

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 30, 2019**

Annual Organizational Meeting of the Board of School Directors called to order by the Board Clerk at 6:32 p.m.

The Board Clerk read into the record the certification by the City Clerk that the following persons, who were elected to membership on the Board on April 2, 2019, have taken the oath of office and are duly qualified to serve:

District 1 Marva Herndon
District 2 Erika Siemsen
District 3 Sequanna Taylor
District 8 Megan O'Halloran
At-large Bob Peterson

Annie Woodward (District 4), Larry Miller (District 5), Luis A. (Tony) Baéz (District 6), and Paula Phillips (District 7) are continuing members.

The following members responded to roll call:

Present — Directors Baéz, Herndon, Miller, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward — 9.
Absent — None.

The Board Clerk called for a roll call vote to elect a temporary chair. Director Miller was so elected, the vote being as follows:

| | <u>Nominee</u> |
|---------------------------|-----------------|
| Director Baéz | Director Miller |
| Director Herndon | Director Baéz |
| Director Miller | Director Miller |
| Director O'Halloran | Director Miller |
| Director Peterson..... | Director Miller |
| Director Phillips..... | Director Miller |
| Director Siemsen | Director Miller |
| Director Taylor | Director Miller |
| Director Woodward..... | Director Baéz |

Director Miller — 7.
Director Baéz — 2.

ELECTION OF BOARD PRESIDENT

Director Miller, having assumed the Chair, announced that the next order of business was the election of a President to serve for the ensuing year.

The Board proceeded to vote by roll call with the following result:

Nominee

| | |
|---------------------------|-----------------|
| Director Baéz | Director Miller |
| Director Herndon | Director Miller |
| Director Miller | Director Miller |
| Director O'Halloran | Director Miller |
| Director Peterson..... | Director Miller |
| Director Phillips..... | Director Miller |
| Director Siemsen | Director Miller |
| Director Taylor | Director Miller |
| Director Woodward..... | Director Miller |

Director Miller — 9.

Director Miller, having received the majority of the votes of the membership, was duly elected President of the Board of School Directors for the ensuing year.

ELECTION OF BOARD VICE-PRESIDENT

The President announced that the next order of business was the election of a Vice-President to serve for the ensuing year.

The Board proceeded to vote by roll call with the following result:

Nominee

| | |
|---------------------------|---------------|
| Director Baéz | Director Baéz |
| Director Herndon | Director Baéz |
| Director O'Halloran | Director Baéz |
| Director Peterson..... | Director Baéz |
| Director Phillips..... | Director Baéz |
| Director Siemsen | Director Baéz |
| Director Taylor | Director Baéz |
| Director Woodward..... | Director Baéz |
| President Miller | Director Baéz |

Director Baéz — 9.

Director Baéz, having received the majority of the votes of the membership, was duly elected Vice-President of the Board of School Directors for the ensuing year.

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DESIGNATION OF BOARD CLERK

The President announced that the next order of business was the designation of a Board Clerk to serve for the ensuing year.

Dr. Jacqueline M. Mann was designated Board Clerk for the ensuing year by unanimous consent.

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APPOINTMENTS OF BOARD REPRESENTATIVES

(Item 1) Appointment of the Board's Representative to the Library Board

Board Rule 1.17(7) prescribes that the Board President is an *ex officio* member of the Library Board. If the President elects not to serve, the Board will need to elect a representative by a roll call vote at its regular May meeting.

Director Miller indicated that he would serve as the Board's representative to the Library Board.

(Item 2) Appointment of the Board's Representative to CESA #1

CESAs (Cooperative Educational Service Agencies) "...serve educational needs in all areas of Wisconsin by serving as a link between school districts and between school districts and the state. Cooperative Educational Service Agencies may facilitate communication and cooperation among all public and private schools, agencies, and organizations that provide services to pupils." (Wisconsin State Statute, Chapter 116, 1983)

CESA #1 is a cooperative governed by an 11-member Board of Control representing 45 public school districts in southeastern Wisconsin. The Board of Control is elected by a delegate assembly at the CESA #1 annual convention. The delegate assembly consists of one school board member from each of the school districts in the CESA #1 region, with special provisions made for areas served by union high/K-8 districts.

The Board of Control sets policy, determines and assesses services to be delivered, and approves program costs. The Board of Control is also responsible for authorizing expenditures to operate CESA #1, including those for personnel, space, and equipment. It also appoints the executive director for CESA #1.

The Board's representative is also a member of the Board of Control for the current year.

Director Herndon nominated herself as the Board's representative to CESA #1. The appointment was approved, the vote being as follows:

Ayes — Directors Baéz, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward,
President Miller — 9.
Noes — None.

(Item 3) Continuation of the Term of the Board's Delegate to the Wisconsin Association of School Boards (WASB)

In October 2008, the Board revised Board Rule 1.28, Board Memberships, which now states, in part:

(3) In regard to the Wisconsin Association of School Boards (WASB), The Milwaukee Board of School Directors, following receipt of notice of an upcoming election from the WASB, shall elect the WASB delegate for Region 14 in September, October, November, or December of the year preceding any new three-year WASB term.

At its regular meeting on November 30, 2017, the Board elected Director Tony Báez as the delegate for WASB Region 14 for the ensuing three-year term. As this is a three-year term, Director Báez will continue as the Board's delegate to WASB until WASB gives notice of an upcoming election.

(Item 4) Appointment of the Board's Representative to the Milwaukee Education Partnership (MEP)

The Milwaukee Board of School Directors is an Executive Partner of the Milwaukee Education Partnership (MEP), a PK-16 Council of education, labor, business, government, university, foundation, parent, and community groups. The Executive Partners provide the ongoing direction and overarching goals and objectives for the work of the Partnership.

The Board president is the Board's *ex officio* delegate to the Milwaukee Education Partnership. If the President chooses not to serve, the Board may select a representative for the 2019-20 Board year.

Director Miller indicated that he will serve as the representative to the Milwaukee Education Partnership (MEP).

(Item 5) Appointment of the Board’s Representatives to the MPS Head Start Program’s Policy Council, to the Milwaukee City Council of PTAs/PTSAs, and to the Title I District Advisory Council

Director Siemsen nominated herself to serve as the Board’s representative to the MPS Head Start Program’s Policy Council. The appointment was approved, the vote being as follows:

Ayes — Directors Baéz, Herndon, O’Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward,
President Miller — 9.
Noes — None.

Director O’Halloran nominated herself to serve as the Board’s representative to the Milwaukee City Council of PTAs/PTSAs. The appointment was approved, the vote being as follows:

Ayes — Directors Baéz, Herndon, O’Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward,
President Miller — 9.
Noes — None.

Director Baéz nominated Director Phillips to serve as the Board’s representative to the Title I District Advisory Council. The appointment was approved, the vote being as follows:

Ayes — Directors Baéz, Herndon, O’Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward,
President Miller — 9.
Noes — None.

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REGULAR BUSINESS

(Item 1) Annual Review of Board Compensation

Background

At its meeting on November 28, 2000, the Board set salaries of \$18,121 per year for Board members and \$18,667 per year for the Board President. The Board’s action of November 28, 2000, also contained a provision that the Board’s compensation be reviewed annually at the organizational meeting.

The compensation currently remains at the levels set by the November 28, 2000, Board action.

Recommendation

That the Board determine how it wishes to proceed with the review.

Director Peterson moved that the salaries of Board members remain at the levels set on November 28, 2000. The motion passed, the vote being as follows:

Ayes — Directors Baéz, Herndon, O’Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward,
President Miller — 9.
Noes — None.

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(Item 2) Transmittal of Tentative 2019-20 Board Calendars

Wisconsin Statutes Section 19.10(3), which governs the scheduling of regular monthly Board meetings, states in part, "The board shall hold a regular meeting at least once each month at times fixed and published by the board in its rules..." In light of this, the City Attorney's Office has advised the Office of Board Governance that the public has the right to expect that the Board will adhere to its rules as they apply to the scheduling of its regular monthly Board meetings.

Provided under separate cover for the Board's review is the proposed calendar of the meetings of the Board and its Committees for the 2019-20 Board year. The proposed calendar has been prepared in accordance with:

- Board Rule 1.02, which sets the days and times of the Board's regular monthly meetings; and
- Board Rule 2.02, which sets the frequency and times of the Board's Committee meetings.

This is a tentative calendar, which is subject to change to meet any contingencies that might arise during the ensuing year.

Director Baéz moved to adopt the 2019-20 board calendar as provided under separate cover. The motion prevailed, the vote being as follows:

Ayes — Directors Baéz, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward,
President Miller — 9.
Noes — None.

Approved Tentative 2019-20 Board Calendar

AFP = Committee on Accountability, Finance, and Personnel; LRP = Committee on Legislation, Rules and Policies (scheduled at the call of the Chair); PACE = Committee on Parent and Community Engagement; SASI = Committee on Student Achievement and School Innovation; SPB = Committee on Strategic Planning & Budget

All meetings are to be conducted in the Central Services Auditorium unless noted otherwise.

Calendar is subject to change.

May 2019

- 3.....Superintendent's Proposed 2019-2020 budget released
- 7.....6:30 p.m. — PACE
- 9.....6:30 p.m. — SPB: Public hearing on proposed 2019-20 budget
- 14.....6:30 p.m. — SASI
Board members submit amendments to proposed 2019-2020 budget to OBG by noon
- 16.....6:30 p.m. — AFP
Administration provides analysis of board members' amendments to OBG
- 21.....6:30 p.m. — Special Board Meeting: Statutory public hearing on proposed 2019-20 budget
- 23.....6:30 p.m. — SPB: Public hearing and action on proposed 2019-20 budget
- 24.....*Board members submit amendments to proposed 2019-2020 budget to OBG by noon*
- 29.....*Administration provides analysis of board members' amendments to OBG by noon*
- 30.....6:30 p.m. — Regular Monthly Board Meeting

June 2019

- 11.....6:30 p.m. — PACE
- 13.....6:30 p.m. — SASI
- 18.....6:30 p.m. — AFP
- 27.....6:34 PM Regular Monthly Board Meeting

July 2019

- 25.....6:30 p.m. — Regular Monthly Board Meeting
(Board Rule 1.09(1) states, "The Board may, at the regular April and July Board meetings, give public hearing on all regular item of business, which shall replace the reports of standing committees...")

August 2019

- 8.....6:30 p.m. — SASI
- 13.....6:30 p.m. — PACE
- 20.....6:30 p.m. — AFP

29.....6:30 p.m. — Regular Monthly Board Meeting

September 2019

10.....6:30 p.m. — PACE
12.....6:30 p.m. — SASI
17.....6:30 p.m. — AFP
26.....6:30 p.m. — Regular Monthly Board Meeting

October 2019

8.....6:30 p.m. — PACE
10.....6:30 p.m. — SASI
22.....6:30 p.m. — AFP
24.....6:30 p.m. — Special Board Meeting: Action on any needed adjustments to the 2019-2020 budget
31.....6:30 p.m. — Regular Monthly Board Meeting

November 2019

5.....6:30 p.m. — PACE
7.....6:30 p.m. — SASI
12.....6:30 p.m. — AFP
21.....6:30 p.m. — Regular Monthly Board Meeting (per Board Rule 1.02(1)(b))

December 2019

5.....6:30 p.m. — PACE
10.....6:30 p.m. — SASI
12.....6:30 p.m. — AFP
19.....6:30 p.m. — Regular Monthly Board Meeting (per Board Rule 1.02(1)(b))

January 2020

9.....6:30 p.m. — SASI
14.....6:30 p.m. — PACE
21.....6:30 p.m. — AFP
30.....6:30 p.m. — Regular Monthly Board Meeting

February 2020

11.....6:30 p.m. — PACE
13.....6:30 p.m. — SASI
20.....6:30 p.m. — AFP
27.....6:30 p.m. — Regular Monthly Board Meeting

March 2020

10.....6:30 p.m. — PACE
12.....6:30 p.m. — SASI
17.....6:30 p.m. — AFP
26.....6:30 p.m. — Regular Monthly Board Meeting

April 2020

23.....6:30 p.m. — Regular Monthly Board Meeting
28.....6:30 p.m. — Annual Organizational Meeting
(Board Rule 1.09(1) states, “The Board may, at the regular April and July Board meetings, give public hearing on all regular item of business, which shall replace the reports of standing committees...”)

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UNFINISHED BUSINESS

(Item 1) Disposition of Unfinished Business Pending before the Board and Its Committees at the Close of Business on April 25, 2019

Since the Board, by statute, is a continuing body, items of business pending before the Board at the close of its last business meeting of the Board year (April 25, 2019) are submitted to the Board at its annual organizational meeting for referral to the appropriate Committees or for other disposition, as the Board sees fit.

The items of business pending before the Board and its Committees at the close of business on April 25, 2019, arranged by committee, are listed below.

Recommendation

That the Board determine how it wishes to dispose of the pending items of business listed below.

| Item | Description | Author | Date | |
|--|--|-----------------|------------|--|
| | | | Introduced | Action |
| <i>Committee on Accountability, Finance, and Personnel (AFP)</i> | | | | |
| [1] | 1718R-017 To rename a school for Grant Gordon | Woodward | 2/2018 | April 2018 — Adopted. Administration to bring suggested school to Board. |
| [2] | 1819R-008 On performance-based contracting. | Miller and Baéz | 9/2018 | November 2018 — Adopted. Final report with recommendations due May 2019. |
| [3] | 1819R-014 On involving the school community in the selection of school leaders | Phillips | 1/2019 | Not yet considered |
| [4] | 1819R-015 On the designation of 6720 W. Moltke as a community resource center | Harris | 1/2019 | Not yet considered |
| <i>Committee on Legislation, Rules and Policies (LRP)</i> | | | | |
| [5] | 1718R-003 On the inventory and management of district artifacts. | Falk | 7/2017 | December 2017 — Adopted. Policy to be brought to Board for approval. |
| [6] | Action On compensation changes | | 1/2018 | Board directed that policies on salary be revised to require Board's approval for any position reassignment that results in a salary increase or decrease. |
| [7] | 1718R-019 On school safety | Bonds and Sain | 3/2018 | Revise policy to codify a prohibition on firearms. |
| [8] | 1819R-001 On Board-district representation | Woodward | 4/2018 | May 2018 — Board sent item back to committee |
| [9] | 1819R-006 On employee recognition | Voss | 8/2018 | December 2018 — Adopted. Revisions to come back to Board for approval. |
| [10] | 1819R-013 On inclement-weather guidelines | Phillips | 1/2019 | March 2019 — Adopted. Guidelines to come to Board for approval. |
| [11] | 1819R-017 On bullying | Phillips | 3/2019 | Not yet considered |
| <i>Committee on Student Achievement and School Innovation (SASI)</i> | | | | |
| [12] | 1718R-018 On the alignment of charter schools and district needs | Woodward | 2/2018 | March 2018 — Action deferred until after charter work session to be held in April 2018, Carried over |
| [13] | 1819R-016 On celebration of National Commemorative events | Phillips | 1/2019 | February 2019 — Adopted with plan to come back to the Board |

| Item | Description | Author | Date Introduced | Action |
|--------------|---|--------|-----------------|--|
| <i>Board</i> | | | | |
| [14] | 1819C-002 On Administrative Policy 8.51, Electronic Communication Devices (Cell Phones) | | 1/2019 | March 2019 — Board directed that a hearing on this communication be given. |

The Board took a recess from 6:56 p.m. to 7:01 p.m. to review items.

