holmes School	DonorsChoose	247.76	Books

Location	Donor	Amount	Gift or Purpose
Keefe Avenue School	DonorsChoose	163.12	Artsy Tigers!
Keefe Avenue School	DonorsChoose	244.69	Food is Brainpower
Keefe Avenue School	DonorsChoose	706.44	Tiger Incentives!
King High School	DonorsChoose	222.84	Brighten Our Lives
King High School	DonorsChoose	461.38	General School Supplies
Lloyd Barbee Montessori	Scott and Lorraine Heins	433.37	General School Supplies
Lloyd Barbee Montessori	DonorsChoose	433.37	Wonderful Woodworking
Longfellow Elementary	DonorsChoose	172.74	Keeping it Real with Math!
Manitoba School	Office Depot	1,189.86	E- Gift Card for School Supplies
Manitoba School	DonorsChoose	665.07	Books
Meir School	Acer	4,364.89	Chromebook Parts and Gift Card for Snacks
Milwaukee High School of the Arts	DonorsChoose	319.69	Kids Need Chill Space!
Milwaukee High School of the Arts	DonorsChoose	464.22	New Year, New Classroom!
Milwaukee Sign Language School	DonorsChoose	339.72	Snack Attack Take 2
Milwaukee Sign Language School	DonorsChoose	574.49	Flexible Seating
Milwaukee Sign Language School	DonorsChoose	1,370.33	Lab Equipment
Mitchell School	DonorsChoose	674.53	Necessities for Anxiety
Ninety-Fifth Street School	DonorsChoose	155.76	Learning with Owl Pellets
Ninety-Fifth Street School	DonorsChoose	179.75	Character Trait Books
Ninety-Fifth Street School	DonorsChoose	185.56	New School Year!
Ninety-Fifth Street School	DonorsChoose	217.03	Blind Student Needs Braille
Ninety-Fifth Street School	DonorsChoose	229.36	Puzzles + Games = FUN
Ninety-Fifth Street School	DonorsChoose	264.72	Decodable Readers for Big Kids
Ninety-Fifth Street School	DonorsChoose	418.42	Kindness Counts
Ninety-Fifth Street School	DonorsChoose	422.88	Kindness Counts!
Ninety-Fifth Street School	DonorsChoose	424.62	Literacy Night #2
Obama School of Career and Technical Education	Walmart	100.00	Culinary Arts Club
Obama School of Career and Technical Education	DonorsChoose	152.69	Let's Keep the Library Clean!
Obama School of Career and Technical Education	DonorsChoose	871.91	Full STEAM Ahead!
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Carilen Giese	100.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Aurora HealthCare Oncology Sunshine Committee	120.00	MPS School Supply Donation
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Blue Pearl Pet Hospital	500.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Retail Space Solutions	500.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Bray Architects	2,000.00	MPS School Supply Drive
Pulaski High School	DonorsChoose	145.71	Chairs are Good

Location	Donor	Amount	Gift or Purpose
Pulaski High School	DonorsChoose	459.60	Poems and Special Requests
Pulaski High School	DonorsChoose	570.95	General School Supplies
Pulaski High School	DonorsChoose	765.78	Healthy Testing
Riverside High School	DonorsChoose	260.45	Hungry Students Need Snacks
Siefert School	DonorsChoose	192.36	Clipboard Challenge!
Story School	DonorsChoose	286.59	A Hands-on Approach to Math
Trowbridge School	DonorsChoose	132.40	Keeping Students Alert
Trowbridge School	DonorsChoose	147.76	Math Centers Need Organization.
Trowbridge School	DonorsChoose	148.63	Dry Erase Markers to the Rescue
Trowbridge School	DonorsChoose	151.76	Feel the Rhythm
Trowbridge School	DonorsChoose	180.70	Reading Nooks, Desks & Storage
Trowbridge School	DonorsChoose	191.57	Little Bakers
Trowbridge School	DonorsChoose	212.69	Magic Puppies and Kittens!
Trowbridge School	DonorsChoose	253.53	General School Supplies
Trowbridge School	DonorsChoose	267.59	General School Supplies
Trowbridge School	DonorsChoose	395.64	Let's Get Cooking
Vieau School	DonorsChoose	188.75	Flexible Seating for Groups
Vieau School	DonorsChoose	293.95	Read and Wipe It Clean
Vieau School	DonorsChoose	516.23	Diapers and Wipes, Oh My!
Vincent High School	DonorsChoose	732.37	Cool Creations
Walt Whitman School	DonorsChoose	381.17	Instructional Technology
William Cullen Bryant School	DonorsChoose	448.22	Brain Food to the Rescue!
<i>Total Non-Monetary Donations</i>		<i>38,571.94</i>	
<i>Total Value of Donations</i>		<i>50,430.14</i>	
<i>* Donations from MPS Alumni</i>		<i>-</i>	

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

This item authorizes expenditures as indicated on the attachment.

Committee's Recommendation

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

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

* * * * *

(Item 10) Action on the Award of Exception-to-Bid Contracts

Background

Exception Authorization to Enter into a Contract with AT&T Long Distance for Plain Old Telephone Services (POTS)

The Administration is requesting authorization to enter into a contract with AT&T Long Distance (“AT&T”) for Plain Old Telephone Services (POTS).

This service is used to provide critical communications for elevators, alarm lines, fire notification lines and other critical functions which must continue even in the event of a power outage. During the summer of 2019 MPS’ service provider for the majority of POTS lines abruptly terminated service. MPS was left to quickly obtain and establish connections with AT&T due to the vendor being the Incumbent Local Exchange Carrier (ILEC). As the ILEC, AT&T owns the facilities and equipment which provide local telephone exchange services in this geographic area. As the ILEC, AT&T is obligated to serve the exchange as the “provider of last resort”.

The work done during this transition was extensive in terms of cross connecting lines in the schools, testing and troubleshooting issues. The process took several months to complete. With that said continuing service with the current provider, AT&T, will ensure there are no disruptions to service at our sites as well as save costs of establishing new connections in each school.

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

The contract will run from April 3, 2024, through April 2, 2026. The total cost will not exceed \$215,000.00
Budget Code: PIN-0-0-TLN-DW-ETEL \$215,000.00

Exception Authorization to Contract with College Campus Tours LLC for College and Career Readiness Tour Services of the North Carolina Region

The Administration is requesting authorization to enter into a contract with College Campus Tours LLC for College and Career Readiness Tour Services for 50 students and five staff members from Bay View High School, Bradley Technology & Trade High School, North Division High School, Riverside University High School, and Vincent High School of Agricultural Sciences. Contractor will be used to deliver college and career readiness tours activities, including air and ground transportation, teaching aids and professional development, museum, touring and sightseeing services, food, and accommodations.

The planned college tours will be directly tied to Academic and Career Planning (ACP) in Milwaukee Public Schools. In addition to organizing the travel and itinerary for the weeklong tours, College Campus Tours will also include lessons for staff and students that can be used during designated ACP time at the individual participating Milwaukee Public High Schools. This program has three components: College Readiness, Leadership Development and Life Skills.

College Campus Tours will also create an itinerary to include a visit to a regional business which covers the careers aspect of ACP.

The tour will depart on February 12, 2024, and return on February 15, 2024. Fifty students and five adults will participate. The tour includes stops at Johnson C Smith University, Livingstone College, Winston Salem State University, Bennett College for Women, North Carolina A&T State University, North Carolina Central University, Shaw University, Saint Augustine’s University, STEM Labs at NCAT, Greensboro Lunch Counter Museum, Nolia Coffee, and Black Tech Hub and several other planned events.

The exception to bid has been granted on the basis of one-of-a-kind, in that there are no available competitive alternative contractors that can provide this service (Administrative Policy 3.09(7)(E)(1)(b)(i)).

The contract will run from January 1, 2024, through February 19, 2024, and will not exceed \$80,272.00.
Budget Code: FLD-H-S-9Y4-EO-ECTS \$80,272.00

Exception Authorization to Contract with College Campus Tours LLC for College and Career Readiness Tour Services of the Mid-Atlantic Region

The Administration is requesting authorization to enter into a contract with College Campus Tours LLC for College and Career Readiness Tour services of the Mid-Atlantic Region. The activities and services include air and ground transportation, hotel and food accommodations, college tours, sightseeing, teaching aids, and professional development seminars.

The tour will accommodate 50 MPS students and five staff from Green Tree Preparatory Academy, Hamilton High School, James Madison Academic Campus (JMAC), MacDowell Montessori School, and Ronald Reagan College Preparatory High School.

The planned college tours are directly tied to Academic and Career Planning (ACP) in Milwaukee Public Schools. In addition to organizing the travel and itinerary for the weeklong tour, the Contractor shall also include lessons for staff and students that can be used during designated ACP time at the individual participating Milwaukee Public High Schools. The College Campus Tours Program has three components: College Readiness, Leadership Development, and Life Skills all designed to impact student lives and their college and career goals.