Separate consideration was requested of items 1, 2, 3, 6, 7, 8, 9, 10, 11, 12, 13, and 14.

Director Phillips moved to place the balance of the items on file. The motion passed, the vote being as follows:

- Ayes — Directors Baéz, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, President Miller — 9.
- Noes — None.

The items set aside were referred as indicated.

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RESOLUTIONS

Resolution 1920R-001

By Director Miller

WHEREAS, The Restorative Practices model teaches respect and gives common language and practice to resolving differences and to giving voice to students, communities, parents and guardians, and staff; and

WHEREAS, MPS has been engaged in Restorative Practices for a number of years, the best examples of which have shown very positive results that improve the culture of schools and classrooms; and

WHEREAS, All MPS staff, students, and families, as well as all MPS systems, can gain from implementing these justice-based positive behavioral supports; and

WHEREAS, Although MPS's Restorative "Justice" originally had been offered in collaboration with the Milwaukee County District Attorney's Office and was implemented by the late Assistant DA David Lerman, the "father" of restorative practices, Restorative Practices training and support was expanded through the Safe Schools Healthy Students Grant, and a regional School Social Worker Team was created that developed a Restorative Justice Guide; and

WHEREAS, Through the district's violence-prevention work, there has been a district Restorative Practices Coordinator position since 2013, support has been provided to Student Services in servicing students who have been expelled, and an eighth-grade promotional program has been established that integrates Restorative Practices into the program's humanities curriculum and offers training to staff; and

WHEREAS, In the Spring of 2015, an Restorative Practices curriculum-development cohort was created to assist teachers from MPS high schools that were implementing the Restorative Practices curriculum, a pilot of which was established with a research component to assess the effectiveness of the curriculum, and a Restorative Practices Guide was developed; and

WHEREAS, The district's Trauma-informed Care Training, which is focused on social-emotional learning, created two modules focused on Restorative Practices; and

WHEREAS, There are presently a full-time Restorative Practices Coordinator funded through Specialized Services; a full-time Restorative Practices Coach funded through the Project AWARE Grant; a full-time Restorative Practices Teacher Leader funded through the Black Lives Matters Resolution who supports WCLL and the Black and Latino Male Achievement Department and teachers; and an MPS Equity Specialist, one of whose tasks is to support the intersection of Restorative Practices and culturally-responsive teaching; and

WHEREAS, While the Restorative Practices work has proven successful in its fidelity of implementation, it is still scattered and lacks full coordination; now, therefore, be it

RESOLVED, That MPS shall train all staff and students over a four-year period in the use and application of Restorative Practices; and be it

FURTHER RESOLVED, That all administrative leadership, including principals, vice-principals, and school leaders, shall be trained in the first two years of the four-year implementation; and be it

FURTHER RESOLVED, That MPS shall develop a centrally located Restorative Practices Team, comprising three full-time Restorative Practitioners, to direct the work for collaboration across departments, to support a cohort of schools interested in implementing a whole-school approach in the first stage, and to provide training in the use of materials and resources; and be it

FURTHER RESOLVED, That this team shall collaborate with Student Services, OCR, parent coordinators, and PBIS coaches to develop progressive discipline practices, policies, and procedures that shall incorporate the restorative framework in all of our systems related to behavior, culture, and classroom and school management; and be it

FURTHER RESOLVED, That this team shall train community partners, crisis teams, and police working in our schools in the implementation of Restorative Practices; and be it

FURTHER RESOLVED, That as this work grows over the four-year timeline, additional trained staffed are to be considered for fidelity of implementation; and be it

FURTHER RESOLVED, That the Administration will provide the Board with quarterly reports, through the appropriate committee of the Board, on the progress of this initiative.

Referred to the Committee on Student Achievement and School Innovation.

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With no further business on the agenda, President Miller asked the Board Clerk to distribute copies of Board Rule 3.02, Code of Conduct – Board of School Directors, to the newly-elected members. The Code of Conduct outlines expectations for responsible behavior of board members and sets forth a common basis for staff relations and conduct in meetings. Each member shall sign a copy and retain a copy for personal reference.

The Board adjourned at 7:04 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 14, 2019**

Special meeting of the Board of School Directors called to order by President Miller at 5:31 p.m.

Present — Directors Baéz, Herndon, O'Halloran, Peterson, Phillips (5:42 p.m.), Siemsen, Taylor, Woodward (5:40 p.m.), and President Miller — 9.
Absent — None.

The Board Clerk read the following call of the meeting:

May 9, 2019

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Larry Miller, the following meeting is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the consideration of the following items of business:

SPECIAL BOARD MEETING
5:30 p.m., Tuesday, May 14, 2019

Executive Session Notices

*With respect to **Item 1**, below, the Board, pursuant to Wisconsin Statutes, Section 19.85(1)(f), may retire to executive session for the purpose of considering disciplinary data of specific persons, and may reconvene in open session to take action on matters considered in executive session and/or to continue with the remainder of the agenda.*

*With respect to **Item 3**, below, the Board, pursuant to Wisconsin Statutes, Section 19.85(1)(g), provides that a governmental body may convene in executive session to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.*

1. Action on Reports of the Independent Hearing Officers of the Milwaukee Board of School Directors (Student Expulsions)
2. Action on Monthly Facilities Matters: FMS Award of Construction Contracts
3. Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved

JACQUELINE M. MANN, Ph.D.
Board Clerk

(Item 1) Action on Reports of the Independent Hearing Officers of the Milwaukee Board of School Directors (Student Expulsions)

As more than 30 days will have passed between the regular April and the regular May meetings of the Milwaukee Board of School Directors, the four reports of the Independent Hearing Officers of the Board of School Directors for April 25, 2019, and April 30, 2019, were presented for the Board's consideration and determination.

Director Baéz moved to accept the reports of the Independent Hearing Officers.

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

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Taylor, and President Miller — 7.
Noes — None.
Temporarily Absent — Directors Phillips and Woodward — 2.

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(Item 2) Action on Monthly Facilities Matters: FMS Award of Construction Contracts

Background

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

Construction Contracts Requested for Approval:

- Gibraltar Landscape & Construction for Modifications for Green Infrastructure Upgrades to Playground at A.E. Burdick School;
Codes:
 MBM-P-A-G59-BU-ECTS0000
 FCM-0-S-5G9-BD-ESUP0000
 OMN-0-S-FD9-BD-ECTS0000
 FLD-0-S-NK9-BD-EPPT0000
 OMN-0-S-NK9-BD-ESUP0000
 OMN-0-S-3V9-FM-ECTS\$264,772.00

- Poblocki for Modifications for Green Infrastructure Upgrades to Playground at Hawley Road Environmental Studies Elementary School;
Codes:
 MBM-H-A-G59-HL-ECTS0000
 FCM-0-S-5G9-HL-ESUP0000
 OMN-0-S-FD9-HL-ECTS0000
 FLD-0-S-NK9-HL-EPPT0000
 OMN-0-S-NK9-HL-ESUP0000
 OMN-0-S-3V9-FM-ECTS.....\$383,940.00

- Eddy’s Landscaping for Modifications for Green Infrastructure Upgrades to Playground at Henry Longfellow Elementary School;
Codes
 MBM-H-A-G59-LO-ECTS0000
 FCM-0-S-5G9-LO-ESUP0000
 OMN-0-S-FD9-LO-ECTS0000
 FLD-0-S-NK9-LO-EPPT0000
 OMN-0-S-NK9-LO-ESUP0000
 OMN-0-S-3V9-FM-ECTS\$284,291.00

- Eddy’s Landscaping for Modifications for Green Infrastructure Upgrades to Playground at Starms Early Childhood Center;
Codes:
 MBM-H-A-G59-ST-ECTS0000
 FCM-0-S-5G9-ST-ESUP0000
 OMN-0-S-FD9-ST-ECTS0000
 FLD-0-S-NK9-ST-EPPT0000
 OMN-0-S-3W9-FM-ECTS
 OMN-0-S-3V9-FM-ECTS.....\$393,903.90

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

The item authorizes expenditures for construction contracts in the amount of \$1,326,906.90

Implementation and Assessment Plan

Upon Board approval, the construction contracts shall be executed.

Administration's Recommendation

The Administration recommends that the Board approve the construction contracts as provided under separate cover.

Director Baéz moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Taylor, Woodward, and President Miller — 8.

Noes — None.

Temporarily Absent – Director Phillips — 1.

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(Item 3) Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved

Background

The Board Clerk is requesting that the Board retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(g), to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

This item has been noticed for executive session pursuant to Wisconsin Statutes, Section 19.85(1)(g), which provides that a governmental body may convene in executive session to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The Board may reconvene in open session to take action on matters discussed in closed session or to continue with the remainder of its agenda; otherwise, the Board will adjourn from executive session.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy G 2.01, General Governance Commitment

Administration's Recommendation

That the Board determine how it wishes to proceed with this item.

Director Baéz moved to retire to executive session, pursuant to Wisconsin Statutes, Section 19.85(1)(g). The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Taylor, Woodward, and President Miller — 87.

Noes — None.

Temporarily Absent — Director Phillips — 1.

The Board retired to executive session at 5:43 p.m.

The Board reconvened in open session 6:35 p.m.

Director Baéz moved that the Board conduct an internal investigation into the Universal Schools-Milwaukee Public Schools partnership and that the Board seek advisement from the Office of the City Attorney on the parameters of the investigation, possible litigation, and any other legal avenues related to this matter.

The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.

Noes — None.

The Board adjourned at 6:38 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

**BOARD OF BOARD OF SCHOOL
DIRECTORS
MILWAUKEE, WISCONSIN
MAY 21, 2019**

Special meeting of the Board of School Directors called to order by President Miller at 6:30 p.m.

Present — Directors Baéz, Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 8.
Absent and Excused — Director Woodward — 1.

The Board Clerk read the following call of the meeting:

May 16, 2019

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Larry Miller, the following meeting is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the consideration of the following items of business:

SPECIAL BOARD MEETING – STATUTORY PUBLIC HEARING
6:30 p.m., Tuesday, May 21, 2019

1. Statutory Public Hearing on the Proposed Fiscal Year 2020 School Operations, Construction, and Extension Fund Budgets

This item is being presented pursuant to the provisions of Section 119.16(8)(a), Wisconsin Statutes. The Board may take action on the proposed FY2020 budget at its tentatively scheduled meetings on May 23, 2019, and May 30, 2019.

JACQUELINE M. MANN, Ph.D.
Board Clerk

Pursuant to the provisions of Section 119.16(8)(a), Wisconsin Statutes, the Board gave public hearing on the proposed Fiscal Year 2020 School Operations, Construction, and Extension Fund budgets.

The Board adjourned at 7:15 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

SCHOOL DIRECTORS MILWAUKEE, WISCONSIN MAY 30, 2019

Regular meeting of the Board of School Directors called to order by President Miller at 6:30 p.m.

Present — Directors Baéz, Herndon, O'Halloran, Peterson, Siemsen, Taylor, Woodward, and
President Miller — 8.
Absent and Excused — Director Phillips — 1.

President Miller asked for a moment of silence to commemorate the passing of:

- Sherron Battle, a health assistant at Riverside High School, who passed away May 5, 2019;
- Shirley Kostrzewa, an educational assistant at Vieau School, who passed away May 6, 2019;
- Mercie Mason, a food service assistant at Rufus King Middle School, who passed away, May 9, 2019;
- Gino Antoniak, a teacher at Madison Academic Campus, who passed away May 10, 2019; and
- Wanda Gandy, an educational assistant at Wheatley Elementary School, who passed away May 16, 2019.

AWARDS AND COMMENDATIONS

(Item 1) Presentation of the 2019 MPS Valedictorians and Salutatorians

This evening, the Milwaukee Board of School Directors is pleased to honor the following 2019 MPS Valedictorians and Salutatorians for their impressive academic accomplishments.

| <u>School</u> | <u>Valedictorian</u> | <u>Salutarian</u> |
|---|-----------------------------|---------------------------|
| The Alliance School..... | Kirsten Waulters | Dayshianna Townsend |
| Assata High School..... | Tiana R. Simmons..... | Alvin J. Fuller |
| Audubon High School..... | Yanira Espinoza-Gomez | Joylynn Falcon |
| Bay View High School | Parphon Kanekeo..... | Cheng Yeng Yang |
| Banner Prep | Quanisha Eicherberger..... | Aja Tenay Thornton |
| | Hadiyah Abdul-Alim | |
| Bradley Technology and Trade High School..... | Zaihnyuh D. Garner | Mariah Erby |
| Carmen High School-Northwest Campus | Deajah Scott..... | Dejah S. Russell-Banister |
| Carmen High School-South Campus | Carlos Claudio | Vivica Lewis |
| Grandview High School..... | Andrea Hernandez | Nilmary Narvaez |
| Groppi High School | Anamarys Saldana | Gonzalo Garcia |
| Hamilton High School | Ashley M. Pagan..... | Vanessa R. Medina |

| | | |
|---|---|-------------------------------|
| King International High School | Kim Phung T. Du Alyssa B. Eske Zoe Foster Sebel A. Fusi Allison J. Gatz Claire C. Gerlach Ruby S. Kahn-Pettigrew Alice M. McGuinness Leah S. Nyholm Celia E. Oneil Natalie F. Redding | |
| Lad Lake Synergy | Danaja Rucker..... | Aaliyah J. Washington |
| MacDowell Montessori School..... | Esperanza A. Avila | Deonnie Jones |
| MC2 High School | Liliana Diaz | Dominic Rodriguez |
| Meir High School..... | Quincy Noakes..... | Ian M. Liban |
| Madison Academic Campus | Lichear Vue | Trevion Schave |
| Milwaukee High School of the Arts..... | Alexis M. Sherrer..... | Ebony Loren Zemlicka |
| Milwaukee School of Languages | Nina A. Frankovic..... | Hannah M. Thomas |
| Milwaukee Marshall High School | Jared A. McCoy | Aliyah L. Bennett |
| North Division High School | Darkiria D. Davis | Christopher Williams |
| Nova High School..... | Tamesha Roberson..... | Phoenix Bates |
| NOVA Tech..... | Allyana Motley | Nataysia J. Alexander |
| Obama SCTE..... | Valencia Boatman..... | Carliesha Done |
| Pulaski High School..... | Marinelle Manuntag..... | Andrew Rodriguez |
| Reagan College Preparatory High School..... | Lauren C. Barta Aaron M. Dudor Malena E. Grimm Madison K. Xiong Maria Elena Manansala Trinity Jackson Emma C. Unholz | |
| Riverside University High School | Jose A. Cervantes Flores..... | Yareli Suarez |
| South Division High School | Jonathan Alatorre..... Sui Rem Mawi Ngun Lang Tial | Zing Tha |
| Transition High School..... | Dakarai A. Brooks | Denise Clark |
| Vincent High School..... | Corion G. Smith..... | Channel J. Sherdelle-Williams |
| Washington High School of IT | Merub Irfan..... | Shakayla T. Towns |
| Wisconsin Conservatory | Aonesty A. Smith..... | Lovie Silas |

* * * * *

The Board recessed at 7:02 p.m.

The Board reconvened at 7:08 p.m.

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of April 2019 were approved as printed.