The tour will depart on April 22, 2024, and return on April 25, 2024. The Contractor itinerary includes stops at Virginia Union University, Virginia State University, Hampton University, Norfolk State University, Howard University, Bowie State, Morgan State University, Smithsonian Museums of African American History, Martin Luther King Jr Memorial, Lincoln Memorial, and other planned events.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of one-of-a-kind, in that there are no available competitive alternative contractors that can provide this service (Administrative Policy 3.09(7)(E)(1)(b)(i)).

The contract will run from January 1, 2024, through April 29, 2024. The total cost of the contract will not exceed \$82,510.00.

Budget Code: FLD-H-S-9Y4-EO-ECTS \$82,510.00

Exception Authorization to Contract with College Campus Tours LLC for College and Career Readiness Tour Services of the Alabama-Georgia Region

The Administration is requesting authorization to enter into a contract with College Campus Tours LLC for College and Career Readiness Tour services of the Alabama-Georgia Region. The activities and services include air and ground transportation, hotel and food accommodations, college tours, sightseeing, teaching aids, and professional development seminars.

The tour will accommodate 100 MPS students and 10 staff from Audubon Technology and Communication High School, Casimir Pulaski High School, Rufus King International High School, South Division High School, and Washington High School of Information Technology.

The planned college tours are directly tied to Academic and Career Planning (ACP) in Milwaukee Public Schools. In addition to organizing the travel and itinerary for the weeklong tour, the Contractor shall also include lessons for staff and students that can be used during designated ACP time at the individual participating Milwaukee Public High Schools. The College Campus Tours Program has three components: College Readiness, Leadership Development, and Life Skills all designed to impact student lives and their college and career goals.

The tour will depart on June 17, 2024, and return on June 20, 2024. The Contractor itinerary includes stops at Morehouse College, Spelman College, Clark Atlanta University, Tuskegee University, Alabama State University, Martin Luther King Center, Birmingham Civil Rights Museum, George Washington Carver Museum, stops at regional businesses in the tech and legal industry, and other planned events.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of one-of-a-kind, in that there are no available competitive alternative contractors that can provide this service (Administrative Policy 3.09(7)(E)(1)(b)(i)).

The contract will run from January 1, 2024, through June 24, 2024. The total cost of the contract will not exceed \$155,985.00.

Budget Code: FLD-H-S-9Y4-EO-ECTS \$155,985.00

Exception Authorization to Issue a Purchase Order to Indeed, Inc to Provide Online Job Postings for Highly Skilled Classified and Certificated Positions

The Administration is requesting authorization to issue a purchase order with Indeed, Inc to provide online job posting for highly skilled classified and certificated positions.

This partnership supports the district’s priorities as we continue to recruit highly qualified staff to improve student academic achievement and district climate and culture.

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

The total cost will not exceed \$54,000.00.

Budget Code: DTI-0-S-9C4-HR-ECTS \$54,000.00

Exception Authorization to Issue a Purchase Order to Speakable Technologies, Inc for the Global Library Subscription

The Administration is requesting authorization to issue a purchase order to Speakable Technologies, Inc to subscribe to Global Library which includes activity builder, respond card access, gradebook and assignment analytics, and Google classroom grade pass back.

This subscription is used by World Languages and Immersion teachers to provide students with speaking assignments that are self-corrected and receive immediate feedback. Approximately 15,000 students will have access to this subscription.

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 subscription will run from January 1, 2024, through September 30, 2024, and the total cost will not exceed \$146,700.00.

Budget Code: ITS-0-S-9Q4-AQ-ETRS \$146,700.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

* * * * *

(Item 11) Action on the Award of Professional Services Contracts

Background

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

RFP 1055 Authorization to Extend a Contract with ENA Services, LLC for Internet Access Service and Connectivity Services

The Administration is requesting authorization to extend the contract with ENA Services, LLC for Internet Access Service and Connectivity Services.

The E-Rate program (“E-rate”), administered by the Federal Communications Commission (“FCC”), provides discounts on eligible telecommunications services and products for eligible schools and libraries. Discounts are available through an application process. The District has participated in this program since its inception in 1998.

E-Rate is governed by the Telecommunications Act of 1996 and the corresponding rules promulgated by the FCC, as well as subsequent guidance and rule changes issued through FCC Orders. E-Rate is administered by the FCC’s contractor, the Schools, and Libraries Division (“SLD”) of the Universal Service Administrative Company (“USAC”). The District must strictly adhere to the FCC’s rules and Orders, and sufficient funding must be available for E-Rate funding to be granted. The most significant requirements are 1) the selection of the winning vendor via a competitive procurement where price is the primary factor, and 2) resulting contracts must be fully executed before submitting applications for funding requests to the SLD.

This contractor was chosen pursuant to RFP 1055. The original contract ran from July 1, 2022, through June 30, 2023, and provided for four one-year extensions to be exercised solely at the discretion of MPS. The contract was subsequently extended for a second, one-year term, from July 1, 2023, through June 30, 2024.

This contract extension will run from July 1, 2024, through June 30, 2025. It is anticipated that E-Rate will pay an estimated 90% of the amount deemed E-Rate-eligible for Internet Access Service and Connectivity. The total cost of the contract in this extension year will not exceed \$247,200.

Budget Code: PIN-0-0-TLN-DW-ETEL (E-Rate Contracts)	\$247,200.00
RFP 1055.....	Internet Access Service and Connectivity
TOTAL CONTRACT AMOUNT:.....	\$ 247,200
ANTICIPATED E-RATE REIMBURSEMENT:	\$ 222,480
ANTICIPATED MPS SHARE:	\$ 24,720

Upon the Board’s approval, the District will sign the contract extensions prior to filing E-rate applications. The Administration will make a request for funds to pay its share of the contract costs during the FY 24-25 budget process.

ENA SERVICES, LLC

HUB PARTICIPATION

Required NA

Proposed..... NA

\$ Value 0

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

RFP 1062 Authorization to Extend a Contract with Charter Communications Operating, LLC for Leased Metro Ethernet Services

The Administration is requesting authorization to extend the contract with Charter Communications Operating, LLC for Leased Metro Ethernet Services.

The E-Rate program (“E-rate”), administered by the Federal Communications Commission (“FCC”), provides discounts on eligible telecommunications services and products for eligible schools and libraries. Discounts are available through an application process. The District has participated in this program since its inception in 1998.

E-Rate is governed by the Telecommunications Act of 1996 and the corresponding rules promulgated by the FCC, as well as subsequent guidance and rule changes issued through FCC Orders. E-Rate is administered by the FCC’s contractor, the Schools, and Libraries Division (“SLD”) of the Universal Service Administrative Company (“USAC”). The District must strictly adhere to the FCC’s rules and Orders, and sufficient funding must be available for E-Rate funding to be granted. The most significant requirements are 1) the selection of the winning vendor via a competitive procurement where price is the primary factor, and 2) resulting contracts must be fully executed before submitting applications for funding requests to the SLD.

This contractor was chosen pursuant to RFP 1062. The original contract ran from July 1, 2022, through June 30, 2023, and provided for four one-year options to be extended solely at the discretion of MPS. The contract was subsequently extended for a second, one-year term, from July 1, 2023, through June 30, 2024.

This contract extension will run from July 1, 2024, through June 30, 2025. The total cost of the contract in this extension year will not exceed \$1,468,077.

RFP 1062.....	Leased Metro Ethernet Services
TOTAL CONTRACT AMOUNT:.....	\$ 1,468,077
ANTICIPATED E-RATE REIMBURSEMENT:	\$ 1,277,027

ANTICIPATED MPS SHARE: \$191,050*

*\$49,158 of total costs are ineligible under E-rate. As such, the 90% E-rate share is based only on total E-rate eligible costs of \$1,418,919.

Upon the Board’s approval, the District will sign the contract extensions prior to filing E-rate applications. The Administration will make a request for funds to pay its share of the contract costs during the FY 24-25 budget process.

Budget Code: PIN-0-0-TLN-DW-ETEL (E-Rate Contracts) \$ 1,468,077.00

CHARTER COMMUNICATIONS OPERATING, LLC HUB PARTICIPATION

RequiredNA

Proposed.....NA

\$ Value 0 STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

* * * * *

(Item 12) Action on Request to Waive Administrative Policy 3.09(9)(e) and Issue a Contract with Gabriel Roeder Smith & Company for Actuarial Services

Background

RFP 1117 Authorization to Contract with Gabriel Roeder Smith & Company for Actuarial Services

The Administration is requesting authorization to enter into a contract with Gabriel Roeder Smith & Company for Actuarial Services. This contractor will be used to deliver Actuarial consulting services and contribution projections for the districts’ Other Post-Employment Benefits (OPEB) and Supplemental Pension Plans including valuation reports to comply with Governmental Accounting Standard Board Statements.