* * * * *

COMMUNICATIONS FROM CITY AND COUNTY DEPARTMENTS

(Item 1) Action on a Request from the City Comptroller for Adoption of a Resolution Authorizing the Sale of Revenue Anticipation Notes (RANs)

Background

The City of Milwaukee anticipates the issuance of Revenue Anticipation Notes (RANs) for the Milwaukee Public Schools in order to provide temporary funds in advance of the receipt of payments of state aid. Should the Milwaukee Board of School Directors determine that the temporary borrowing is desirable, Mr. Martin Matson, the City Comptroller, has forwarded to the Office of Board Governance the following resolution, which the Board must adopt in order to authorize issuance of the RANs.

RESOLUTION AUTHORIZING THE SALE OF REVENUE ANTICIPATION NOTES

Whereas, Milwaukee Public Schools (“MPS”) is a department of the City of Milwaukee (“City”) authorized by Sections 65.05 and 119.46, Wisconsin Statutes, to establish a School Operations Fund, and to determine its expenditures and the taxes to be levied therefor;

Whereas, MPS is temporarily in need of funds in the amount not to exceed \$275,000,000 to meet the immediate expenses of operating and maintaining the public instruction in MPS during the 2019-2020 school year (“Fiscal Year”);

Whereas, the Milwaukee Board of School Directors (“Board”) deems it necessary and in the best interest of MPS that funds be borrowed and revenue anticipation notes (“RANs”) be issued to fund the temporary need;

Whereas, in accordance with Section 67.12(1)(a), Wisconsin Statutes, the total amount borrowed shall not exceed 60% of MPS’s total actual and anticipated receipts in the fiscal year, and shall be repaid no later than 18 months after the first day of the fiscal year;

Whereas, the tax for the operations and maintenance of schools of MPS for the Fiscal Year heretofore has been voted to be collected on the next tax roll;

Whereas, to the best of the knowledge, information and belief of the Board, MPS complies with the revenue limits set forth in Sections 121.91 and 121.92, Wisconsin Statutes; and

Whereas, the City may enter into an interest rate exchange agreement in order to better match the interest rate on the RANs with the interest earnings on the investments to pay the maturing debt service; now, therefore, be it

Resolved, by the Milwaukee Board of School Directors that it hereby requests the City to issue revenue anticipation notes pursuant to the provisions of Section 67.12(1), Wisconsin Statutes, in an amount not to exceed \$275,000,000; and be it

Further resolved, that the City and its proper City officers be and hereby are authorized and directed to segregate within the School Operations Fund, for the payment of the principal of the RANs, state aid revenue payments under Section 121.15, Wisconsin Statutes, received in June and July for the Fiscal Year in the amount of the principal of the RANs; and be it

Further resolved, that the City and its proper City officers be and hereby are authorized to irrevocably pledge and assign as security for the repayment of the RANs and interest thereon, all revenues of the School Operations Fund attributable to the Fiscal Year which are due MPS, in the Fiscal Year, and not yet paid as of the date of delivery of the RANs, and which are not otherwise pledged and/or applied; and be it

Further resolved, that all or a portion of the RANs may be issued as General Obligation and/or note anticipation note debt of the City and shall be considered RANs under

this resolution. RANs may also be issued to refinance RANs, and that such refinancing(s) shall be in addition to the amount authorized by this resolution provided that the total amount of RANs outstanding shall not exceed the authorized amount; and be it

Further resolved, that the Board consents to the use of an interest rate exchange agreement in connection with the RANs in order to better match the interest rate on the RANs with the interest earnings on the investments used to pay the maturing principal and interest of the RANs.

Fiscal Impact Statement

Adoption of the resolution will provide to MPS temporary funds in advance of the receipt of payments of state aid.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

BG 4.05, Budgeting/Forecasting

Implementation and Assessment Plan

If the Board adopts the resolution, the Office of Board Governance will prepare and forward to the City Comptroller the required certified copies of the resolution, as well as certifications relating to the meeting at which the resolution will have been adopted (members present, specific Board vote, etc.).

Recommendation

That the Board determine how it wishes to proceed with this item.

Director Baéz moved to adopt the resolution. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Taylor, Woodward, and President Miller — 8.
Noes — None.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Action on a Request to Approve a Technical Amendment to the April Certificated Appointments

Background

Subsequent to the Board's meeting of April 25, 2019, an error was discovered in the approved appointments of certificated staff. Presented below for the Board's approval is the technical amendment to the appointment of the following teacher in the month of April 2019.

| Codes | Name | Position | Division | Salary | Start Date |
|-------|------------------|----------|----------|------------------------------------|------------|
| 5, r | Meyer, Elizabeth | AMP Art | B | \$42,500.00 \$64,018.98 | 3/18/2019 |

Superintendent's Recommendation

The Administration recommends that the Board approve the technical amendment to the April certificated appointments.

Director Peterson moved to approve the technical amendment. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Taylor, Woodward, and President Miller — 8.
Noes — Non.

* * * * *

(Item 2) Monthly Report of the Superintendent of Schools

Background

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

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

School Visits

This month we celebrated Teacher Appreciation Week. School communities hosted a variety of events to honor our teachers. At the district level, we encouraged all members of the MPS family and the greater community to show appreciation for our educators by posting pictures, tweeting tributes, and sharing Instagram images using the hashtag *#MPSTeacherProud*. Educators were also celebrated at the Metropolitan Milwaukee Alliance of Black School Educators' (MMABSE's) Teacher Gala and at the Wisconsin Association for Bilingual Education's Conference.

High-school graduations are well underway this month, with ceremonies having been held at the UW-Milwaukee Panther Arena, Milwaukee Area Technical College, and the Miller High Life Theatre. Graduations have always been important and special to me as they are symbols of our achievements and aspirations. Our students are pursuing many exciting college and career paths. The ceremonies thus far have been very memorable, and the MPS Class of 2019 should be proud of their many accomplishments!

School visits remain a priority and serve as an excellent mechanism for gathering feedback to support the District's improvement efforts. This month, the schools I visited include Pulaski IB High School, Burbank, Reagan IB High School, Lynde and Harry Bradley Technology & Trade School, Golda Meir, Barack Obama School of Career & Technical Education, and Samuel Clemens.

Events/Programs/Announcements

MPS Celebrates Tree Donation in Honor of Bucks' Success

Students and staff at Milwaukee School of Languages (MSL), along with the Milwaukee Bucks and their mascot, Bango, celebrated a gift of four new trees on May 16, 2019. The trees are a donation from American Transmission Company (ATC), which has provided 573 trees this spring in honor of every Bucks three-point shot at Fiserv Forum this season.

This is the third year in which ATC has donated trees to schools across the state. Students actively took part in tree planting with representatives from ATC and the Milwaukee Bucks.

Golda Meir School Receives State Grant to Expand Fab Lab

On May 14, 2019, students and staff at Golda Meir School celebrated the announcement of a \$25,000 grant from the Wisconsin Economic Development Corporation (WEDC). The funding will be used to expand Meir's current makerspace into a three-room Fab Lab with new equipment, including a 3D scanner, advanced 3D printers, a laser engraver, and computer numerical control (CNC) routers for complex carving and engraving. The makerspace, which opened in one room in fall 2018, will be expanded over the coming months.

MPS was one of 20 districts awarded funding from a total of 56 applications. WEDC's grants have already supported Fab Lab development at Washington High School of Information Technology, Lynde and Harry Bradley Technology and Trade School, Bay View High School, and Barack Obama School of Career and Technical Education.

The Governor declared Monday, May 14, "Fab Lab Day" throughout the state.

MPS Seniors Learn Financial Planning

About 25 MPS seniors took part in a new Financial Freedom Summit on May 10, 2019, hosted by the MPS Department of Black and Latino Male Achievement (BLMA). Students toured residential and commercial projects and heard from local business leaders. Young men from Lynde and Harry Bradley Technical and Trade School, Riverside University High School, South Division High School, and Washington High School were invited to the event after taking part in BLMA programs throughout the school year.

The event was organized to give students insight into the field of finance. Guest speakers talked about investing, real estate, and banking and touched upon areas that ranged from personal finances to corporate and commercial careers. Students explored the city by riding the new transportation venture The Hop, toured City Hall, and visited an apartment and a multi-use building under construction to hear about the process of real-estate investing and development. Guests Kevin Newell and Kalan Haywood served as tour guides and local experts at several sites.

MPS Celebrates with Milwaukee Police at Ground-breaking Ceremony

MPS celebrated with the Milwaukee Police Department and other partners on April 30, 2019, at a ground-breaking ceremony for the MKE Urban Stables, designed to house the MPD's mounted patrol and community programming. Although skies were gray and misty, excitement for the new initiative and appreciation for funders was not dampened as local officials revealed details of upcoming activities.

From its inception, the new project included plans to provide horse therapy for veterans and MPS students. Recent research on horse therapy is showing encouraging results for individuals with post-traumatic stress disorder (PTSD) and other emotional and behavioral needs. Working with animals can be calming and can help individuals manage stress and develop problem-solving skills. Because horses are nonjudgmental, friendly, and put forth no expectations or motives, working with horses can help develop personal relationships, trust, and an ability to care for others. MPS students will benefit from horse therapy when the facility is completed.

Pulaski Breaks Ground on Athletic Field's Improvements

Green Bay Packers President and CEO, Mark Murphy, joined me on May 7, 2019, to break ground on the athletic field at Casimir Pulaski High School. The field will receive new artificial turf, goalposts, and soccer goals. The addition of synthetic turf at Pulaski will provide a safer facility for student athletes and will enhance the overall MPS experience.

MPS is proud that more than \$250,000 in funding has been provided by the Green Bay Packers, the NFL Foundation, and Local Initiatives Support Corporation (LISC) Milwaukee. This is the second grant made in Milwaukee by a partnership between the NFL Grassroots Program and LISC, designed specifically to build or improve football fields and neighborhood parks.

Athletics are an important part of the high-school experience in MPS. Extracurricular activities such as athletics help promote student achievement and success. Playing sports has been shown to boost students' confidence, to teach discipline, to encourage teamwork, and to promote perseverance.

Over the past five years, MPS has renovated athletic fields at Custer High School, South Division High School, and Vincent High School.

Awards/Recognition

MPS Athletes Nominated for Wisconsin Sports Awards

Milwaukee Public Schools congratulates Sydnee Roby of Rufus King International High School and Michael Foster, Jr., of Washington High School of Information Technology, who have been nominated as Wisconsin Basketball Players of the Year. The Wisconsin Sports Awards, now in its eighth year, is an annual celebration of Wisconsin's high-school, collegiate, and professional athletic achievements. Winners will be announced on June 6, 2019, at Fiserv Forum in Milwaukee.

Sydnee Roby, a senior at Rufus King, has announced her decision to attend the University of Miami after being pursued by more than 20 schools. As a junior, she was named the 2017-18 Gatorade Player of the Year for Wisconsin. She has been a three-time conference player of the year; was a unanimous First Team All-State selection as a sophomore, junior, and senior; and was named to the Associated Press All-State First Team and the *USA TODAY* All-USA Wisconsin First Team.

Michael Foster, Jr., is a sophomore at Washington who stands 6'9". He already has seven offers on the table from colleges, including Marquette University and the University of Wisconsin–Madison. He has also been nominated for Gatorade Player of the Year and the *Milwaukee Journal Sentinel's* Player of the Year. Along with his team, Michael has been a two-time city conference champion, regional champion, sectional champion, and two-time WIAA Division 2 state runner-up.

Chad Sperzel-Wuchterl is Named Wisconsin High School Teacher of the Year

Reagan High School IB's visual arts teacher Chad Sperzel-Wuchterl was named the 2019 Wisconsin High School Teacher of the Year. Wisconsin Department of Public Instruction State Superintendent, Carolyn Stanford Taylor, Mayor Tom Barrett, MPS Superintendent Keith P. Posley, Reagan founder and former principal Julia D'Amato, and others joined Principal Mike Roemer in congratulating Sperzel-Wuchterl. The Reagan marching band provided a festive atmosphere for the event.

Only 175 educators have been chosen for the honor since 1956. The Teacher of the Year is selected by the State Superintendent's Council. Each educator who received a Herb Kohl Fellowship Award is closely evaluated before the Council selects four educators to represent teachers across all grade levels (elementary, middle, high-school, and special education).

Chad Sperzel-Wuchterl, who has been an energetic part of the Reagan faculty since 2004, has developed an expansive visual-arts program. His community-outreach efforts and compelling relationships with multiple universities have led countless students to post-secondary success. In 2018, his visual-arts students earned \$3 million in scholarships. Sperzel-Wuchterl received a Herb Kohl Teacher Fellowship this year, and he also received a 2015 Celebrate Teachers & Teaching Award.

Increasing Opportunities for Student Voice

A shared goal of the Milwaukee Board of School Directors and the Administration is providing increased opportunities for student voice at the Board's monthly meetings. As such, I have been holding listening sessions with students.

This school year, I've held monthly listening sessions at nine high schools. Earlier this month, I held my last listening session for the 2018-19 school year at Obama School of Career and Technical Education.

During our time together, the students and I have engaged in a thoughtful conversation about what makes them MPS Proud and what would make their experience better. Students shared that they are proud of the support they receive from counselors and the resources that are provided. The students were very candid with me about their ideas for improving their experience.

* * * * *

(Item 3) Action on Recommended Administrative Appointments, Promotions, Reassignments, and Salary Increases/Decreases

Recommended Appointments

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

| Codes | Name | Assignment/Location | Salary |
|---------|---------------------------|--|-------------------------------------|
| (5)(nr) | Jeffrey Lasky | Principal II — 9-12, Riverside Office of the Chief of School Administration | Schedule 03, Range 15A \$115,000 |
| (2)(r) | Yalonda Graham | Principal II — K-8, Humboldt Park Office of the Chief of School Administration | Schedule 03, Range 14T \$108,780 |
| (5)(nr) | Andrew Reiser | Principal I — K-8, Trowbridge Office of the Chief of School Administration | Schedule 03, Range 13T \$101,566 |
| (2)(r) | Yolanda Tookes | Principal I — K-8, Craig Montessori Office of the Chief of School Administration | Schedule 03, Range 13T \$98,713 |
| (5)(r) | Amy Kallman | Coordinator III, School Performance Office of the Chief of Communications & School Performance | Schedule 03, Range 08A \$94,942 |
| (4)(r) | Lisa Salva | Coordinator III, School Performance Office of the Chief of Communications & School Performance | Schedule 03, Range 08A \$94,942 |
| (4)(nr) | Gabriel Lopez Jaurequi | Principal II — K-8, Hayes Office of the Chief of School Administration | Schedule 03, Range 14T \$90,750 |
| (2)(r) | Monique Parks | Coordinator III, School Performance Office of the Chief of Communications & School Performance | Schedule 03, Range 08A \$89,486 |
| (5)(nr) | Lynn Clark | Dietitian Associate III Office of the Chief of Finance | Schedule 03, Range 05A \$52,929 |

Recommended Reassignments

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

| Codes | Name | Assignment/Location | Salary |
|---------|-----------------|---|------------------------------------|
| (5)(nr) | Theresa Russell | Principal I — K-6, Lowell Office of the Chief of School Administration | Schedule 03, Range 13T \$97,250 |
| (2)(nr) | Richard Spates | Principal I — K-6, Barton Office of the Chief of School Administration | Schedule 03, Range 13T \$91,882 |

Codes

| | |
|----|---------------------------------|
| 1 | Native American |
| 2 | African American |
| 3 | Asian/Oriental/Pacific Islander |
| 4 | Hispanic |
| 5 | White |
| 6 | Other |
| r | Resident |
| nr | Non-resident |

As previously noticed, Director Taylor moved to waive Board Rule 1.09 in order to give public hearing on this item. The motion was approved, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Taylor, Woodward, and President Miller — 8.
Noes — None.

Public hearing having been given, Director O'Halloran moved to retire to executive session, pursuant to Wisconsin Statutes, Section 19.85(1)(c). The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Taylor, Woodward, and President Miller — 8.
Noes — None.

The Board retired to executive session at 7:23.

The Board reconvened in executive session at 7:52 p.m.

Director Woodward moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Taylor, Woodward, and President Miller — 8.
Noes — None.

* * * * *

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

At the request of the Board Clerk, the Board postponed consideration of the following reports and communications from the Board Clerk until the end of its agenda, at which time the Board took up consideration of these items.

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

Background

As this update was being drafted, the Joint Committee on Finance was two days away from taking its vote on the major education portions of the state budget. An update based on that action will be provided at the time of the meeting of the MPS Board of School Directors.

While it is hoped that the Committee will support the Governor's proposals to support Wisconsin students, preliminary budget papers provided by the Legislative Fiscal Bureau include funding options that fall well short of the needs of students and that include the lesser options than the "Blue Ribbon" recommendations put forward by the Blue Ribbon Commission on K-12 education.

The Joint Committee on Finance has been working off of the "base budget," rather than the Executive Budget, and leadership in the Legislature is now considering splitting the budget-related action into separate bills in order to limit or eliminate the veto power of the Governor.

What is clear at the moment is that funding for students with disabilities is in jeopardy, funding for students' mental health needs is in jeopardy, funding that would help to lower class sizes is in jeopardy, and funding that would, in essence, support what the people of Wisconsin have asked for for their students is in jeopardy.

Strategic Plan Compatibility Statement

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

Statute, Board Rule, or Administrative Policy Statement

Board Governance Policy BG 2.13, Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

* * * * *

(Item 2) Consideration of and Possible Action on Employment, Compensation, and Performance-evaluation Data Relative to the Terms of an Employment Agreement with the Superintendent of Schools

Background

At the request of President Larry Miller, the Board of School Directors will consider and possibly take action on employment, compensation, and performance-evaluation data relative to the terms of the employment agreement with the Superintendent of Schools.

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Board Governance Policy BG 3.01, Board-appointed Officials

Fiscal Impact Statement

Dependent upon any action which the Board may take in regard to these matters.

Recommendation

That the Board determine how it wishes to proceed with this item.

At the request of the Superintendent, this item was postponed to the next Board cycle.

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

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

Current Project Updates

Resolution 1819R-011

The Office of Accountability and Efficiency (OAE) presented, with the Administration, the work to explore the feasibility of instituting a local purchasing program modeled after the City of Milwaukee's program to the Committee on Accountability, Finance, and Personnel on March 19, 2019.

At the request of the Committee, the team is conducting an analysis comprising a historical look-back on the potential impact of the program with various parameters. It anticipated that this analysis and subsequent recommendations will be completed for reporting to the Board in August 2019.

2019-20 Proposed Budget

The OAE is working with the Administration and the Office of Board Governance to ensure that the Board is fully informed on all matters related to the budget. We will continue to assist and support throughout the budget process.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

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

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

The Board Clerk presented 26 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Woodward moved to accept the reports of the Independent Hearing Officers of April 25 and 30, 2019, and May 1, 7, 8, 9, 10, 13, 14, 15, 17, 20, 21, 22, and 24, 2019.

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

- Ayes — Directors Báez, Herndon, Peterson, Siemsen, Taylor, Woodward, and President Miller — 8.
- Noes — None.
- Abstention — Director O'Halloran — 1.

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items from the Committee on Strategic Planning and Budget

- Item One, Action on Amendments to the MPS Proposed 2019-20 Budget; and
- Item Two, Action on the 2019-20 Superintendent's Proposed Budget, Including the Budgets for the School Operations, Construction, and Extension Funds.

Director Baéz moved to approve the balance of the Committees' reports. The motion passed, the vote being as follows:

- Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Taylor, Woodward, and President Miller — 8.
- Noes — None.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Phillips 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:

**Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report
on Certificated Resignations and Classified Retirements, and Affirmative Action
Report**

Classified Personnel Transactions

| Code | Name | Position | Salary | Date |
|-------------------|------------------------|---------------------------------|-------------|------------|
| <u>New Hires</u> | | | | |
| 2 | Syretta Brandon | Building Service Helper I | \$13.12/hr. | 04/08/2019 |
| 2 | Christina Gamez | Building Service Helper I | \$13.12/hr. | 04/25/2019 |
| 2 | Kayla Grimes | Building Service Helper I | \$13.12/hr. | 04/25/2019 |
| 2 | Kamilah Humphrey | Building Service Helper I | \$13.12/hr. | 04/15/2019 |
| 2 | Rhonda Ingram | Building Service Helper I | \$13.12/hr. | 04/01/2019 |
| 2 | Marquell Johnson | Building Service Helper I | \$13.12/hr. | 04/01/2019 |
| 2 | Eric Osborne | Building Service Helper I | \$13.12/hr. | 04/01/2019 |
| 2 | Althea Peters | Building Service Helper I | \$13.12/hr. | 04/01/2019 |
| 2 | Maria Solis Soto | Building Service Helper I | \$13.12/hr. | 04/08/2019 |
| 2 | Shileka Williams | Building Service Helper I | \$13.12/hr. | 04/15/2019 |
| 2 | Craig Ninham | Boiler Attendant Trainee | \$33,698.08 | 03/11/2019 |
| 2 | Fausat Afolabi | Children's Health Assistant | \$17,602.22 | 04/08/2019 |
| 5 | Brenda Chappel | Children's Health Assistant | \$17,602.22 | 04/23/2019 |
| 1 | Ashley Collins Reeves | Children's Health Assistant | \$17,602.22 | 04/02/2019 |
| 5 | Gabriela Debny Luna | Children's Health Assistant | \$17,602.22 | 04/23/2019 |
| 2 | Autumn Evans | Children's Health Assistant | \$17,602.22 | 04/08/2019 |
| 2 | Tiannia Hopkins | Children's Health Assistant | \$17,602.22 | 04/29/2019 |
| 2 | Lucinda Jones | Children's Health Assistant | \$17,602.22 | 04/02/2019 |
| 2 | Tangankia Langham | Children's Health Assistant | \$17,602.22 | 04/29/2019 |
| 2 | Ethel Merritt | Children's Health Assistant | \$17,602.22 | 04/02/2019 |
| 4 | Bianca Sanchez Estrada | Children's Health Assistant | \$17,602.22 | 04/02/2019 |
| 2 | Michelle Stovall | Children's Health Assistant | \$17,602.22 | 04/29/2019 |
| 2 | Annette Williams | Children's Health Assistant | \$17,602.22 | 04/23/2019 |
| 2 | Chermaine Bennett | Food Service Assistant | \$12.94/hr. | 04/23/2019 |
| 2 | Adrienne Brown | Food Service Assistant | \$12.94/hr. | 04/23/2019 |
| 4 | Erik Colchado Medina | Food Service Assistant | \$12.94/hr. | 04/12/2019 |
| 2 | Jasmine Hardnett | Food Service Assistant | \$12.94/hr. | 04/08/2019 |
| 2 | Carnie Jemison | Food Service Assistant | \$12.94/hr. | 04/23/2019 |
| 2 | Demetria Lovett | Food Service Assistant | \$12.94/hr. | 04/29/2019 |
| 2 | Jiretha Lumpkins | Food Service Assistant | \$12.94/hr. | 04/01/2019 |
| 2 | Dorotheetta Marshall | Food Service Assistant | \$12.94/hr. | 04/01/2019 |
| 2 | Machesny May | Food Service Assistant | \$12.94/hr. | 04/11/2019 |
| 2 | Brittany Mitchell | Food Service Assistant | \$12.94/hr. | 04/05/2019 |
| 2 | Jenee Mitchell | Food Service Assistant | \$12.94/hr. | 04/23/2019 |
| 2 | Darezonnia Morehead | Food Service Assistant | \$12.94/hr. | 04/23/2019 |
| 2 | Trinity Parker | Food Service Assistant | \$12.94/hr. | 04/23/2019 |
| 2 | Celester Perkins | Food Service Assistant | \$12.94/hr. | 04/08/2019 |
| 2 | India Reed | Food Service Assistant | \$12.94/hr. | 04/05/2019 |
| 2 | Rayana Steele | Food Service Assistant | \$12.94/hr. | 04/08/2019 |
| 2 | Betty Whitten | Food Service Assistant | \$12.94/hr. | 04/23/2019 |
| 5 | Lisa Kellner | Nutrition Technician — 12-month | \$34,310.64 | 04/01/2019 |
| 2 | Verlynda Ivory | Para Ed Assistant | \$18,315.98 | 04/08/2019 |
| 2 | Riana Johnson | Para Ed Assistant | \$20,397.96 | 04/23/2019 |
| 2 | Maurice Lawrence | Para Ed Assistant | \$18,315.98 | 04/01/2019 |
| 2 | Kafre McClenton | Para Ed Assistant | \$18,315.98 | 04/08/2019 |
| 4 | Yajaira Rodriguez | Para Ed Assistant | \$18,315.98 | 04/26/2019 |
| 4 | Paulina Santos | Para Ed Assistant | \$18,315.98 | 04/01/2019 |
| 2 | Franchesca Robinson | School Secretary I — 11-month | \$26,175.07 | 04/29/2019 |
| 2 | Marnetta Merriweather | School Secretary I — 12-month | \$29,152.80 | 04/08/2019 |
| 2 | Maria Solano Pacheco | School Secretary I — 12-month | \$29,152.80 | 04/08/2019 |
| 2 | Davita Mims | Social Work Aide II | \$18,083.84 | 04/01/2019 |
| 4 | Brenda Wilborn | Social Work Aide II | \$16,646.55 | 04/01/2019 |
| <u>Promotions</u> | | | | |
| 2 | Jeanette Brown | Boiler Attendant Trainee | \$35,075.31 | 04/08/2019 |

| | | | | |
|----------------|-----------------|------------------------------------|-------------|------------|
| 2 | Demetrous Elam | Boiler Attendant Trainee | \$33,698.08 | 04/22/2019 |
| 2 | Betty Ross | Boiler Attendant Trainee | \$35,075.31 | 04/01/2019 |
| 2 | Catherine Smith | Boiler Attendant Trainee | \$35,075.31 | 04/01/2019 |
| 4 | Jay Paniagua | Carpenter Chargeman | \$39.35/hr. | 04/01/2019 |
| 2 | Sharon Barnes | Food Service Assistant — In Charge | \$14.61/hr. | 04/08/2019 |
| 2 | Randall Hunt | Roofer Chargeman | \$33.95/hr. | 04/08/2019 |
| 4 | Angelica Roman | School Secretary I — 10-month | \$31,077.32 | 04/23/2019 |
| 2 | Turry Nickols | School Secretary I — 11-month | \$31,664.88 | 04/01/2019 |
| 2 | Larina Crawford | School Engineer II | \$46,432.29 | 04/15/2019 |
| 4 | Jason Garcia | School Engineer III | \$52,477.27 | 04/08/2019 |
| 2 | Sharita Thomas | School Kitchen Manager Trainee | \$13.98/hr. | 04/08/2019 |
| 2 | GuQuita Wallace | School Kitchen Manager Trainee | \$13.98/hr. | 04/08/2019 |
| <u>Rehires</u> | | | | |
| 2 | Denise Woodson | Food Service Assistant | \$12.94/hr. | 04/29/2019 |
| 2 | Michele Drake | School Secretary I — 11-month | \$26,175.07 | 04/01/2019 |

Certificated Appointments

Teacher

| Codes | Name | Assignment | Division | Salary | Date |
|-------|----------------|-----------------------------|----------|-------------|-----------|
| 5,r | Beaudoin, Lynn | Special Ed Multicategorical | B | \$49,762.73 | 4/23/2019 |

School Social Worker — Trauma-informed Coach

| Codes | Name | Assignment | Division | Salary | Date |
|-------|-------------|--------------------|----------|-------------|----------|
| 5,r | Banks, Elsa | General Operations | 2A | \$69,300.00 | 4/8/2019 |

Teacher — Early-start calendar

| Codes | Name | Assignment | Division | Salary | Date |
|-------|------------------|---------------------------|----------|-------------|----------|
| 5,r | Leverenz, Ashley | Multicategorical Comp Sen | B | \$42,500.00 | 4/3/2019 |

Codes and Counts

- (a) Reappointment without tenure
- (b) Reappointment with tenure
- (nr) Non-Residents
- (r) Residents
- (1) Native American 0
- (2) African American..... 0
- (3) Asian/Oriental/Pacific Islander 0
- (4) Hispanic 0
- (5) White..... 3
- (6) Other 0
- (7) Two or More Ethnic Codes 0
- Males..... 0
- Females 3

Certificated Leaves of Absence

| | <u>Present Assignment</u> | <u>Effective From</u> |
|------------------------------|---------------------------|-----------------------|
| Personal Leave, April 2019 | | |
| Maggie Palutsis | Elm | 04/19/2019 |
| Yadira Roman-Soto | Riverside | 04/24/2019 |
| Personal Leave, June 2019 | | |
| Jessica Bruns | Siefert | 06/10/2019 |
| Personal Leave, August 2019 | | |
| Melissa Kuhnke | Jackson | 08/26/2019 |
| Illness Leave, February 2019 | | |
| Renee Clark | Currently on Leave | 02/01/2019 |

Present Assignment Effective From
 Illness Leave, April 2019
 Lisza Johnson Currently on Leave 04/23/2019