The actuarial consulting services ensures that the district meets the Government Accounting Standards Board (GASB) Statement No. 67/68 and No. 74/75 which requires governmental entities to disclose the financial reporting for Pension Plans and Retirement Benefits administered through a trust.

Gabriel, Roeder Smith & Company is the current vendor; in addition, they are the actuarial consulting firm that has the largest number of public sector clients. The request to waive Administrative Policy 3.09 with respect to term limit is for continuity purposes. The Administration is requesting the option of a 5-year contract.

Contractor was chosen pursuant to RFP 1117, which closed on November 3, 2023. The Contract shall be in effect from March 1, 2024, through February 28, 2027 (the "Initial Term"), with the option to extend for up to two additional one-year terms to run from March 1, 2027 through February 29, 2028, and March 1, 2028 through February 28, 2029 upon mutual consent of the parties and Board approval if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the three-year Initial Term will not exceed \$310,950.00. The draft contract is attached to the minutes of your Committee's meeting.

Budget Code: OBA-0-0-EMB-DW-ECTS (Contract Services Other Business) \$310,950.00

Gabriel Roeder Smith & Company

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor?NO

Total # of Employees122

Total # of Minorities20

Total # of Women60

HUB PARTICIPATION

Required 0%

ProposedNA

\$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 100 HOURS

Student Career Awareness Commitment: 10 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

Budget Code: OBA-0-0-EMB-DW-ECTS

Implementation and Assessment Plan

Upon approval by the Board, the contract will begin as indicated in the attachment.

Committee's Recommendation

Your Committee recommends that the Board authorize the request to waive Administrative Policy 3.09(9)(e) and the contract as set forth in the attachments to this item.

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

* * * * *

(Item 13) Action on a Request to Approve Vacation Compensation for Eligible Employees**Background**

On August 31, 2023, the Board adopted Resolution 2324R-001 on Time Off for Mental Health, which resolved that the district continue the practice of periodic compensation for unused vacation time. Many individuals have not used their earned vacation time benefit. Vacation time may accumulate to a point where an employee is no longer earning it. The administration is requesting approval of vacation time compensation for employees who submit the written request form and who have at least 88 hours of earned vacation time accumulated.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

The fiscal impact to compensate eligible employees for unused vacation time, as outlined in this item, will be an estimated \$1.2 million, depending on how many employees participate.

Implementation and Assessment Plan

The minimum vacation pay request is one day (8 hours), and the maximum is not to exceed one week (40 hours). The vacation compensation request would reduce the employee's remaining vacation time. An employee would need to have at least 80 hours remaining in their vacation balance after the payout to be eligible.

For example, an employee that chooses to participate and has 88 hours of vacation time could apply for 8 hours to be paid at their regular hourly rate leaving a remaining balance of vacation time of 80 hours.

Vacation compensation is not pensionable pay. Approval of this item outlines vacation time compensation by February as well by June for eligible employees.

Committee's Recommendation

Your Committee recommends that the Board approve the vacation compensation for eligible employees as outlined in this item.

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

* * * * *

(Item 14) Action on a Request to Appoint a Trustee for Post-Employment Benefits**Background**

The Milwaukee Board of School Directors appointed Marshall & Ilsley Trust, N.A., as the trustee for the post-employment benefits trusts. Post-employment benefits include pension and retiree health benefits. Since then Marshall & Ilsley was acquired by BMO Harris Bank N.A. (BMO) who then became the trustee for the post employment benefit trusts.

BMO is resigning as the Trustee of the Post-Employment Benefits Trust on December 29, 2023 and appoints Midwest Institutional Trust Company as the successor Trustee on that date. The administration has developed an RFP for a post employment benefits trustee. Until that trustee is identified through the RFP process and then approved by the Milwaukee Board of School Directors, the administration is recommending using the BMO-appointed trustee, Midwest Institutional Trust Company.

Draft acknowledgment and appointment documents are 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 Statement

Administrative Policy 3.11 - Investment Policy

Fiscal Impact Statement

There is no fiscal impact.

Implementation and Assessment Plan

The administration will work with BMO and Midwest Institutional Trust Company to ensure a smooth transition of funds and then continue to work with Midwest Institutional Trust Company until the trustee is awarded through an RFP process and approved by the Milwaukee Board of School Directors.

Committee's Recommendation

Your Committee recommends that the Board appoint Midwest Institutional Trust Company as the successor trustee for the post-employment benefits trusts (pension and retiree health benefits).

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

* * * * *

(Item 15) Report with Possible Action on Prior Year Audit Findings

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

Background

May 18, 2023, during the meeting concerning the fiscal year-end 2022 audit reports, it was requested that the administration update the Board in December concerning progress on remediating audit findings. The attachment to this item provides the update.

The Team and the Priorities

One Team to Solve Challenges

The Comptroller, Financial Reporting Manager, and Grant Accounting Coordinator positions all saw personnel changes in Fiscal 2023. MPS is in the process of re-staffing the impacted departments, but in the interim, outside accounting support services through Robert Half were utilized to assist in the preparation of the year-end financial statements as well as the schedule of expenditures of federal and state awards. MPS also engaged Protiviti to support overall process improvement and the remediation of material weaknesses.

Team Augmentation

Several roles augmented across the Finance Department to bring enhanced focus to:

- Programs
- Accounting leadership
- Budget development
- Financial reporting

Six individuals were converted to permanent roles.

MPS Office of Finance

Responsible for:

- Safeguarding the District's assets;
- ensuring a system of adequate internal controls;
- ensuring compliance with various legal and statutory requirements; and
- providing reliable financial & budgetary information

Oversight of the following areas:

- Accounting
- Finance
- State & Federal Programs
- Budget Services
- Payroll
- Procurement

Subject Matter Consulting

Two overall project leaders and four core team members bringing expertise related to:

- Material Weakness Remediation
- Grant Accounting & Reporting
- Project Management
- Process Documentation / Enhancement
- Public Sector Industry Best Practices

Fiscal Year 2021-2022 Findings

Prior Year Finding	Corrective Action
Employee Receivables	Standard Operating Procedures: <ul style="list-style-type: none"> • Program admission/withdrawal • Billing • Monitoring amounts owed • Sponsorship agreement compliance • Collection of amounts • Standard operating procedures • Review process
Financial Close & Reporting	<ul style="list-style-type: none"> • Adequate staffing • Reorganization • Financial reporting checklist
Contract Invoicing	<ul style="list-style-type: none"> • Professional development • Review by contract sponsor • Sampling • Accounts payable invoice system
No Valid License	<ul style="list-style-type: none"> • Added a license compliance assistant in the fall budget • Worked closely with DPI to ensure a thorough process • Reorganization • Set up Fund 27 to properly budget and account for special education costs throughout the year
Medicaid	<ul style="list-style-type: none"> • Professional development • Medicaid vendors reviewed standard operating procedures • Cross-training of staff • Quarterly check-ins
Transportation	<ul style="list-style-type: none"> • Created, tested and used a technology solution

Activities Planned and Completed**Phase I – Benefits Achieved to Date***People*

- Filled critical roles with quality resources to manage day-to-day accounting and finance operations
- Implemented interdepartmental collaboration strategies through daily touchpoints to improve alignment across teams.
- Brought operational discipline to ensure timely delivery of audit requests
- Created strategy to examine workload allocation across departments

Process

- Created and maintained Project Plan to maximize productivity and ensure timely audit deliverables
- Built standards for processes
- Documented observations and improvement opportunities
- Updated the Standard Operating Procedure (SOP) for Construction in Progress Accounting
- Completed and enhanced the Grant Reporting process
- Identified and documented all Grants data sources
- Validated remediation and drafted all six responses to the Summary Schedule of Prior Audit Findings (SSPAF)

Technology

- Discovery completed related to new Accounts Payable system
- Creation of business incident report tracking (BIRT) reports
- Supported elements of system implementation including cross functional collaboration and project management

Phase II – Opportunities for Continued Improvement*People*

- Compile and analyze survey responses to recommend “right size and right skill” considerations
- Evaluate training and on-going “refresh” training opportunities for current team members to maximize productivity and quality

Process

- Continue to implement process improvements and detective controls related to material weaknesses (known deliverables in process)
- Continue drafting updated process flows and SOPs – hold meetings to discuss and walk through current roles and responsibilities
- Identify additional process automation opportunities

Technology

- Implement automated dashboarding capabilities to track key performance indicators (KPIs) for Finance, Accounting, and Technology teams
- Implement project management tools across organization
- Evaluate system enhancements or replacements

Summary

Top Three Priority Process Improvements

1. Centralize and clean-up the Inventory of Standard Operating Procedures (SOPs), update procedures as needed, and establish a periodic review process moving forward. Clearly define Roles & Responsibilities for all staff within the SOPs; assess and re-allocate workloads as deemed prudent. Reinforce procedures through regular mandatory trainings or acknowledgements.
2. Develop a common Calendar and establish regular cadences for touchpoints and reporting to support strategic planning. Prioritize and allocate tasks throughout the year to ensure sufficient time and resources for completion.
3. Assess BusinessPlus Capabilities regarding subledger integration, automated controls, dashboards and reporting, and approval workflows. Automate manual tasks, where possible, to increase accuracy and efficiency.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.07 - Fiscal Audits

Fiscal Impact Statement

No fiscal impact.