Report on Certificated Resignations and Classified Retirements

Certificated Resignations

| Reason | Years | | Name | Position | Location | Effective Date |
|------------|-------|------|---------------------------|--------------|--------------------|----------------|
| | Svc | Code | | | | |
| Personal | 23.4 | 5 | Karen Ambrosh | Teacher | Audubon | 05/24/2019 |
| Other Work | 17.2 | 2 | Marcus Arrington | Principal | Dr. King Elem | 06/26/2019 |
| Retire | 20.0 | 5 | Mary Belvoir | Speech Path | Longfellow | 06/14/2019 |
| Personal | 4.2 | 2 | Lemario Boddie | Teacher | Hopkins Lloyd | 06/14/2019 |
| Other Work | 5.8 | 5 | Emily Bruce | Counselor | Rufus King MS | 04/09/2019 |
| Retire | 33.4 | 5 | James Brunn | Teacher | Bay View | 05/24/2019 |
| Retire | 24.2 | 4 | Maria Burrus | Teacher | Riley | 06/14/2019 |
| Retire | 27.0 | 2 | Gene Campbell | Manager II | Central Svcs | 06/14/2019 |
| Personal | 0.7 | 5 | Christin Coles | Teacher | Gaenslen | 06/15/2019 |
| Personal | 4.7 | 4 | Dayleen Curtis Flores | Psych | Rogers St Acad | 06/14/2019 |
| Personal | 8.1 | 5 | Jay Dobrinska | Teacher | Manitoba | 06/14/2019 |
| Personal | 4.0 | 5 | Derek Donlevy | Sup Assoc II | Central Svcs | 05/03/2019 |
| Retire | 28.8 | 5 | Sue Duffy | Teacher | Central Svcs | 06/14/2019 |
| Other Work | 4.0 | 5 | Megan Eisele | Speech Path | Garland | 06/14/2019 |
| Personal | 1.4 | 4 | Yaritza Esteves Olavarria | Teacher | Pulaski | 03/19/2019 |
| Retire | 21.0 | 5 | Jean Fenelon | Teacher | Brown St Acad | 06/13/2019 |
| Personal | 1.0 | 5 | Melissa Fiegel | Teacher | JMAC | 06/14/2019 |
| Retire | 29.8 | 2 | Mary Freeman | Teacher | Pratt | 05/24/2019 |
| Personal | 2.0 | 2 | LaCari Gant | Teacher | Carson Academy | 07/01/2019 |
| Retire | 10.5 | 5 | Michael Garvey | Teacher | Riverside | 05/25/2019 |
| Other Work | 2.7 | 5 | Emma Gee | Teacher | Bryant | 06/14/2019 |
| Personal | 13.4 | 5 | Lisa Gilson | Teacher | Milw School Lang | 05/24/2019 |
| Personal | 6.0 | 5 | Matthew Gitzlaff | Teacher | Greenfield | 03/18/2019 |
| Personal | 2.0 | 5 | Alicia Glidden | Teacher | MACL | 06/14/2019 |
| Personal | 3.8 | 4 | Samuel Guerrero | Teacher | Rufus King HS | 05/24/2019 |
| Retire | 27.8 | 5 | Dean Haith | Mentor | Central Svcs | 06/14/2019 |
| Personal | 1.0 | 5 | Dawn Hamill | Teacher | Franklin | 06/14/2019 |
| Other Work | 5.0 | 5 | Sarah Hively | Teacher | Emerson | 06/28/2019 |
| Other Work | 2.9 | 5 | Alyssa Jensen | Teacher | Thurston Woods | 06/14/2019 |
| Personal | 3.6 | 2 | Heidi Jiles | Teacher | Elm | 03/12/2019 |
| Retire | 25.0 | 5 | Kimberly Kampschroer | Supervisor I | Central Svcs | 06/26/2019 |
| Other Work | 2.0 | 5 | Erica Kast | Psych | Lincoln Ctr Arts | 05/24/2019 |
| Retire | 23.0 | 5 | Joan Keating | Teacher | Rogers Street Acad | 06/14/2019 |
| Other Work | 3.5 | 5 | Patricia Klabunde | Teacher | Doerfler | 06/14/2019 |
| Retire | 30.9 | 5 | Anne Knackert | Manager II | Central Svcs | 07/05/2019 |
| Personal | 32.0 | 5 | Deborah Krieger | Counselor | Central Svcs | 05/24/2019 |
| Personal | 4.0 | 5 | Fiona Lange | Teacher | Congress | 05/24/2019 |
| Other Work | 4.0 | 5 | Christian Livick | Teacher | Alliance | 05/24/2019 |
| Personal | 3.0 | 4 | Eva Marcial Resto | Teacher | Forest Home | 06/30/2019 |
| Retire | 19.0 | 5 | Elizabeth Markwardt | Teacher | Humboldt Park | 06/14/2019 |
| Retire | 31.4 | 2 | Raymond Moore | AP | Transition | 04/12/2019 |
| Retire | 34.1 | 2 | Yvette Moore (revision) | AP | JMAC | 09/10/2019 |
| Other Work | 1.5 | 5 | Carson Nowakowski | Teacher | JMAC | 05/24/2019 |
| Personal | 0.6 | 2 | Rowanda Nunn | Teacher | Dr. King Elem | 06/14/2019 |
| Retire | 8.5 | 3 | Florina Ortiguera | Teacher | Jackson | 06/14/2019 |
| Retire | 12.0 | 5 | Thomas Pantea | Teacher | MacDowell | 05/24/2019 |
| Other Work | 0.7 | 2 | Robert Perry | Teacher | Hopkins Lloyd | 04/05/2019 |
| Personal | 5.0 | 5 | Nora Sachs | Teacher | French Immersion | 06/14/2019 |
| Personal | 0.5 | 5 | Lisa Scalzitti | Teacher | Doerfler | 04/22/2019 |
| Retire | 21.0 | 5 | Kelly Shannon | Teacher | Starms | 05/24/2019 |
| Personal | 2.0 | 5 | Erin Shuder | Teacher | 53rd Street | 06/14/2019 |
| Retire | 5.7 | 5 | Nina Soukup | Speech Path | Green Bay Ave | 06/14/2019 |

| Reason | Years | | Name | Position | Location | Effective Date |
|------------|-------|------|-------------------|--------------|----------------|----------------|
| | Svc | Code | | | | |
| Retire | 25.8 | 5 | Kerwyn Splude | Teacher | Marshall | 05/24/2019 |
| Personal | 6.4 | 5 | Marisa Stewart | Teacher | Gaenslen | 06/14/2019 |
| Retire | 34.6 | 5 | Carol Sura | Teacher | Rogers St Acad | 06/14/2019 |
| Personal | 1.8 | 5 | Aaron Taylor | Teacher | Riverside | 05/31/2019 |
| Personal | 0.6 | 2 | Kenmikiiya Terry | Counselor | WCLL | 03/29/2019 |
| Other Work | 0.5 | 4 | Jennifer Venancio | Teacher | Riverside | 05/31/2019 |
| Personal | 2.6 | 5 | Therese Whitty | Sup Assoc II | Central Svcs | 06/03/2019 |

Classified Retirements

| Reason | Years | | Name | Position | Location | Effective Date |
|--------|-------|------|----------------|-------------|---------------|----------------|
| | Svc | Code | | | | |
| Retire | 33.0 | 5 | Cynthia Apollo | Admin Asst | Central Svcs | 04/27/2019 |
| Retire | 28.3 | 5 | Dawn Butler | Kitchen Mgr | Obama SCTE | 04/23/2019 |
| Retire | 29.6 | 5 | Nick Lucht | Chargeman | Electric Shop | 04/26/2019 |

Monthly Affirmative Action Report

The Affirmative Action monthly personnel transaction report for April 2019 is attached to the minutes of your Committee’s meeting. This is an informational report, and no action is required.

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY19 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 above, to be effective upon approval by the Board.

Adopted 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, Limited-Term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

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

| Codes | Name | Position | Location | Salary |
|---------|----------------|--------------------------------------|--|------------------------------------|
| (3)(nr) | Joseph Hill | Supervisor I, Non-Public Ed Services | Office of the Chief of Finance | Schedule 03, \$97,614 Range 09A |
| (5)(r) | Sara Cruz | Assistant Principal I, Greenfield | Office of the Chief of School Administration | Schedule 03, \$77,064 Range 10C |
| (5)(r) | John Riojas | Technology Support Supervisor I | Office of the Chief of Human Resources | Schedule 03, \$76,795 Range 09A |
| (2)(r) | Andrew Muriuki | Research Specialist I | Office of the Chief of Communications & School Performance | Schedule 03, \$71,322 Range 08A |
| (4)(r) | Viviana Buzo | Webmaster | Office of the Chief of Communications & School Performance | Schedule 03, \$68,094 Range 08A |
| (2)(r) | Cierra Chesir | Specialist I, Contract Law | Office of the Chief of Finance | Schedule 03, \$65,474 Range 08A |

| Codes | Name | Position | Location | Salary |
|--------|------------------|-----------------------------------|----------------------------------|----------------------------------|
| (5)(r) | Nicholas Malovee | Associate III, Culinary Arts | Office of the Chief of Academics | Schedule 03, Range 05A, \$60,715 |
| (2)(r) | Kelly Hardwick | Accountant II, Nutrition Services | Office of the Chief of Finance | Schedule 03, Range 04A, \$50,363 |
| (2)(r) | TreQuan Martin | Planning Assistant III | Office of the Chief of Academics | Schedule 03, Range 02A, \$43,900 |

Recommended LTE Contracts *(to be effective upon the Board’s approval)*

Your Committee recommends that the Board review and approve the following limited-term employment contracts exceeding sixty days, pursuant to Administrative Policies 6.23(4)(b) and 6.37(5).

| Codes | Name | Position | Location | Dates | Hourly Wage |
|---------|--------------------|--|--|-------------------|-------------|
| (5)(r) | Eric Losin | Math Developer | Office of the Chief of Human Resources | 03/01/19-06/30/19 | \$35.00 |
| (5)(r) | Sue Beay | School Engineer | Office of the Chief of School Administration | 03/25/19-09/25/19 | \$30.00 |
| (2)(nr) | Phillip Scott | Youth Apprenticeship Program Assistant | Office of the Chief of Academics | 01/01/19-06/30/19 | \$30.00 |
| (5)(r) | Nancy Blumenberg | Accounting Assistant III | Office of the Chief of Finance | 05/07/19-06/30/19 | \$28.44 |
| (2)(r) | Jacqueline Davis | Substitute Administrative Assistant | Office of the Chief of Human Resources | 05/01/19-07/01/19 | \$23.54 |
| (5)(r) | Colleen Schmitt | SEE US! Grant Associate | Office of the Chief of Academics | 05/02/19-09/30/19 | \$23.54 |
| (5)(r) | Michaela Hendricks | Law Clerk | Office of the Chief of Human Resources | 04/01/19-10/01/19 | \$12.00 |

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

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

* * * * *

(Item 3) Action on Monthly Finance Matters: Authorization to Make Purchases; Informational Reports on Change Orders in Excess of \$25,000; Acceptance of the Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Administrative and School Fund Transfers; Report on Contracts Under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

RFB 5758 Authorization to Extend a Blanket Agreement with CDW Government LLC for Cisco Switches, Routers, Wireless Access Points, Transceivers, and Interface Cards

The Administration is requesting authorization to extend the blanket agreement with CDW Government LLC (“CDW”) to provide Cisco switches, routers, Wireless Access Points (WAPs), transceivers, and interface cards. These items will provide the network infrastructure necessary for the telephone-system-replacement

project; support the expansion and opening of new school buildings; and add network capacity, as needed, in our schools and datacenters. This equipment is critical as it will ensure that our students always have access to robust network resources.

This vendor was chosen pursuant to RFB 5758. The original blanket agreement provided for two one-year options to extend if certain performance metrics were met. The first extension option was exercised by agreement. CDW has met the performance metrics codified in the agreement; therefore, MPS is exercising the second, and final, extension to the blanket agreement.

This second and final extension will run from June 1, 2019, through May 31, 2020. The total cost of the blanket agreement in this extension year will not exceed \$968,494.

Budget Code: Varies by location ordering goods\$968,494

CDW Government, LLC

Prime Contractor Information

| | |
|-----------------------------|-------|
| Certified HUB Vendor? | No |
| Total # of Employees | 7,123 |
| Total # of Minorities | 4,837 |
| Total # of Women | 2,080 |

HUB Participation

| | |
|----------------|-----|
| Required..... | N/A |
| Proposed | N/A |
| \$ Value..... | N/A |

Student Engagement (hours per 12-month contract)

| | |
|---|-----|
| Paid Student Employment-hour Commitment | 200 |
| Student Career-awareness Commitment..... | 10 |

RFB 5776 Authorization to Enter into a Blanket Agreement with Reinders Inc., for 50-lb. Bags of Deicing Rock Salt

The Administration requests authorization to enter into a blanket agreement with Reinders Inc., to provide 50-lb. bags of deicing rock salt to all MPS schools and buildings.

The vendor will deliver the initial orders for salt to all MPS sites between September 1, 2019, and November 15, 2019. Additional orders will be placed as needed during the term of the blanket agreement.

The vendor was chosen pursuant to RFB 5776, which closed on April 18, 2019. Reinders, Inc., was the lowest-complying bidder of Division 1 for 50-lb. bags of deicing rock salt.

This will be a blanket agreement for three years with a total cost that will not exceed \$581,600.

Budget Code: BLD-0-0-BOP-FM-ESUP (Maintenance — Supplies).....\$581,600

Reinders, Inc.

Prime Contractor Information

| | |
|-----------------------------|-----|
| Certified HUB Vendor? | NO |
| Total # of Employees | 208 |
| Total # of Minorities | 14 |
| Total # of Women | 43 |

HUB Participation

| | |
|----------------|-----|
| Required..... | 0% |
| Proposed | 0% |
| \$ Value..... | N/A |

Student Engagement (hours per 36-month contract)

| | |
|---|---|
| Paid Student Employment-hour Commitment | 0 |
| Student Career-awareness Commitment..... | 0 |

RFB 5776 Authorization to Enter into a Blanket Agreement with Cargill, Inc., for Bulk Deicing Rock Salt

The Administration requests authorization to enter into a blanket agreement with Cargill, Inc. — Deicing Technology Business Unit to provide 2,100 tons of bulk deicing rock salt to all MPS schools and departments. The salt will be picked up by MPS trucks at the vendor’s facility on Jones Island.

The vendor was chosen pursuant to RFB 5776, which closed on April 18, 2019. Cargill, Inc., was the lowest-complying bidder of Division 2 for bulk deicing rock salt.

This blanket agreement will run from June 1, 2019, through May 31, 2022.

This will be a blanket agreement for three years with a total cost that will not exceed \$199,689.

Budget Code: MTN-0-0-FSH-11-ESUP (Maintenance — Supplies)\$199,689

Cargill, Inc.

Prime Contractor Information

| | |
|-----------------------------|-----|
| Certified HUB Vendor? | No |
| Total # of Employees | 630 |
| Total # of Minorities | 105 |
| Total # of Women | 54 |

HUB Participation

| | |
|----------------|-----|
| Required..... | 0% |
| Proposed | 0% |
| \$ Value..... | N/A |

Student Engagement (hours per 36-month contract)

| | |
|---|---|
| Paid Student Employment-hour Commitment | 0 |
| Student Career-awareness Commitment..... | 0 |

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 exceeds \$25,000.