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

* * * * *

(Item 16) Action on a Request for an Early Start Date for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School, Casimir Pulaski High School, and MacDowell Montessori School for the 2024-2025 School Year

Background

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

By approving the Administration's recommendation, the Milwaukee Board of School Directors will move to submit a request to the DPI for an early start date (no earlier than August 1, 2024) for the 2024-25 school year, for Ronald Wilson Reagan College Preparatory High School (grades 9-12), Rufus King International High School (grades 9-12), Casimir Pulaski High School (grades 9-12), and MacDowell Montessori School (grades K3-12). All four schools have requested early start dates for the 2024-25 school year. The request will cite the fact that the post September 1, 2024, start date conflicts with the curricular requirements of the International Baccalaureate (IB) program.

The district made this request on behalf of these schools for the last school year, 2023-24, and it was granted by the DPI.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.03 - School Year/School Calendar

Fiscal Impact Statement

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

Implementation and Assessment Plan

Upon approval by the Board, the Administration will submit a request to the DPI prior to the January 1, 2024 deadline for an early start date for the 2024-25 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School, Casimir Pulaski High School, and MacDowell Montessori School.

The Administration recommends that the Board approve this request for an early start date (no earlier than August 1, 2024) for Ronald Wilson Reagan College Preparatory High School (grades 9-12), Rufus King International High School (grades 9-12), Casimir Pulaski High School (grades 9-12), and MacDowell Montessori School (grades K3-12), and direct the Administration to submit a request to the Wisconsin Department of Public Instruction prior to the January 1, 2024 deadline, for an early start date for the 2024-25 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School, Casimir Pulaski High School, and MacDowell Montessori School.

Committee's Recommendation

Your Committee has forwarded this item without recommendation.

Director Zombor moved to consider this item withdrawn. The motion passed, the vote being as follows:

Ayes – Directors Garcia, Gokalgandhi, Jackson, Zombor, and Herndon – 5.
 Noes – None – 0.
 Abstaining – Director O'Halloran – 1.

* * * * *

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) Report with Possible Action on Family and Community Engagement

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

Background

Community partnerships significantly contribute to the development of robust social and emotional skills among students in Milwaukee Public Schools. These partnerships not only enhance engagement but also foster positive academic outcomes. As we approach the holiday season, it's essential to spotlight a selection of these partnerships that consistently aid our schools and families throughout the year, but especially during the winter season.

One such crucial partnership is with the Milwaukee Public Schools Foundation, offering a vital avenue for the community to ensure equitable opportunities for every student, teacher, support staff, and family within the district.

Resources for Families

- Salvation Army-Coat and Toy Drive, Emergency Shelter, Christmas Meal
- Capuchin Community Services-Food, Clothing, Legal Assistance, Health Services
- Milwaukee Catholic Charities- Behavioral Health Services, Crisis Support, Food Pantry, Toy Shop
- Hunger Taskforce-Food Assistance
- Silver Spring Neighborhood Center-Clothing, Books, Employment Assistance, Christmas Items for Clients
- MPS Mitten TreeDrive-Warm Weather Items for MPS Students
- Milwaukee Rescue Mission-Free Shelter, Food, Christmas Toys, Holiday Support
- Hope Network for Single Mothers- Christmas Gifts, Baby Items, Long-Term Support
- Journey House- Support for Low Income Families, Holiday Assistance for Children
- St. Vincent De Paul- Food Boxes, Clothing, Financial Aid, Social Services
- Toys for Tots- Free Toys and Christmas Gifts for Children

MPS Foundation

Mission

The mission of the Foundation is to inspire and motivate the community, including philanthropic partners, businesses, families, staff and students in support of Milwaukee Public Schools and the academic achievement of its students.

Vision

Our vision is to ensure every Milwaukee Public Schools student receives the support needed to achieve his or her full potential.

MPS Foundation Program Support

- Classroom Support Fund
- Learning Journeys

- Junior Achievement / 3DE Model
- UNSIL World Fair
- Stem Fair
- Let Us Play Playground Transformation

MPS Foundation Scholarships

- 20 diverse scholarship opportunities for graduating seniors
 - Over \$150,000 in scholarships awarded in 2023
 - 81% of scholarship awards went to first generation students
 - Scholarships support student majoring in an array of fields
- MPS Foundation – Road Ahead
- Increase giving and donations from individuals and community organizations
 - Provide additional support for projects and schools
 - Increase awareness about the Foundation and its mission

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.06 - Gifts to the Schools

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

* * * * *

(Item 2) Report with Possible Action on Partnership with the Boys & Girls Clubs of Greater Milwaukee

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

Background

Boys & Girls Clubs of Greater Milwaukee (BGCGM) has helped local youth since 1887 when Annabell Cook Whitcomb transformed two basement rooms at Plymouth Church on Milwaukee's east side into a Club for boys. Today, they are the largest youth-serving agency in the city and have grown to be one of the largest Boys & Girls Clubs in the country.

Every day, thousands of Milwaukee's youth stream through the doors to participate in academic and recreational programming. BGCGM provides safety and support during critical hours of the day as well as meals, strong role models, organized athletics, and access to the arts. At the Clubs, there's a way for every child to get involved and learn something new.

The vision of the BGCGM is to build the community's social and economic fabric by ensuring the academic and career success of every Club member who walks through the doors. This is achieved by providing more impactful programs that appeal to its members, strengthen their academic performance, build character, encourage healthy lifestyles, and meet the basic needs of Milwaukee's youth.

BGCGM amplifies and accelerates its impact on Milwaukee's youth through key partnerships and collaborations. BGCGM is a proud partner of Milwaukee Public Schools as they work together to bridge the gap of service for MPS students during critical after school hours. MPS is BGCGM's largest school partner as they offer afterschool programming in 34 MPS schools: 53rd Street, 81st Street, Allen-Field, Audubon, Barack Obama STCE, Bay View, Bethune, Bradley Tech, Carson Academy, Carver Academy, Cass Street, Clarke Street, Engleburg, Escuela

Vieau, Gaenslen, Grantosa, Greenfield, Hayes Bilingual, Kagel, Kluge, La Escuela Fratney, LaFollette, Lincoln Avenue, Maple Tree, Marvin E. Pratt, Metcalfe, Mitchell Integrated Arts, North Division, Riverwest, Sherman, Siefert, Townsend, Washington, and Zablocki.

Boys and Girls Club Mission

To inspire and empower all young people, especially those who need us most, to reach their full potential as productive, caring, responsible citizens.

Boys and Girls Clubs of Greater Milwaukee Public Schools

One of the largest youth serving organizations in Milwaukee. Founded in 1887, this year we celebrate 137 years in supporting kids ages 4 to 18 in our community.

Over 85% of our members qualify for free or reduced lunch. BGCGM serves almost 1.5 million meals per year.

Provide 52 safe spaces in Milwaukee including:

- 45 school-based Clubs (CLCs and Safe Places)
- 5 Legacy Clubs
- Camp Whitcomb/Mason
- Teen Center

Employ approximately 630 full and part-time staff and each year we rely on countless volunteers to support our Club kids with more than 50 active trustees.

Provide positive role models and core programming across:

• Education; Arts; Sports & Recreation; Health & Wellness; Leadership & Service; Social Emotional Development (SED)

Why Afterschool Matters

- Better academic performance in the day school
- Fewer behavioral incidents in the day school
- Better attendance in the day school
- Less engagement in risky behavior

Fall Forward

- Saturday hours
- Pilot to serve K3
- Remodels and renovations
- Free driver's ed
- MPS Athletic Partnership
- College access and career development
- Camp Whitcomb/Mason Summer 2024

Our Commitment to Milwaukee

What: Giving our kids more of what they deserve.

Why: Whatever it takes to build great futures

How: Changing direction to stay the course

Value of Partnership with MPS

- Shared use of schools – allows for more dollars towards programming
- MPS network of families and staff (ability to recruit club participants and staff)
- Ability to introduce MPS students to resources beyond the classroom (e.g., Summer Camp)
- Support of MPS Afterschool Team to address afterschool for all need!

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.04 - Community Involvement in Decision Making

* * * * *

(Item 3) Report with Possible Action on Milwaukee Public Schools Department of Recreation and Community Services

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

Background

The Milwaukee Public Schools Department of Recreation and Community Services (Milwaukee Recreation) was established in 1911 to enrich the lives of Milwaukee's youth, teens, adults, and seniors through recreational and educational opportunities.

Throughout the years, the department has worked to position itself as a leading provider of community recreation services. A team of 97 full-time employees and nearly 1,600 part-time employees hired annually as instructors, leaders, field attendants, umpires, and referees work to program more than 100 schools and community locations on an annual basis.

Primary functions of the department include Before & Afterschool Programs; Citywide Programs; Youth Sports & Interscholastic Athletics; Playgrounds & Community Centers; and Operations. During the fall of 2023, Milwaukee Recreation provided multifaceted programming for individuals of all ages throughout the city of Milwaukee.

Active Older Adults

Enrichment based programs for adults age 50+

- Fitness
- Art
- Spanish and ESL
- Pickleball
- Fitness

OASIS Community Center

Community Events

- Sparkle and Shine,
- Bring in Spring Breakfast,
- Ice Cream Social
- Hispanic Heritage Celebration

Adult Sports

Offer 7 different sports league opportunities throughout Milwaukee

- 1,300 Fall Participants: Football, Softball, Basketball, Kickball, Golf
- 515 Winter Participants: Basketball, Volleyball, Futsal, Cornhole
- 2,200 Spring/Summer Participants: Softball, 3:3 basketball, Golf, Soccer, Futsal, Tennis

Adaptive Athletics and Special Olympics Adaptive Athletics (School Based)

- 6 Adaptive Sports Seasons: Bowling, Bocce, Volleyball, Basketball, Track, Soccer
- Served approximately 1,000 Special Education Students in 2022-23
- 49 schools serviced – 24 middle/high schools and 25 Elementary Special Olympics
- 8 Sports: Basketball, Bowling, Bocce, Football, Softball, Volleyball, Cornhole, Soccer
- 400 participants

Therapeutic Recreation

Enrichment Class Offerings and Special Events

- Ages 3 and up
- Life skills, leisure activities, community outings

Club Rec

- 5/6 week summer camp (M-F 8am – 4pm)
 - Community and ESY students attend
 - Morning sessions: Education focus - calendar, daily living skills, reading, math
 - Afternoon Session: Recreation focus with swimming, gym, art, music, cooking, field trips
- Approximately 450 participants served annually.

Therapeutic Rec

Urban Stables Partnership

- Equine assisted services
- 30 participants since inception

Aquatics

- 12 pools offering a variety of programs
- Learn to Swim – Levels 1- 7
 - Aqua Fitness, Triathlon Training, Lap/Open Swim
 - Youth Competitive Swim/Masters Swim
 - Certification Trainings
 - 6,000 served

Day School Swim (2017 – 2023)

- 36 - 3rd grade classrooms
- 150 students annually

Community Events

Special Events

- Halloween Glen – 950 participants
- Winter Wonder Woods – 1300 participants

Outdoor Education Programming

- Outdoor Education Field Trips
- Oak Ridge Farm – K5 Learning Journey
- Survive Alive House – All MPS 2nd and 5th Graders
- Enrichment Classes – 1,400 served annually

Driver Education

MPS Drive

- Driver Education for MPS Students 15 to 17 ½ (\$35.00)
- Served 3,200 students in 2022-23 school year
- 16 locations (in person locations, hybrid format and online)
- 2023-24 school year can serve up to 4,000

Community Based

- Open to any students 15 to 17 ½
- Three in-person locations; hybrid and online

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

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

Administrative Policy 9.04 - Community Involvement in Decision Making

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

* * * * *

COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on a Recommendation to Approve the Renewal of the Instrumentality Charter School Contract for Academia de Lenguaje y Bellas Artes, Inc. for Academia de Lenguaje y Bellas Artes (ALBA)

Background

Academia de Lenguaje y Bellas Artes (ALBA) was established as an instrumentality charter school beginning with the 2004-2005 school year. The current contract is for up to a maximum of 650 full-time equivalent (FTE) pupils in grades K4 through 8. ALBA is located at 1712 S. 32nd Street. Since inception, ALBA has received a five-year contract for each renewal cycle.

ALBA's mission is founded on the conviction that bilingual students can reach their full potential academically, in English and Spanish when challenged through a rigorous curriculum that develops critical thinking, problem solving and creativity through the integration of the fine arts. ALBA's students will develop self-confidence and self-worth as their Hispanic cultural identity is both recognized and valued through the curriculum as they prepare to be internationally minded life-long learners. Parents are vital partners in this mission.

In June 2023, the Department of Contracted School Services initiated the Charter School Review Process. On August 22, 2023, representatives from ALBA submitted the Charter Renewal Letter of Intent and, on September 28, 2023, ALBA submitted its Charter Renewal Application to seek renewal of its charter school contract.

On November 2, 2023, the Charter School Review Team (Team) conducted a full-day site visit at ALBA. The Team examined the school's academic, financial and organizational performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team reviewed additional responses and information provided by the school. The Team also heard testimony of parents, students and staff, and participated in classroom observations.

Based on a thorough review of the evidence provided, the Team recommends a five-year renewal of the instrumentality charter school contract with ALBA. This recommendation is based on ALBA consistently demonstrating a sound academic, financial, and organizational performance.

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

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board:

1. approve the renewal of a five-year instrumentality charter school contract with Academia de Lenguaje y Bellas Artes, Inc.; and
2. authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of Academia de Lenguaje y Bellas Artes, Inc. for Academia de Lenguaje y Bellas Artes (ALBA) and to draft a renewed instrumentality charter school contract to begin with the start of the 2024-25 school year and end on the last regularly scheduled day of the 2028-29 school year.

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

* * * * *

(Item 2) Action on a Recommendation to Approve the Renewal of the Instrumentality Charter School Contract for Green Tree Preparatory Academy, Inc. for Green Tree Preparatory Academy (GPA)

Background

Green Tree Preparatory Academy (GPA) was established as an instrumentality charter school beginning with the 2019-20 school year. The current contract is for up to a maximum of 870 full-time equivalent (FTE) pupils in grades 6 through 12. GPA is located at 6850 N 53rd Street. This is GPA's first renewal cycle.

GPA's mission is to build a body of student leaders who will lead or own tomorrow's businesses. Green Tree's vision is to provide a safe, nurturing, and professional community of learning where students are educated, empowered, and enabled to develop the essential skills necessary to lead and succeed.

In June 2023, the Department of Contracted School Services initiated the Charter School Review Process. On July 18, 2023, representatives from GPA submitted the Charter Renewal Letter of Intent and, on September 20, 2023, GPA submitted its Charter Renewal Application to seek renewal of its charter school contract.

On October 31, 2023, the Charter School Review Team (Team) conducted a full-day site visit at GPA. The Team examined the school's academic, financial and organizational performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team reviewed additional responses and information provided by the school. The Team also heard testimony of parents and students, and participated in classroom observations.

On November 13, 2023, the Charter School Review Team reconvened to further discuss a charter school recommendation.

Based on a thorough review of the evidence provided, the Team recommends a three-year renewal of the instrumentality charter school contract with GPA along with a developed action plan to be implemented. This recommendation is based on an opportunity for GPA to demonstrate growth with its academic performance standards.

The Team recognizes that the school opened in 2019 and needs more time to develop its programming. This short term renewal will allow for the school to address the concerns that were raised by the Team.

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

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board:

1. approve the renewal of a three-year instrumentality charter school contract with Green Tree Preparatory Academy, Inc.; and
2. authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of Green Tree Preparatory Academy, Inc. for Green Tree Preparatory Academy (GPA) and to draft a renewed instrumentality charter school contract to begin with the start of the 2024-25 school year and end on the last regularly scheduled day of the 2026-27 school year.
3. direct the Administration to present a plan to be reviewed every six months

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

* * * * *

(Item 3) Action on the Five-Year Self-Evaluation of the Status of Nondiscrimination and Equality of Educational Opportunity

Background

Wis. Admin. Code § PI 9.06 requires school boards to evaluate the status of nondiscrimination and equality of educational opportunity in the school district at least once every five years and report the results to the Department of Public Instruction.

To meet the five-year evaluation and reporting requirements, districts must evaluate the status of nondiscrimination and equality of educational opportunity in the following eight areas:

- School board policies and administrative procedures.
- Enrollment trends in classes and programs.
- Methods, practices, curriculum and materials used in instruction, counseling, and pupil assessment and testing.
- Trends and patterns of disciplinary actions, including suspensions, expulsions, and handling of pupil harassment.
- Participation trends and patterns and school district support of athletic, extracurricular and recreational activities.
- Trends and patterns in awarding scholarships and other forms of recognition and achievement provided or administered by the district.
- School district efforts to achieve equality of educational opportunity and nondiscrimination.
- School district technology, including electronic communications by school district staff.