Contract: C025819

Brew City Taxi Cab Company

On July 1, 2018, the Administration requested authorization to enter into a contract extension (Year 3) with Brew City Taxi Cab Company for taxi services. The vendor was chosen pursuant to RFB 5734 for the amount of \$100,000 in the final term. Due to the increase in transportation needs throughout the 2018-19 school year, the contract has now met the compensation amount. In order to remit payment for the services provided by Brew City Taxi Cab Company, additional funds are required in the amount of \$49,000.

| | |
|--|-------------------|
| Original Contract Extension (Year 3) Amount..... | \$ 100,000 |
| Increase..... | \$ 49,000 |
| Adjusted Contract Amount..... | <u>\$ 149,000</u> |

Contract: B0001194

Dairyland Buses for Field Trips

On July 1, 2018, the Administration requested authorization to enter into a contract (Year 3) with Dairyland Buses for field trips. The vendor was chosen pursuant to RFB 5735 for the amount of \$60,000 in the final term. Due to the increase in transportation needs throughout the 2018-19 school year, the contract has now met the compensation amount. In order to remit payment for the services provided by Dairyland Buses, additional funds are required in the amount of \$60,000.

| | |
|--|------------------|
| Original Contract Extension (Year 3) Amount..... | \$ 24,999 |
| Increase..... | \$ 60,000 |
| Adjusted Contract Amount..... | <u>\$ 84,999</u> |

Contract: B0001195

Durham School Services Buses for Field Trips

On July 1, 2018, the Administration requested authorization to enter into a contract (Year 3) with Durham School Services for field trips. The vendor was chosen pursuant to RFB 5735 for the amount of \$40,000 in the final term. Due to the increase in transportation needs throughout the 2018-19 school year, the contract has now met the compensation amount. In order to remit payment for the services provided by Dairyland Buses, additional funds are required in the amount of \$40,000.

| | |
|--|-------------------|
| Original Contract Extension (Year 3) Amount..... | \$ 120,000 |
| Increase..... | \$ 40,000 |
| Adjusted Contract Amount..... | <u>\$ 160,000</u> |

Routine Monthly Reports

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

Donations

| Location | Donor | Amount | Gift or Purpose |
|--|-------------------------------------|--------------------|-------------------------------|
| <i>Monetary Donations over \$5,000</i> | | | |
| MacDowell Montessori School | MPS Foundation | \$10,000.00 | Natures Classroom Donation |
| <i>Total Monetary Donations Over \$5,000</i> | | <i>\$10,000.00</i> | |
| <i>Monetary Donations</i> | | | |
| Academy Of Accelerated Lrng. | American Heart Association | \$200.00 | General School Supplies |
| Alliance High School | Myron Eshowsky | \$200.00 | Restorative Program Donation |
| Alliance High School | Black Health Coalition of Wisconsin | \$500.00 | Gym for Hoop Wars Donation |
| Audubon High School | Kingfish Solutions, LLC. | \$345.95 | Athletics Donation |
| Auer Avenue School | LeadDog Marketing Group | \$465.00 | Kohl's Cares Field Trip Grant |
| Auer Avenue School | LeadDog Marketing Group | \$389.00 | Kohl's Cares Field Trip Grant |
| Bay View Montessori School | Bay View Neighborhood Association | \$500.00 | Green Team Donation |
| Bradley Trade & Tech | Helgesen | \$2,500.00 | Skills USA Donation |
| Browning School | Blue Cross Blue Shield Association | \$500.00 | Watch us Sprout Grant |
| Burdick School | Lisbeth Shady | \$100.00 | Green Playground Supplies |
| Cass Street School | Blue Cross Blue Shield Association | \$500.00 | Watch us Sprout Grant |
| Douglas School | Blue Cross Blue Shield Association | \$500.00 | Watch us Sprout Grant |
| Emerson School | Maple Leaf Enterprises, LLC. | \$100.00 | General School Supplies |
| Emerson School | Rebecca Franzel | \$50.00 | General School Supplies |
| Emerson School | Blue Cross Blue Shield Association | \$500.00 | Watch us Sprout Grant |
| Fernwood School | Whitetails Unlimited, Inc. | \$750.00 | Archery Equipment Donation |
| Franklin School | Ha Ha's Hero Foundation | \$2,500.00 | General School Supplies |
| French Immersion School | YourCause, LLC. | \$35.00 | General School Supplies |
| Gaenslen School | Blue Cross Blue Shield Association | \$500.00 | Watch us Sprout Grant |
| German Immersion School | Action for Healthy Kids | \$250.00 | Indoor Active Recess Donation |

| Location | Donor | Amount | Gift or Purpose |
|--|---|------------|-----------------------------------|
| Hamilton High School | Northwestern Mutual | \$1,000.00 | Sergeant Randall Scholarship |
| Hamilton High School | Al Hurvis/Adamm Education Foundation | \$250.00 | Girls Tennis Team Donation |
| Hawley Environmental School | Blue Cross Blue Shield Association | \$500.00 | Watch us Sprout Grant |
| Holmes School | Kristy Schroeder | \$1,500.00 | School Wellness Learning Donation |
| Hopkins Street School | Blue Cross Blue Shield Association | \$500.00 | Watch us Sprout Grant |
| Jackson School | Blue Cross Blue Shield Association | \$500.00 | Watch us Sprout Grant |
| Kagel School | The Meemic Foundation | \$500.00 | Classroom Makeover |
| King High School | Northwestern Mutual | \$300.00 | IB Support Donation |
| King High School | Lauren Baker | \$30.00 | Build Program Donation |
| King High School | Rufus King International High School Staff | \$10.00 | Sunshine Club Donation |
| Kluge School | Milwaukee Ballaz Elite* | \$120.00 | Staff Support Donation |
| Kluge School | Milwaukee Ballaz Elite* | \$120.00 | Staff Recognition Donation |
| Kluge School | Milwaukee Ballaz Elite* | \$120.00 | Staff Recognition Donation |
| Kluge School | Hope Community Foundation, Inc.* | \$500.00 | Special Needs Field Trip Donation |
| Kluge School | Milwaukee Ballaz Elite* | \$90.00 | Staff Support Donation |
| Lloyd Barbee Montessori | Milwaukee Jewish Federation | \$338.76 | Hours Against Hate Donation |
| Lloyd Barbee Montessori | Milwaukee Jewish Federation | \$151.98 | Hours Against Hate Donation |
| MacDowell Montessori | Macdowell Montessori PTO* | \$1,500.00 | Prom Donation |
| Maple Tree School | Blue Cross Blue Shield Association | \$500.00 | Watch us Sprout Grant |
| Milw. Sch. Of Languages | William P. Harvill | \$850.00 | Field Trip Donation |
| Milw. Sch. Of Languages | Milwaukee School of Language PTSA | \$200.00 | Mini Grant Donation |
| Milw. Sch. Of Languages | Mathcounts Foundation | \$150.00 | 3M Grant Donation |
| Milw. Sign Language School | Sharon L. Lamartina | \$50.00 | General School Supplies |
| Milw. Sign Language School | Deborah C. Carr | \$50.00 | General School Supplies |
| Milw. Sign Language School | Blue Cross Blue Shield Association | \$500.00 | Watch us Sprout Grant |
| Morgandale School | Jane Paul | \$40.00 | PBIS Donation |
| Neeskara School | Blue Cross Blue Shield Association | \$500.00 | Watch us Sprout Grant |
| Parkside School | Blue Cross Blue Shield Association | \$500.00 | Watch us Sprout Grant |
| Ralph Metcalfe School | Northwestern Mutual | \$600.00 | Spring Math Program Donation |
| Riverwest Elementary School | Blue Cross Blue Shield Association | \$500.00 | Watch us Sprout Grant |
| Ronald Reagan High School | Nancy Smith | \$20.00 | Music Donation |
| Ronald Reagan High School | Clement Avenue PTO | \$100.00 | Music Donation |
| Riley School | Blue Cross Blue Shield Association | \$500.00 | Watch us Sprout Grant |
| Obama School of Career and Technical Education | Milwaukee School of Engineering | \$500.00 | Robotics Donation |
| Sherman School | Brew City Corvette Club Milwaukee | \$200.00 | Production 2019 Play Donation |
| Stuart School | Susan B. Morgan | \$100.00 | Field Trip Donation |
| Victory School | Children's Hospital of Wisconsin & Affiliates | \$1,500.00 | Bullying Prevention |

| Location | Donor | Amount | Gift or Purpose |
|---------------------------------|---|-------------|---------------------------------|
| Victory School | Children's Hospital of Wisconsin & Affiliates | \$1,500.00 | Bullying Prevention |
| Washington High School Of I.T. | Al Hurvis/Adamm Education Foundation | \$250.00 | Tennis Team Donation |
| Whitman School | Action for Healthy Kids | \$250.00 | Health Walking Club Donation |
| <i>Total Monetary Donations</i> | | \$28,775.69 | |
| <i>Non-Monetary Donations</i> | | | |
| ALBA | Donors Choose | \$307.41 | Balance Balls |
| ALBA | Donors Choose | \$267.54 | Books |
| Burbank School | Donors Choose | \$363.56 | Educational Games |
| Burbank School | Donors Choose | \$317.04 | Art Supplies |
| Burbank School | Donors Choose | \$492.08 | Educational Games |
| Burbank School | Donors Choose | \$394.92 | Outdoor Play Equipment |
| Burbank School | Donors Choose | \$608.40 | Books |
| Doerfler School | Donors Choose | \$268.35 | Books |
| Doerfler School | Donors Choose | \$302.72 | Books |
| Doerfler School | Donors Choose | \$286.95 | Books |
| Doerfler School | Donors Choose | \$236.67 | Dreamcatcher Kits |
| Doerfler School | Donors Choose | \$326.64 | Art Supplies |
| Doerfler School | Donors Choose | \$1,043.26 | Flexible Seating Furniture |
| Doerfler School | Donors Choose | \$3,378.82 | Ballroom Dance Classes |
| Doerfler School | Donors Choose | \$701.89 | Optional Seating Furniture |
| Doerfler School | Donors Choose | \$1,894.11 | Student Hygiene Products |
| Doerfler School | Donors Choose | \$755.84 | Books |
| Doerfler School | Donors Choose | \$649.09 | Sensory Table Materials |
| Dr.B.Carson Academy of Science | Donors Choose | \$375.56 | Science Materials |
| Dr.B.Carson Academy of Science | Donors Choose | \$222.52 | Science Materials |
| Fifty-Third Street School | Donors Choose | \$309.85 | Manipulatives |
| Fifty-Third Street School | Donors Choose | \$528.95 | General School Supplies |
| Goodrich School | Donors Choose | \$579.72 | Classroom Furniture |
| Goodrich School | Donors Choose | \$452.82 | Books |
| Goodrich School | Donors Choose | \$767.24 | Classroom Furniture |
| Goodrich School | Donors Choose | \$303.62 | Washer & Dry |
| Goodrich School | Donors Choose | \$660.54 | Educational Supplies |
| Goodrich School | Donors Choose | \$540.49 | General School Supplies |
| Goodrich School | Donors Choose | \$261.54 | General School Supplies |
| Goodrich School | Donors Choose | \$171.26 | General School Supplies |
| Kluge School | Anonymous | \$80.00 | General School Supplies |
| Lloyd Barbee Montessori | Donors Choose | \$258.00 | General School Supplies |
| Longfellow School | Donors Choose | \$397.94 | Flexible Seating |
| Longfellow School | Donors Choose | \$481.61 | Classroom Furniture |
| Longfellow School | Donors Choose | \$488.16 | Classroom Furniture |
| Longfellow School | Donors Choose | \$906.92 | Sensory Supplies |
| Longfellow School | Donors Choose | \$593.01 | STEM Materials |
| Longfellow School | Donors Choose | \$946.58 | Books |
| Longfellow School | Donors Choose | \$591.00 | Art Materials |
| Longfellow School | Donors Choose | \$620.68 | Sensory Seating & Yoga Supplies |
| Longfellow School | Donors Choose | \$518.86 | Classroom Materials |
| MacDowell Montessori | Donors Choose | \$479.90 | Math & Language Supplies |
| MacDowell Montessori | Donors Choose | \$139.75 | Seating Supplies |
| Milw. Sign Language School | Gynene Wilber | \$1,400.00 | Soda Machine and Popcorn Maker |
| Roosevelt Middle School | Anonymous | \$430.50 | Supplies For Resale |
| Siefert School | Donors Choose | \$164.25 | Classroom Supplies |
| Thoreau School | Donors Choose | \$451.00 | Classroom Material |
| Thurston Woods | Donors Choose | \$172.00 | Books |

| Location | Donor | Amount | Gift or Purpose |
|--|-------------------------|--------------------|--------------------------------|
| Townsend School | Blessings in a Backpack | \$1,683.82 | Snack Donation |
| Townsend School | Linda's Kids | \$50.00 | Clothes, Socks, Shoes & Books |
| Wisconsin Conservatory | Donors Choose | \$206.53 | Writing Paper & Snacks |
| Wisconsin Conservatory | Donors Choose | \$165.13 | Pencils & Tissues |
| Wisconsin Conservatory | Donors Choose | \$168.93 | Classroom Incentives & Rewards |
| Wisconsin Conservatory | Donors Choose | \$231.13 | Frankenstein to the Rescue |
| <i>Total Non-Monetary Donations</i> | | <i>\$29,395.10</i> | |
| Total Value of Donations for May 2019 | | \$68,170.79 | |
| <i>*Donations from MPS Alumni</i> | | <i>\$1,950.00</i> | |

Fiscal Impact Statement

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

Committee’s Recommendation

Your Committee recommends that the Board:

1. authorize the purchases, and
2. accept the donations as listed above, with appropriate acknowledgement to be made on behalf of the Board.

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

* * * * *

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

RFP 935 Authorization to Extend Contracts with Catapult Learning West, LLC, and Owners Group, dba Learning Exchange, for Title IA Services for Non-Public School Students, Title IIA Professional Development Services for Non-Public School Personnel, Title IIIA Services for Non-public School Students Who Are English Learners and Title IVA Student Support Services

The Administration is requesting authorization to extend two contracts with Catapult Learning West, LLC, (“Catapult”) and Owners Group, dba Learning Exchange, (“Learning Exchange”) for Title IA, Title IIA, Title IIIA, and Title IVA services.

MPS is required by federal legislation to provide equitable Title IA services to eligible Milwaukee-resident students in non-public schools, Title IIA professional development services for non-public school personnel, Title IIIA services to eligible non-public school students who are English learners, and Title IVA student support services to students in non- public schools and professional development services for non-public school personnel.

The vendors were chosen pursuant to RFP 935, which closed on January 19, 2017. The original contract provided for two one-year options to extend if certain performance objectives were met. Catapult and Learning Exchange have met the performance objectives codified in the contracts; therefore, MPS is exercising the second option year for the contracts.

These second contracts extensions will run from July 1, 2019, through June 30, 2020.

The contract amounts are based on estimated budget amounts, using a formula determined by federal law and with the Wisconsin Department of Public Instruction's guidance. The contracted amount for non-public school services is not to exceed \$22,209,916.10 and is available through the following budget codes for the following third-party providers:

Catapult Learning West, LLC

| | |
|---|-------------------------|
| GOE-0-I-1N0-1S-ECTV0000 (Contract Services — Title IA)..... | \$ 10,138,197.64 |
| MSS-0-S-T20-1S-ECTS0000 (Contract Services — Title IIA)..... | \$ 1,664,797.06 |
| GOE-0-I-T30-1S-ECTS0000 (Contract Services — Title IIIA) | \$ 183,438.71 |
| MSS-0-S-4B0-1S-ECTS0000 (Contract Services — Title IVA) | \$ 969,418.22 |
| Catapult Learning West, LLC — contract not to exceed | \$ <u>12,955,851.63</u> |

Owners Group, dba Learning Exchange

| | |
|---|------------------------|
| GOE-0-I-1N0-1S-ECTV0000 (Contract Services — Title IA)..... | \$ 7,738,241.95 |
| MSS-0-S-T20-1S-ECTS0000 (Contract Services — Title IIA)..... | \$ 905,707.17 |
| GOE-0-I-T30-1S-ECTS0000 (Contract Services — Title IIIA) | \$ 112,676.73 |
| MSS-0-S-4B0-1S-ECTS0000 (Contract Services — Title IVA) | \$ 497,438.62 |
| Owners Group, dba Learning Exchange — contract not to exceed..... | \$ <u>9,254,064.47</u> |

Catapult Learning West, LLC

HUB Participation

| | |
|----------------|-----|
| Required..... | 15% |
| Proposed | 15% |
| \$ Value..... | TBD |

Student Engagement (hours per 12-month contract)

| | |
|---|-----|
| Paid Student Employment-hour Commitment | 400 |
| Student Career-awareness Commitment..... | 10 |

Owners Group d/b/a Learning Exchange

HUB Participation

| | |
|----------------|-----|
| Required..... | 15% |
| Proposed | 15% |
| \$ Value..... | TBD |

Student Engagement (hours per 12-month contract)

| | |
|---|-----|
| Paid Student Employment-hour Commitment | 400 |
| Student Career-awareness Commitment..... | 10 |

RFP 966 Authorization to Extend a Contract with Playworks Education Energized for Recess-support Services and Professional Development

The Administration is requesting authorization to extend a blanket contract with Playworks Education Energized (“Playworks”) for recess-support and professional development services. Under the contract, Playworks will be used for the operation and coordination of recess-support services targeting K-8th grade for schools in the District that make the decision to order the services.