During the district self-evaluation, the district provided an opportunity for participation by pupils, teachers, administrators, parents/guardians and residents of the school district.

In addition, the district must prepare a written report of the evaluation which shall be available for examination by residents of the school district. The district held three meetings where members of the committee reviewed data and artifacts. Each participant was then able to complete a survey after each meeting to reflect on the how the district is being equitable and nondiscriminatory in the eight areas.

The feedback and data, FAQ, and the report from the self-evaluation is attached to the minutes of your Committee's meeting.

Topics

- Trends and patterns in awarding scholarships and other forms of recognition and achievement provided by or administered by the district
- Participating trends, patterns, and school district support of athletic, extracurricular, and recreational activities
- Methods, practices, curriculum, and materials used in instruction, counseling, and pupil assessment and testing
- School district technology, including electronic communications by school district staff
- Trends and patterns of disciplinary actions, including suspensions, expulsions, and handling of pupil harassment
 - Enrollment trends in classes and programs
 - School board policies and administrative procedures
 - School district efforts to achieve equality of educational opportunity and nondiscrimination

Process

- Meetings were held on three consecutive Wednesdays in November.
- Data was presented by district staff.
- Team members could ask questions, discuss, and provide feedback on the various topics.
- Data was collected and reviewed, and a report was created.

Next Steps

- Provide transparent reports on (1) efforts to increase equity and nondiscrimination and (2) the status of those efforts and impact.
- Consider the recommendations made by the committee for future action within the district.
- Make parents/guardians and community members aware of opportunities to share their voice.
- Continue regular opportunities to discuss the status of equity and nondiscrimination in the district.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.06 - Equity in MPS

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

Committee's Recommendation

Your Committee recommends that the five-year self-evaluation report be sent to the Wisconsin Department of Public Instruction to meet the requirement outlined in Wis. Admin. Code § PI 9.06.

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

* * * * *

(Item 4) Report with Possible Action on District and School Report Cards

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

Background

As part of the state’s accountability system, the Department of Public Instruction produces report cards for every publicly funded school and district in Wisconsin. These accountability report cards include data on multiple indicators for multiple years across four priority areas (Student Achievement, Growth, Target Group, and On Track to Graduation). District and school report cards are calculated from achievement data, growth data, chronic absenteeism, and either attendance rates or graduation rates depending on the grade levels of the school. Data from the report cards are one of the many measures used to determine the performance of schools and districts. This presentation will review data that have impacted the 2022–23 report cards.

This presentation of the State Accountability Report Card’s results fulfills some of the requirements in state statutes for the public reporting of district and school report cards. Caution should be used when interpreting scores and ratings. Multiple years of data impacted by the COVID-19 pandemic are still a factor in reporting.

District Priority Scores (in Percentages)

	<i>Achievement</i>		<i>Growth</i>	
	MPS	K-12 State	MPS	K-12 State
English Language Arts	32.5	60.1	69.8	66.0
Math	23.0	57.2	60.3	66.0

Target Group Outcomes

Achievement	8.8
Growth	75.5
Chronic Absenteeism	52.4
Graduation	79.4

On-Track to Graduation

	MPS	K-12 State
Chronic Absenteeism	55.8	82.0
Graduation	71.1	91.8
3 rd Grade English Language Arts	26.8	56.8
8 th Grade Mathematics	19.0	50.8

Highlights

- District’s Overall Score – 58.0 (Meets Expectations)
- Whittier School (87.0) and Reagan High School (84.2) earned the highest overall accountability scores: significantly exceeds expectations.
- 69 schools have ratings of meets, exceeds, or significantly exceeds expectations.
- 38 schools have a higher rating.
- 69 had the same rating.
- 40 declined in rating.
- 6 schools received a regular report card instead of an alternate report.

School Report Card Summary

	<i>Number of Schools</i>				
	<u>Fails to Meet Expectations</u>	<u>Meets Few Expectations</u>	<u>Meets Expectations</u>	<u>Exceeds Expectations</u>	<u>Significantly Exceeds Expectations</u>
2015-16	42	41	31	21	3
2016-17	46	34	29	25	4

2017-18	39	33	33	29	5
2018-19	28	41	42	25	7
2020-2021*	21	29	54	27	5
2021-22	28	39	40	28	1
2022-23	23	50	44	23	2

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

School Alternate Report Cards

	Alternate Accountability – Satisfactory	Alternate Accountability – Needs Improvement
2015-16	3	11
2016-17	9	10
2017-18	8	10
2018-19	5	10
2020-2021*	4	15
2021-22	8	9
2022-23	5	5

Cautions

- Large increases or decreases may be a result of shifts in the priority areas used to calculate reports.
- How many students participated in state assessments or growth calculations?
- How many priority areas are included in the calculation of the report card score?
- What years of data are used and what instructional model was in place?
- Did high pre-pandemic data no longer impact calculations?

Course Participation

Data are from the 2021-22 school year.

Advanced Courses

- 5,730 students successfully completed at least one Advanced Placement or International Baccalaureate course.
- 29.8% of MPS students took such a course, compared to 20.1% statewide

Dual Enrollment

- 9.5 students successfully completed at least one dual enrollment course
- 4.9% of district students, compared to 23.2% statewide

Industry-Recognized Credentials

- 61 students earned at least one industry-recognized credential
- 0.3% of district students compared to 3.9% of students statewide

Participation by Type of Arts Course

Art and Design

- 5,919 students successfully completed at least one art and design course
- 30.8% of district students, compared to 27.2% of students statewide

Dance

- 90 students successfully completed at least one art and design course
- 0.5% of district students, compared to 0.4% of students statewide

Music

- 2,836 students successfully completed at least one art and design course
- 14.8% of district students, compared to 19.1% of students statewide

Theater

- 310 students successfully completed at least one art and design course
- 1.6% of district students, compared to 1.8% of students statewide

Wisconsin Statutes

Annually, by January 31, school boards must publish a Class 1 notice, under Wisconsin Statutes, Chapter 985, that includes

- o The most recent performance category rating assigned as part of the school and district report cards to each school within the district boundaries
- o Inform parents that:
 - o All school and district report cards are available on the school board’s website; AND
 - o A description of the educational options available to children in the district
- o Post on the district website
 - o All school and district report cards; AND
 - o A description of the educational options available to children in the district.

By January 31, 2024, all schools’ websites will be updated with the current SIP-at-a-glance, report card, and educational options.

Next Steps

- Implement Ambitious Instruction: Accelerating Learning:
 - Increase student academic performance through acceleration and scaffolding.
 - Increase students performing in the proficient category 5 percentage points and decrease the students performing below basic by 10 percentage points.
 - Ensure rigorous instruction and implementation of high-quality instructional materials.
- Implement strategies to improve attendance:
 - Schoolwide strategies are part of school improvement plans (e.g., implementation of PBIS attendance interventions, parent calls, monitoring data).
- Increase four-year graduation rate:
 - Conduct closer monitoring of course completion and programming.
 - Identify adults/students needing support to prevent failures.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.38 - Balanced Assessment Systems

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

* * * * *

(Item 5) Report with Possible Action Regarding the 53206 Initiative

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

Background

To better serve the 53206 community, the Board approved implementation of the 53206 Initiative. The Principals' Cohort consisting of nine school leaders from North Division, Andrew Douglas, Auer Avenue, Benjamin Franklin, Hopkins-Lloyd, Gwen T. Jackson, Keefe Avenue, Green Bay Avenue Success Center, and LaFollette

continue to meet regularly to further discuss the needs in 53206 schools. The 53206 Initiative is focused on three pillars. The pillars are Alignment: Academics, Pathways and Engagement, Filling Gaps: Equitable Access and Opportunity and Strengthening Outcomes: College and Career Readiness.

The 53206 Initiative update for the December Student Achievement School Improvement (SASI) Committee will include 2023-24 demographic and academic achievement data for partnership schools, strategic priorities for the upcoming school year and highlight the new Construction Lab at North Division High School.

Demographics

- 1,845 Students
- 8 Schools
- 0.4% English Learners
- 24.1% Students with Disabilities
- 94.3% Economically Disadvantaged*
- Black or African American – 91.7%
- Hispanic – 4.3%
- Multiple – 2.5%

53206 State Report Card Data Comparison

	2021-22		2022-23	
	Scores	Designation	Scores	Designation
Andrew S. Douglas MS	37.3	Fails to Meet Expectations	42.6	Fails to Meet Expectations
Auer Avenue Elementary	16.6	Fails to Meet Expectations	56.6	Meets Few Expectations
Benjamin Franklin Elementary	58.6	Meets Expectation	50.7	Meets Few Expectations
Gwen T. Jackson Elementary	45.8	Fails to Meet Expectations	67.4	Meets Expectation
Hopkins-Lloyd Community School	17.2	Fails to Meet Expectations	42.5	Fails to Meet Expectations
Keefe Avenue Elementary	18.8	Fails to Meet Expectations	56.3	Meets Few Expectations
Lafollette Elementary	65.7	Meets Expectation	57.8	Meets Few Expectations
North Division High School	10.7	Fails to Meet Expectations	61.0	Meets Expectation

Featured School – North Division

Mission Statement

North Division High School is committed to providing academic excellence while instilling morals and values that will create individuality by fostering a passion for learning in students.

North Division enriches each student's mind, body, and character while encouraging respect and compassion for others.

North Division's goal is to become the flagship high school in the 53206 zip code and to create pathways of success for students in the health sciences and information technology fields.

Demographics

- 430 Students
- 0.7% English Learners
- 27.2% Students with Disabilities
- 79.8% Economically Disadvantaged
- Black or African American – 91.4%
- Hispanic – 4.4%
- Multiple – 2.3%
- White – 1.4%

Construction Class

- Student exposure to a variety of building trades
- Students experience blueprint reading, masonry, carpentry, plumbing, and residential electricity
- Students gain skills and knowledge to enter adult apprenticeship programs

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

* * * * *

(Item 6) Report with Possible Action Regarding Ambitious Instruction

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

Background

Ambitious Instruction: Accelerating Learning is the academic plan for the district. The plan is focused on three levers. The levers are Formative Practices, Explicit Instruction, and Engagement. The Ambitious Instruction plan embodies the district’s Five Priorities for Success, focusing on increasing academic achievement and accountability, developing our staff, and strengthening communication and collaboration. It is closely aligned with the district’s Strategic Plan.

To track the progress of Ambitious Instruction: Accelerating Learning, a non-evaluative Walk-Through Rubric was designed to gather feedback on how to better support teachers and leaders in understanding and implementing teacher learning of best practices.

Intentional efforts have been made to monitor the impact of Ambitious Instruction through goal setting, monitoring instruction, and providing strategic support and coaching.

This report provides and update on the work, accomplishments and next steps.

Ambitious Instruction

Goals: Purposeful, clearly defined objectives, meeting the needs of all learners

Instruction: High quality materials; standards aligned; culturally responsive; multi-modal; inclusive

Implementation: Coaching support; fidelity; walkthroughs; curriculum guides; student activity reports

Targeted Coaching and Support

Classroom Visits (September – November 2023)

- 1,844 reading and writing
- 1,054 math
- 774 science and social studies
- 281 health and physical education
- 324 music and visual art
- 156 English learners and world languages
- 4,433 total

Impact on Instruction

Increased use of...

- District-approved curricula
- Standards-based instruction
- District-wide Common Assessments
- Classroom Assessments Based on Standards (CABS)
- Teachers and students are using technology for deeper learning and engagement

	Number of Students Using	
	October 2022	October 2023
Adobe Express	2,843	5,236
Nearpod	11,853	23,919

Book Creator 8,677 13,129

Counting Collections

Eighty percent of students are meeting grade-level expectations on the counting trajectory.

Playful Learning

K5 students outperformed last year’s students on Brigance in social-emotional rating (+16%) and language development (+3%).

Next Steps

- Monitor instruction and progress
- Encourage and support collaborative practices
- Employ targeted coaching and support
- Continue to collect and utilize data to inform and adjust strategies.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01 - Teaching and Learning Goals

Fiscal Impact Statement

No Fiscal Impact

* * * * *

(Item 7) Report with Possible Action on the Regional Showcase - Southwest Region

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

Background

Based on the Board’s action, the 2023-2024 monthly Regional Showcase item provides a thorough picture of each region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the region and that may be replicated will be included.

This month, the Southwest Region is featured. The Southwest Region comprises 26 schools, and serves 12,948 students in diverse settings to meet the varied needs of our students. Schools in the Southwest Region include the following: ALBA, Academy of Accelerated Learning, Alcott, Allen-Field, Curtin, Doerfler, Fairview, Forest Home, Grant, Greenfield, Hayes, Honey Creek, Kagel, Lincoln Avenue, Longfellow, Lowell, Manitoba, Milwaukee Spanish Immersion, Mitchell, Morgandale, Riley, Rogers, Vieau, Whitman, Wedgewood, and Zablocki.

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

Dual Lanugage and Bilingual	Arts/STEM or STEAM/ Green Schools	Community Schools	Traditional School	Academic Specialty
ALBA	AAL	Lincoln Avenue	Alcott	AAL (International Baccalaureate)
Allen Field	Allen Field	Longfellow	Curtin	ALBA (International Baccalaureate/Charter)
Doerfler	Doerfler	Mitchell	Fairview	Honey Creek (Charter)
Forest Home	Fairview	Zablocki	Grant	Lowell (International Baccalaureate)
Greenfield	Forest Home		Manitoba	MSIS (Immersion)
Hayes	Greenfield		Morgandale	Riley (Dual-Language Montessori)
Kagel	Hayes		Whitman	
Lincoln Avenue	Lincoln Avenue			

Longfellow Mitchell Riley Rogers Vieau Wedgewood	Longfellow Mitchell Riley Vieau Whitman Zablocki			Wedgewood (International Baccalaureate)
---	---	--	--	--

Southwest Region Growth and Opportunity

	2019-20	2020-21	2021-22	2022-23	2023-24
Historical Attendance	94.6%	90.8%	86.1%	88.3%	91.3%
Historical Suspension Rate	4.3%	0.0%	6.5%	7.5%	2.9%

Southwest Region – School Report Card

Exceeds Expectations

AAL
ALBA

Fairview
Kagel

Morgandale

Meets Expectations

Alcott
Curtin
Doerfler
Greenfield
Hayes
Honey Creek
Lincoln Avenue
Longfellow
Rogers
Vieau
Wedgewood
Whitman

Meets Few Expectations

Allen-Field
Forest Home
Grant
Lowell
Manitoba
Milw. Spanish Immersion
Riley
Two schools failed to meet expectations

Featured School – Escuela Vieau

School Demographics

- 697 students
- 91.8% Hispanic
- 2.0% White
- 5.3% African American
- 0.3% Asian
- 22.5% Students with Disabilities
- 58.5% EL Students

School Data

- 91.3% YTD Attendance (+ 1.3%)
- 2.2% YTD Suspension Rate (0.3%)

Points of Pride

- Successive Generations of Families
- Grow from Within
- Staff Collaboration & Shared Leadership
- Staff Retention
- MPS's First Bilingual School
- Full-time Specialists in Phy. Ed, Art, Music, Psychology, Social Work, & Counseling
- PLTW Integration
- Community Partnerships
- Nationally Honored Teachers

Unique Opportunities

- Family Events
- Boys and Girls Club CLC Before & After School Care
- Forward Scholars
- Wisconsin Reading Corps
- Innovative Maker Space
- Renovated Goethel Media Center

- Student Performing Arts Activities
- Fifth Grade Camping Trip
- Middle School Washington D.C. Trip
- Sports & Extra Curricular Activities
- Student Robotics Team
- Full-Day Head Start Program
- High School Algebra Class & Credit
- Adult ESL Classes

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A

* * * * *

REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the reports of its delegates to the District Advisory Council (DAC) and to CESA 1.

* * * * *

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

The Board President has submitted the following report of activities for December 2023.

Academic Achievement

- Riverside HS – Financial Literacy Workshop
- Meeting with Forward Scholars – Reading Mentors
- District Advisory Council Meeting
- Climate Justice Sustainability Initiatives & Curriculum

Effective and Efficient Operations

- Annual WASB Reg. 14 Meeting
- Superintendent meetings (3)
- Meeting with Interim Director/Board Clerk
- Green Space Planning Committee Meeting
- Meeting with Chief of Staff - Scheduling

Student, Parent, and Community Engagement

- Sparkle & Shine Holiday Event – REC Dept., OASIS Center
- Citizen Action Annual Meeting – Received “The Cavanaugh Progressive Solidarity Award 2023”
- Vincent HS Holiday Market - Sales of gift items produced by students
- Engleburg Elementary – Toy Donation Giveaway
- Bryant Elementary – Literacy, Laughs & Love Holiday Event

School Visits (Thurston Woods, Kluge, Thoreau)

* * * * *

COMMUNICATIONS AND PETITIONS

(Item 1) Introduction and Referral of Communication 2324C-03 From Lieutenant Colonel Oliver Karp on a Request to Modify Administrative Policy

Communication 2324C-03

Dear School Board,

I am the commander for the Milwaukee Army Recruiting Battalion.

I would like to petition the school board to hear our request to modify the board’s policy of not releasing all the data that we need to make our recruiting efforts more streamlined, cost effective, and less intrusive on students and family members.