The recess-support services will consist of two components: Component B is full-time program staff providing recess support and training, splitting on-site time between four school locations (ratio of 1:4 staff to schools). Component C is professional development on an hourly basis to schools not participating in Component B. Playworks will report to the Department of Curriculum and Instruction program outputs and deliverables twice during each contract year (by March t and June 30).

Contractor was chosen pursuant to RFP 966, which closed on March 8, 2018. The original contract provided for two one-year options to extend if certain performance objectives were met. Playworks has met the performance objectives codified in the contract; therefore, MPS is exercising the first option year for the contract.

This first contract extension will run from July 1, 2019, through June 30, 2020 (“Year 2”). The total cost of the contract in Year 2 will not exceed \$532,140.

Budget Code: 000-0-0-000-BL-ECTS (Budget code varies by location)\$532,140

Playworks Education Energized

| | |
|--|------------|
| Prime Contractor Information | |
| Certified HUB Contractor? | No |
| Total # of Employees | 668 |
| Total # of Minorities | 417 |
| Total # of Women | 414 |
| HUB Participation | |
| Required..... | 25% |
| Proposed | 39% |
| \$ Value..... | \$2,292.44 |
| Student Engagement (hours per 12-month contract) | |
| Paid Student Employment-hour Commitment | 300 |
| Student Career-awareness Commitment | 10 |

RFP 977 Authorization to Extend a Contract with Houghton Mifflin Harcourt Publishing Company for Professional Development, Coaching, Consultation, and Reporting Services around Foundational Spanish Reading Skills

The Administration is requesting authorization to extend a contract with Houghton Mifflin Harcourt Publishing Company (“HMH”) for professional development, coaching, consultation, and reporting services around foundational Spanish reading skills. HMH will be used to deliver the services described below to all staff that work with bilingual students in kindergarten through third grade (including, but not limited to, bilingual, English as a Second Language, and special education teachers, as well as content-area curriculum specialists and their respective managers). Foundational Spanish reading skills are taught differently from foundational English reading skills. Students in a bilingual program have language resources in two languages and need to be taught accordingly. Teaching for biliteracy is different from teaching for monoliteracy. As such, students need instruction that is aligned with the framework of teaching for biliteracy.

The professional development services will include, but will not be limited to, authentic methodology for Spanish-language development, considerations for two-language learners (metalinguistic awareness, contrastive analysis, etc.), and guidance on how to embed foundational Spanish reading skills into biliteracy units. Coaching will include, but will not be limited to planning sessions, observations, modeling, co-delivery of lessons, and reflection sessions with feedback. Consultation with district leadership will include, but will not be limited to, professional development about components within the teaching for biliteracy framework and how they relate to specific content areas and programs, support of integration of teaching for biliteracy’s components across content areas and programs, and the merging of district instructional guides to include guidelines for biliteracy instruction. Reporting services will include, but will not be limited to, growth in PALS Español, growth in Spanish STAR early literacy, growth in Spanish and English STAR reading by third grade, and growth in ACCESS scores by third grade.

Contractor was chosen pursuant to RFP 977, which closed on March 6, 2018. The original contract provided for two one-year options to extend if certain performance objectives were met. HMH has met the performance objectives codified in the contract; therefore, MPS is exercising the first option year for the contract.

This first contract extension will run from July 1, 2019, through June 30, 2020 (“Year 2”). The total cost of the contract in Year 2 will not exceed \$109,400.

Budget Code: DII-0-0-CAI-CI-ECTS (Foundational Spanish reading – Contracted Services)\$109,400

Houghton Mifflin Harcourt

| | |
|---------------------------------|-------|
| Prime Contractor Information | |
| Certified HUB Contractor? | No |
| Total # of Employees | 4,062 |
| Total # of Minorities | 833 |
| Total # of Women | 2,676 |

| | |
|--|-----|
| HUB Participation | |
| Required..... | 5% |
| Proposed | 15% |
| \$ Value..... | TBD |
| Student Engagement (hours per 12-month contract) | |
| Paid Student Employment-hour Commitment | 300 |
| Student Career-awareness Commitment | 10 |

RFP 1010 Authorization to Contract with Robert Munger, d/b/a Munger Technical Services, for Various Telecommunications Services

The Administration is requesting authorization to enter into a blanket contract with Robert Munger, d/b/a Munger Technical Services, (“Munger”) for network/telecommunications wiring and related services across the District. These services will include assembly, installation, and service of equipment such as telephones, wireless access points, network switches, security cameras, digital signage, projectors, and interactive flat panels.

The vendor was chosen pursuant to RFP 1010, which closed on April 25, 2019. The contract will run from June 1, 2019, through May 31, 2020, (the “Initial Term”) with the option of two additional one-year contracts to run from June 1 through May 31 in subsequent years if performance metrics codified in the contract have been met.

The total cost of the contract in the Initial Term will not exceed \$225,000.

Budget Code: Varies by Location.....\$225,000

Munger Technical Services

| | |
|--|--------------|
| Prime Contractor Information | |
| Certified HUB Contractor? | No |
| Total # of Employees | 10 |
| Total # of Minorities | 2 |
| Total # of Women | 1 |
| HUB Participation | |
| Required..... | 20% |
| Proposed | 20% |
| \$ Value..... | \$118,260.25 |
| Student Engagement (hours per 12-month contract) | |
| Paid Student Employment-hour Commitment | 300 |
| Student Career-awareness Commitment | 10 |

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

* * * * *

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

Exception Authorization to Enter into a Contract with Dunbar Armored, Inc., for Armored Car Services for all MPS Schools

The Administration is requesting authorization to enter into a contract with Dunbar Armored, Inc., (“Dunbar”) to provide armored car services for all MPS Schools. Dunbar will be required to pick up sealed deposits of money, checks, or other securities; sign for their receipt at each school; and deliver the deposits to local MPS-designated banks.

RFP 1011 was issued on March 14, 2019, and closed on April 4, 2019; however, there was no award due to the only respondent’s cost for services exceeding the District’s allotted budget. The exception from the requirement of a competitive procurement process for this purchase has been granted on the basis of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)): Dunbar, the current incumbent, has been providing armored car service to Milwaukee Public Schools since September 4, 2007, and its cost proposal fits within the District’s allotted budget for this service. Therefore, MPS entered into negotiations with Dunbar for continuation of services, and an agreement was reached.

This contract will run from July 1, 2019, through June 30, 2020, (“Initial Term”) with the possibility of two one-year extensions based upon a review of various performance metrics to be rated by MPS personnel. The total cost of the contract in the Initial Term will not exceed \$65,000 annually.

Budget Code: FSC-0-0-BSF-DW-EGSV (Bank and Armored Car — General Service)\$65,000

Dunbar Armored, Inc.

| | |
|-------------------|-----|
| HUB Participation | |
| Required..... | 0% |
| Proposed | 0% |
| \$ Value..... | N/A |

| | |
|--|---|
| Student Engagement (hours per 12-month contract) | |
| Paid Student Employment-hour Commitment | 0 |
| Student Career-awareness Commitment | 0 |

Exception Authorization to Extend a Contract with Cooperative Education Service Agency #1 for Title Services

The Administration requests authorization to extend a contract with Cooperative Education Service Agency #1 (CESA) for Title IA, Title IIA, Title IVA, and Title ID services. This contractor will provide these services at Milwaukee Academy, St. Rose Youth and Family Center, and St. Charles Youth and Family Center’s Focus Program. The contract includes the CESA #1’s flat fee for membership and service.

MPS, as the Local Education Agency, is obligated to provide Title IA, Title IIA, Title IVA, and ID services for students at these institutions, especially for students at risk of failing. The allocation amounts are provided through the Wisconsin Department of Public Instruction and are estimated based on a formula determined by federal law.

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

The original agreement provided for two one-year options to extend. This will be the second extension of this agreement.

This contract will run from July 1, 2019 through June 30, 2020. The total cost of the agreement in this extension year will not exceed \$92,316.71.

Budget Codes:

| | | |
|---|----|------------------|
| CESA #1 Membership and Service Flat Fee SCF-0-0-CTG-DW-ECTS)..... | \$ | 13,400.00 |
| Milwaukee Academy | | |
| GOE-0-I-9A0-KY-ECTS0000 (Contract Services — Title ID)..... | \$ | 24,000.00 |
| St. Charles Youth and Family Center | | |
| GOE-0-I-9A0-25-ECTS0000 (Contract Services — Title ID)..... | \$ | 22,000.00 |
| GOE-0-I-1N0-1S-ECTV0000 (Contract Services — Title IA)..... | \$ | 10,368.70 |
| MSS-0-S-T20-1S-ECTS0000 (Contract Services — Title IIA)..... | \$ | 1,247.40 |
| MSS-0-S-4B0-1S-ECTS0000 (Contract Services — Title IVA) | \$ | 713.29 |
| St. Rose Youth and Family Center | | |
| GOE-0-I-9A0-57-ECTS0000 (Contract Services — Title ID)..... | \$ | 13,000.00 |
| GOE-0-I-1N0-1S-ECTV0000 (Contract Services — Title IA)..... | \$ | 6,380.74 |
| MSS-0-S-T20-1S-ECTS0000 (Contract Services — Title IIA)..... | \$ | 767.63 |
| MSS-0-S-4B0-1S-ECTS0000 (Contract Services — Title IVA) | \$ | 438.95 |
| Contract not to exceed | \$ | <u>92,316.71</u> |

Cooperative Educational Service Agency #1

HUB Participation

| | |
|----------------|-----|
| Required..... | 0% |
| Proposed | TBD |
| \$ Value..... | TBD |

Student Engagement (hours per 12-month contract)

| | |
|---|---|
| Paid Student Employment-hour Commitment | 0 |
| Student Career-awareness Commitment | 0 |

Exception Authorization to Enter into an Agreement with Milwaukee County Youth Education Center for Title ID Services

The Administration requests authorization to extend an agreement with Milwaukee County Youth Education Center (MCYEC) for Title I, Part D, Subpart 2 services. This school provides instruction and continuity of services for a population of Milwaukee County Jail inmates ages 12-20.

MPS, as the Local Education Agency for MCYEC, is obligated to provide these Title ID services for students who are continuing to learn while incarcerated. The Title ID allocation amount is provided through the Wisconsin Department of Public Instruction and is estimated based on a formula determined by federal law.

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 via a grant (Title ID grant funding) (Administrative Policy 3.09(2)(c)).

This agreement will run from July 1, 2019, through June 30, 2020. The total cost of the agreement will not exceed \$30,000.

Budget Codes: Title ID GOE-0-I-9A0-7A-ECTS\$30,000

Milwaukee County Youth Education Center

HUB Participation

| | |
|----------------|-----|
| Required..... | 0% |
| Proposed | 0% |
| \$ Value..... | N/A |

| | |
|--|---|
| Student Engagement (hours per 12-month contract) | |
| Paid Student Employment-hour Commitment | 0 |
| Student Career-awareness Commitment | 0 |

Exception Authorization to Issue a Purchase Order to Discovery Education, Inc., for Science Curriculum Licenses

The Administration requests authorization, on the basis of continuity, to issue a purchase order to Discovery Education, Inc., (“Discovery Education”) for elementary and middle-school science curriculum licenses.

Discovery Education provides teachers and students with high-quality simulations and science activities aligned to Next Generation Science Standards (NGSS) for grades K-8. These simulations allow students to collect data and information that would otherwise be difficult to capture in a practical application at the elementary and middle-school levels. Discovery Education also provides students with leveled text and reading passages aligned to the NGSS and Common Core State Standards. Content is kept current and helps bridge gaps between traditional print resources and current science learning and information. Licenses for 115 school sites in MPS will be renewed for all teachers and students for the 2019-20 school year through this purchase.

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

The license period will be from a period of July 1, 2019, through June 30, 2020. The total cost of the purchase will not exceed \$162,815

Budget Code: GEN-0-0-INV-DW-EXTB (Chief Academic Office — Textbooks).....\$162,815

Discovery Education, Inc.

| | |
|--|-----|
| HUB Participation | |
| Required..... | 0% |
| Proposed | 0% |
| \$ Value..... | N/A |
| Student Engagement (hours per 12-month contract) | |
| Paid Student Employment-hour Commitment | 100 |
| Student Career-awareness Commitment | 10 |

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

* * * * *

(Item 6) Action on the Award of Professional Services Contracts Related to Transportation

B 5771 Authorization to Contract with Brew City Taxi Cab Company; David Bowen, d/b/a Cornerstone Collective LLC; MC Transport;, and American United Taxicab Company, Inc., for Taxi Services for Schools

The Administration is requesting authorization to enter into blanket contracts with Brew City Taxi Cab Company; David Bowen, d/b/a Cornerstone Collective LLC; MC Transportation Services LLC; and American United Taxicab, Inc., for taxi services to and from school for students throughout the metro-Milwaukee area. This service will primarily be utilized for MPS students living in temporary situations such as shelters or emergency housing.

The vendors were chosen pursuant to B 5771, which closed on April 2, 2019. The blanket contracts will run from July 1, 2019, through June 30, 2020, (the "Initial Term") with the option of two additional one-year contracts to run from July 1 through June 30 in subsequent years upon mutual agreement.

The total cost of the blanket contracts in the Initial term will not exceed:

| | |
|---|-----------|
| Brew City Taxi Cab Company | \$150,000 |
| David Bowen, d/b/a Cornerstone Collective LLC | \$90,000 |
| MC Transportation Services LLC | \$60,000 |
| American United Taxicab, Inc. | \$50,000 |

Budget Code: 000-0-0-000-BL-ECTS (Varies by location)\$350,000

Brew City Taxi Cab Company

Prime Contractor Information

| | |
|-----------------------------|----|
| Certified HUB Vendor? | No |
| Total # of Employees | 4 |
| Total # of Minorities | 4 |
| Total # of Women | 0 |

HUB Participation

| | |
|----------------|----|
| Required..... | NA |
| Proposed | NA |
| \$ Value..... | NA |

Student Engagement (hours per 12-month contract)

| | |
|---|-----|
| Paid Student Employment-hour Commitment | 300 |
| Student Career-awareness Commitment | 10 |

David Bowen, d/b/a Cornerstone Collective LLC

Prime Contractor Information

| | |
|-----------------------------|----|
| Certified HUB Vendor? | No |
| Total # of Employees | 2 |
| Total # of Minorities | 2 |
| Total # of Women | 1 |

HUB Participation

| | |
|----------------|----|
| Required..... | NA |
| Proposed | NA |
| \$ Value..... | NA |

Student Engagement (hours per 12-month contract)

| | |
|---|-----|
| Paid Student Employment-hour Commitment | 300 |
| Student Career-awareness Commitment | 10 |

MC Transportation Services LLC

| | |
|--|-----|
| Prime Contractor Information | |
| Certified HUB Vendor? | No |
| Total # of Employees | 28 |
| Total # of Minorities | 19 |
| Total # of Women | 3 |
| HUB Participation | |
| Required..... | NA |
| Proposed | NA |
| \$ Value..... | NA |
| Student Engagement (hours per 12-month contract) | |
| Paid Student Employment-hour Commitment | 300 |
| Student Career-awareness Commitment | 10 |

American United Taxicab, Inc.

| | |
|--|-----|
| Prime Contractor Information | |
| Certified HUB Vendor? | Yes |
| Total # of Employees | 35 |
| Total # of Minorities | 17 |
| Total # of Women | 15 |
| HUB Participation | |
| Required..... | NA |
| Proposed | NA |
| \$ Value..... | NA |
| Student Engagement (hours per 12-month contract) | |
| Paid Student Employment-hour Commitment | 300 |
| Student Career-awareness Commitment | 10 |

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

* * * * *

(Item 7) Action on Monthly Facilities Matters: FMS Award of Construction Contract, Professional Services Contract, and Emergency Purchase Recommendation

Award of Contracts

Construction Contracts

New Tot Lot at Hamlin Garland Elementary School

Prime Contractor

Bluemel’s Maintenance Service, Inc.
4930 West Loomis Road
Greenfield, WI 53220

Low Bidder, Base Bid of \$154,731.00

HUB Participation

| | |
|-----------------------------|-------------|
| Certified HUB Vendor? | No |
| Total # of Employees | 45 |
| Total # of Minorities | 23 |
| Total # of Women | 3 |
| Required..... | 7% |
| Submitted..... | 7% |
| \$ Value..... | \$11,221.00 |

COIN (Communities in Need)

Required..... 0%

Student Engagement

| | |
|---|-----|
| Paid Employment (Required Hours)..... | 100 |
| Career-education Activity (Required Hours)..... | 10 |

Funds are available for the modifications for the new tot lot project from account code MBM PA BDK GL EMMB (Project No. 2042). The project’s start date is May 31, 2019, and completion date is August 23, 2019.