The current policy, as I understand it, is that when the school district provides this military high school lists at the district level, the military recruiters only receive student name, address, and phone number, which does not include what school they are currently attending, since that would violate board policy.

From our perspective, we spend more time calling students from the list, randomly, to ascertain what school they attend than is strictly necessary from a recruiting perspective. Having all the names attached to the schools attended would result in fewer phone calls.

I can tell you from experience that making these calls isn’t easy, nor is it something we enjoy doing. We know that most families would prefer that we not call at all. I have made these calls personally. I have experienced the hang-ups, the blocked calls, and frankly sometimes unfortunate comments from those that do not want to hear from us.

I can also say that we would prefer to only call those that are inclined to serve their country in the Armed Forces. Fewer calls are better for both parties. After 20 years serving worldwide, in peace and war, I only ask that you invite me to a board meeting to hear from me why I hope that you modify this policy.

Thank you for your kind consideration.

Sincerely,
Lieutenant Colonel Oliver Karp
Commander, Milwaukee Recruiting Battalion

Referred to Legislation, Rules and Policies

* * * * *

RESOLUTIONS

(Item 1) Action on a Request to Waive Board Rule 1.10, In Order to Give Public Hearing and Take Immediate Action on Resolution 2324R-009 by Directors Zombor and Herndon, on the MPS Funding Crisis

Background

Directors Zombor and Herndon have introduced the following resolution for the Board's consideration:

Resolution 2324R-009
Resolution to Address MPS Funding Crisis

By Directors Zombor and Herndon

WHEREAS, Board Governance Vision and Mission Policy 1.01 states that all district staff will be committed to providing an educational environment that is child-centered, supports achievement; and respects diversity and that schools will be safe, welcoming, well-maintained; and accessible community centers meeting the needs of all; and

WHEREAS, Quality education is a civil right and public responsibility; and

WHEREAS, Despite the State of Wisconsin having a \$6 billion budget surplus, public school funding has failed to keep pace with inflation for over a decade; and

WHEREAS, Nearly 20% of all MPS students are students with disabilities; and

WHEREAS, Students with disabilities are significantly underfunded by the state by at least \$50 million annually; and

WHEREAS, Options to reduce expenditures to fill the funding gap for the FY 2025 budget would have a negative impact on MPS students, families; and education workers; and

WHEREAS, Recent community listening sessions seeking input to address the MPS funding crisis have shown strong initial support for a referendum, now therefore, be it

RESOLVED, That the Board deems it desirable to seek a referendum to be held on Tuesday, April 2, 2024; and be it

FURTHER RESOLVED, That the Board directs the Administration to bring forward a recommendation for a referendum/ballot question during the January Board cycle; and be it

FURTHER RESOLVED, That the Board hereby authorizes the Administration and Office of Board Governance to take any preliminary steps needed, including seeking outside counsel if necessary, to prepare to take immediate action on a referendum election ballot initiative resolution in order to meet January election transmittal deadlines for the Spring Election.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

1.10 - Communications, Petitions, Resolutions for Referral

Recommendation

That the Milwaukee Board of School Directors

1. Waive Board Rule 1.10 in order to receive public comment and to take immediate action
2. Determine how it wishes to proceed relative to the resolution

Director Zombor moved to waive Board Rule 1.10 in order to receive public comment and to take immediate action. The motion passed, the vote being as follows:

Ayes – Directors Garcia, Gokalgandhi, Jackson, O’Halloran, Zombor, and President Herndon – 6.
 Noes – None – 0.

The Board having given public hearing, Director O’Halloran moved to adopt Resolution 2324R-009. The motion passed, the vote being as follows:

Ayes – Directors Garcia, Gokalgandhi, Jackson, O’Halloran, Zombor, and President Herndon – 6.
 Noes – None – 0.

* * * * *

(Item 2) Introduction and Referral of Resolutions

Resolution 2324R-006
 Menstrual Equity in Schools

By Directors Zombor and Gokalgandhi

WHEREAS, Administrative Policy 1.01 states that Milwaukee Public Schools will be safe, welcoming, well-maintained, and accessible community centers that meet the needs of all; and

WHEREAS, Seventy-five percent of MPS students are economically disadvantaged and menstrual health products are not covered by public health or nutrition benefits programs; and

WHEREAS, Access to menstrual products is a dignity and equity issue for Milwaukee Public School students; and

WHEREAS, Individuals living in poverty disproportionately suffer preventable infections or medical conditions as a result of reusing period products, using them longer than is recommended, or not use them at all; and

WHEREAS, Students who lack consistent access to menstrual health products may choose not to attend school to avoid wearing stained clothing or appear unhygienic; and

WHEREAS, Studies have found a correlation between a lack of menstrual health products being provided in school and students missing school or leaving school early; and

WHEREAS, A survey of high school students by Cotropia (2019) found that nearly 74 percent of respondents who reported needing a menstrual product at school were embarrassed to ask a staff member for the products; and

WHEREAS, Students should be able to access menstrual products without the stress or stigma associated with asking an adult for products; now, therefore, be it

RESOLVED, That the Administration conduct a pilot program at one school with free menstrual product dispensers in at least fifty percent of the school bathrooms including any gender neutral bathrooms; and be it

FURTHER RESOLVED, That an optional student survey and/or focus groups regarding menstrual hygiene product access be conducted before and after the pilot program so the results may be presented to the board before the 2025-26 Budget cycle; and be it

FURTHER RESOLVED, That the MPS Administration seek resources — such as budgetary dollars, philanthropic funds, grants, and other revenue resources - to purchase dispensers and menstrual health products for school bathrooms; and be it

FURTHER RESOLVED, That the Board direct the Office of Board Governance to add lobbying the state to fully fund free menstrual hygiene products for all Wisconsin schools to the MPS Legislative Agenda.

Referred to the Committee on Student Achievement and School Innovation

* * *

Resolution 2324R-007
Audit Review of Expulsion Process

By Director Zombor

WHEREAS, The Board has maintained a long-standing practice of annually adopting a resolution under Section 119.25 of the Wisconsin Statutes, to delegate the Board's expulsion authority to Independent Hearing Officers; and

WHEREAS, Expulsions orders may be reversed by the Department of Public Instruction if procedural requirements outlined in Wisconsin State Statues are not met; and

WHEREAS, Students and Parents/Guardians are not able to adequately exercise their due process rights if expulsion procedures are not followed; now, therefore be it

RESOLVED, That the Office of Board Governance – Audit Services, conduct a review of the MPS expulsion process; and, be it

FURTHER RESOLVED, That the scope of the review include consideration of:

- the extent to which the MPS expulsion process meets Wisconsin statutory requirements; and
- the extent to which appropriate processes are in place to ensure that:
 - o adequate notice requirements are being met in the expulsion hearing notification letter sent to pupils and guardians;
 - o the expellable offenses are valid and indicated in both the hearing notice and referenced in the written findings; due process hearing requirements are met;
 - o student rights to testify or waive that right are upheld;

- o that law enforcement records will not constitute the sole basis for expulsion;
- o that proper minutes and/or recordings are kept of hearings; and
- o that expulsion orders include required findings; and, be it

FURTHER RESOLVED, That the review shall also consider the extent to which Administrative Policy and Procedure 8.32, Student Expulsions align to the Wisconsin statutory requirements.

Referred to the Committee on Accountability, Finance and Personnel

* * *

Resolution 2324R-010

By Director Gokalgandhi

WHEREAS, The powers and duties of the Board are defined in law, and these definitions state or imply 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 adheres to the “division of labor” principles implicit in the organization of public education that assigns legislative, policy-making, and judicial functions to the Board; and

WHEREAS, The Board’s determination of policy includes the delegation of authority to proper personnel to ensure that others follow the District’s policies; and

WHEREAS, The Board recognizes the importance of an independent audit function in monitoring policy compliance in the District and codifies its commitment to an independent audit function in Board Governance Policy 2.12; and

WHEREAS, Other large urban districts have further ensured the independence of its audit function by organizing it as separate from any other District operation; and

WHEREAS, The Board’s delegation of authority through its Office of Accountability and Efficiency most closely satisfies this independence from any other District operation; now, therefore, be it

RESOLVED, That the Board direct the Office of Accountability and Efficiency (OAE) to lead the development a plan for the reorganization of the audit function under the OAE, with input from the Office of Board Governance and Audit Services; and, be it

FURTHER RESOLVED, That this plan include, but not be limited to, addressing the following considerations:

- District policies and procedures; and
- Administrative functions; and
- Best practices; and, be it

FURTHER RESOLVED, That this plan be brought back to the Board no later than the February 2024 Board cycle.

Referred to the Committee on Strategic Planning and Budget

The Board adjourned at 6:30 p.m.

JILL M. KAWALA

Interim Director/Board Clerk