Summary of Recommended Construction Contracts

| | |
|--|--------------|
| Total construction contract dollars awarded..... | \$154,731.00 |
| Total dollars HUB participation | \$11,221.00 |
| % of HUB participation..... | 7% |
| % Minority employees within company..... | 51% |
| % Women employees within company | 6% |

Professional Services Contracts

RFP #5966 Authorization to Approve a Contract for Utility Data-Management Services — Department of Facilities and Maintenance.

A request for proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide utility data-management services for the Department of Facilities and Maintenance. The selected firm is Goby, Inc.

| | |
|---------------------------------------|---------------------------|
| Requested Expenditure Authority | 183,600.00 |
| Contract Period..... | May 31, 2019-May 30, 2022 |
| Budget Code..... | BLD 00 UTL DW EGAS |

Report of Emergency Contract

This emergency contract is being reported as required by Administrative Policy 3.09, Purchasing and Bidding Requirements.

Replacement transformer at Lynde and Harry Bradley Technology and Trade School.

The primary electrical transformer at Lynde and Harry Bradley Technology and Trade School experienced an unexpected failure on March 6, 2019, resulting in loss of main power to the building from the primary

electrical service. The transformer could not be repaired, and, as a result, it was necessary that a direct replacement transformer be purchased in order to restore power to the facility so that the building could be occupied by students and the school could resume normal operations.

A purchase order for a replacement 2500/3333 KVA dry-type transformer was issued to Energis High Voltage Resources, Inc., for \$110,795.00. The purchase was funded through the major maintenance construction fund, budget code FAR00MM2MTECNC, Project 5962 in the amount of \$110,795.00.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

The item authorizes expenditures for:

- Total Construction Contract Requested = \$154,731.00.
- Total Professional Services Contract Requested = \$61,200.00 annually (for a total of 183,600.00 over a three-year term)
- Total Emergency Contract Requested = \$110,795.00

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

* * * * *

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

Background

Exception Authorization to Issue Direct Payment to the Wisconsin Center for the Blind & Deaf for the Provision of Transportation Services

The Administration is requesting authorization to make payment to the Wisconsin Center for the Blind & Deaf for City of Milwaukee students attending the school during the 2019-20 school year. Such transportation is scheduled by the Department of Public Instruction and paid for by MPS pursuant to state statute.

In accordance with Administrative Policy 3.09(3)(b)2, the payment is made via electronic direct payment. The total cost of this payment will not exceed \$218,400.

Budget Code: NRT-0-0-TRS-DW-EPPT (Pupil Transportation)\$218,400

Wisconsin Center for the Blind & Deaf

| | |
|-------------------|-----|
| HUB Participation | |
| Required..... | 0% |
| Proposed | 0% |
| \$ Value..... | N/A |

| | |
|---|----|
| Student Engagement | |
| Paid Student Employment-hour Commitment | 0 |
| Student Career-awareness Commitment | 10 |

Exception Authorization to Issue Purchase Orders to Milwaukee County Transit System for Bus Passes

The Administration is requesting authorization to issue purchase orders to the Milwaukee County Transit System for bus passes and tickets throughout the 2019-2020 school year.

These bus passes and tickets are provided to students for various school activities. The total cost of these purchases will not exceed \$2,100,000.

Budget Code: STP-0-0-TRS-DW-EPPT (Pupil Transportation)\$2,100,000

Milwaukee County Transit System

| | |
|-------------------|-----|
| HUB Participation | |
| Required..... | 0% |
| Proposed | 0% |
| \$ Value..... | N/A |

| | |
|---|----|
| Student Engagement | |
| Paid Student Employment-hour Commitment | 0 |
| Student Career-awareness Commitment | 20 |

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy 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 purchases will be processed as indicated above.

Committee’s Recommendation

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

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

* * * * *

(Item 9) Action on the Award of Summer Contracts for 21st Century Community Learning Centers and Safe Places

Background

The Administration is requesting authorization to enter into contracts with the following nine community-based organizations to provide comprehensive summer learning programs for 47 elementary, middle- and high-school 21st Century Community Learning Centers (CLCs) and Safe Place summer after-school programs:

- Milwaukee Kickers Soccer Club, Inc.
- Boys and Girls Club of Greater Milwaukee
- Children’s Outing Association
- Milwaukee Christian Center

Neighborhood House of Milwaukee
 Journey House, Inc.
 Neu-Life Community Development, Inc
 Silver Spring Neighborhood Center, Inc.
 United Migrant Opportunity Services, Inc.

These vendors will be used to facilitate academic- and recreation-enrichment programming to an estimated 8,000 youth throughout the City of Milwaukee.

Summer after-school programs provide opportunities for youth to be engaged and safe throughout the summer. The collaboration among MPS Extended Learning Opportunities, School Nutrition Services, and Milwaukee-area community-based organizations exposes youth to academic supports and engaging enrichment activities needed throughout the summer months. Participating students are provided healthful and nutritious meals on a daily basis.

After-school programs at June Summer Academy locations will provide youth with extended-day programming beginning June 3, 2019. June Summer Academy sites will receive an additional \$5,000 per location to supplement program operations.

These contracts are funded by a combination of district Extension Funds and Wisconsin Shares funding.

Each of the contracts will run from June 1, 2019, through August 23, 2019. The total amount of the contracts will not exceed \$1,665,000.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures in the amount of \$1,665,000:

| | |
|--|--------------|
| • Milwaukee Kickers Soccer Club, Inc..... | \$ 35,000 |
| • Boys and Girls Club of Greater Milwaukee | \$ 1,045,000 |
| • Children Outing Association | \$ 245,000 |
| • Milwaukee Christian Center..... | \$ 70,000 |
| • Neighborhood House of Milwaukee | \$ 35,000 |
| • Journey House, Inc..... | \$ 35,000 |
| • Neu-Life Community Development, Inc..... | \$ 100,000 |
| • Silver Spring Neighborhood Center, Inc. | \$ 70,000 |
| • United Migrant Opportunity Services, Inc. | \$ 30,000 |

Budge Codes:

| | |
|--|--------------|
| CSV-0-0-CNR-XX-ECTS (Extension Fund — Contracted Services) | \$ 1,500,000 |
| 000-0-0-W2C-XX-ECTS (Wisconsin Shares Fund — Contracted Services) | \$ 165,000 |

Implementation and Assessment Plan

Upon the Board’s approval, the Administration will enter into contracts with the following nine community-based organizations to provide 21st Century Community Learning Center and Safe Place programs at 47 locations throughout the city of Milwaukee:

Milwaukee Kickers Soccer Club, Inc.
 Boys and Girls Club of Greater Milwaukee
 Children's Outing Association
 Milwaukee Christian Center
 Neighborhood House of Milwaukee
 Journey House, Inc.
 Neu-Life Community Development, Inc

Silver Spring Neighborhood Center, Inc.
United Migrant Opportunity Services, Inc.

Committee's Recommendation

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

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

* * * * *

(Item 10) Report with Possible Action Regarding MPS Employee Education Pathways

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

Background

The Administration has numerous educational pathways available for current staff to receive both teaching degrees and licensure. There are programs available for licensure and/or degrees in administration, alternative education, bilingual, special education, reading, and math preparation. There are also programs under development and coming soon for licensure and/or degrees in grades 4-12 math and science; Montessori; and PK-12 physical education, health, ESL, world languages, art, and music.

The Office of Human Resources has worked with the Grants Office and has received \$250,000 in grant funding to cover additional costs to expand the programs and enrollment for special education licensure and degree programs.

Below is an overview of the various programs.

Current Milwaukee Public Schools University (MPSU)/Partnership Offerings

(Milwaukee Public Schools University is a partnership with area universities that brings credit-level certifications, licensures, and programs to MPS staff, certified and classified, at a reduced cost. Courses are taught by MPS staff and held at MPS locations throughout the district.)

Culturally and Linguistically Responsive Leadership Program #51

18-credit program with Edgewood College

Reading #316

19-credit program with Viterbo University

Special Education Cross-Cat #801

19-credit program with Viterbo University; received a DWD grant to fund a September 2019 cohort of 25

Alternative Education #952

Six-credit program with Concordia University

Math #400 License Preparation

Four courses that prepare students to sit for the Math Praxis exam to earn a Math #400 content-area license

Other MPSU Offerings

- Skills-based programming for non-certificated employees, including MS Office tools, team building, project management, time management, leadership, grammar, communication
- Support to departments in the building of online and asynchronous trainings
- Provision of organizational-development support to departments
- Provision of one-on-one assistance to employees in the form of career/employment counseling and technology assistance

MPSU Programs in Development & Coming Soon

Urban Teacher Immersion Program (UTIP)

Allows individuals with bachelor's degrees to earn their teaching licenses with MPS. This has no university partner and is an MPSU standalone program pending DPI's approval

Emerging Educators Program

Paraprofessional pipeline leading to Pre-K to 9 and Special Education #801 Cross Categorical licensure as well as a bachelor's degree in education in partnership with Viterbo University

Administrator

Building our administrator program for the following licenses: principal, director of instruction, director of special education and specialized services, and school business administrator

Superintendent Licensure

Viterbo will be offering this program starting in September 2019

Montessori

Working on a MOU with Alverno College to bring its Montessori program to MPSU to give paraprofessionals and other employees with associate's degrees the opportunity to earn bachelor's degrees in education as well as the K-9 and Montessori licenses.

Emerging ESL and Bilingual Educators

Working on a MOU with Alverno College to bring employees with associate's degrees the opportunity to earn bachelor's degrees in education along with ESL and bilingual licenses.

Montessori Post-baccalaureate

Working with UW River Falls to bring its non-credit Montessori E1 and E2 program to MPS

MPSU Standalone Add-on Licenses

Reading 316 Add-on License

Pending DPI's approval, will be ready for Fall 2019 delivery

Bilingual

Estimated to be ready for delivery in September 2020, pending DPI's approval

Special Education

Estimated to be ready for delivery in January 2020, pending DPI's approval

Alternative Education

Pending DPI's approval, will be ready for Fall 2019 delivery

Other Initiatives

Emerging Educators High-school Educator Program

In talks with Viterbo University about designing a HS track for MPS students who want to become teachers. Anticipating that students would complete appropriate general-education requirements during their freshman and sophomore years and then be immersed in the teaching curriculum during their junior and senior years, after which they will graduate from high school with associate's degrees.

Post-Baccalaureate Programs (Non-MPSU)

American Board for Certification of Teaching Excellence (ABCTE): Licensure

This self-paced self-study program offers the opportunity to become a teacher without going back to college.

CESA #1: Licensure Programs

Proficiency-based licensure is a certification program for individuals who are interested in obtaining Wisconsin initial teacher certification. The program provides teacher candidates with the resources and support necessary to achieve proficiency in the ten Wisconsin Standards for Teacher Development and Licensure. CESA also provides a route for currently licensed teachers to expand their certifications.

Cardinal Stritch University: New Teacher Pipeline

The New Teacher Pipeline is a licensure program specifically designed to meet the needs of the returning adult student or to obtain a master's degree in elementary, middle-, or high-school education.

PMAC (Permit Teachers): Degree and Licensure Programs with Cardinal Stritch

Permit teachers can earn degrees and teaching certification through Cardinal Stritch University. Eligible candidates include interns with a commitment to urban education who teach in hard-to-fill positions.

Wisconsin Lutheran College: Master's Degree and Licensure

This licensure program specializes in high-performance instruction, leadership and innovation, instructional technology, special education leadership, cross-categorical special education, and transitions to new careers in teaching. Also offered is a master's degree in teaching.

MTEC — Milwaukee Teacher Education Center: Special Education and High-needs-area Licensure with Mount Mary

This 15-18-month program, which focuses on special education and high-need areas, offered in collaboration with Mount Mary University. MTEC offers mentors and training. Also offered are add-on and extended certification pathways.

Mount Mary University: Reading Teacher Licensure

This program allows candidates to earn teaching degrees or certification through Mount Mary University. It can be combined with the Master of Arts in Education program.

Teach for America: Alverno University Licensure Program

This two-year certification program provides mentors and support and is designed to develop excellent leaders for our community, our schools, our classrooms, and beyond.

University of Wisconsin-Whitewater: Special Education and Early Education

This online program specializes in special education and early education.

Other Programs

Paraprofessional to Teacher Pathway

Degree-earning programs for current MPS paraprofessionals. Current paraprofessionals who have been employed by MPS for a minimum of two years are eligible. They must make a commitment to MPS of three years after obtaining their teaching degrees.

PLUS Program with MATC and UWM

Teacher of record with permit license while in program. This program allows adults with bachelor's degrees to begin teaching in MPS while earning certification. Candidates are teachers-of-record in MPS schools who are working under Wisconsin teaching permits. During the program, participants have full teaching responsibilities.

UWM Pre-Intern Program

Candidates are employed as paraprofessionals in MPS. This program is designed for individuals without certification. Interns take on full teaching responsibilities in the second year and receive a beginning-teacher's salary with benefits.

Alverno College

This program is designed for college graduates who are seeking teaching licensure and for teachers who want to upgrade their skills, renew their licensure, or extend it to new areas using undergraduate coursework.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

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

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COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Woodward 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 the Northwest Region Showcase

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

Background

At its meeting on March 28, 2019, the Milwaukee Board of School Directors took action on Resolution 1819R-012 by Director Woodward regarding regional reports. In alignment with this action, the monthly Regional Showcase item has been enhanced to include an additional reporting component that serves to provide a thorough picture of the region as well as goals and progress in attaining those goals and strategies that are being successfully implemented within the region and that may be replicated.

The Northwest Region comprises 25 schools, including Montessori, immersion, specialty, and gifted-and-talented schools. The Northwest Region serves 9,901 students in diverse settings to meet the varied needs of our students.

Northwest Region

Northwest Region — Where We Teach, You Learn, and the World Benefits

- 25 Schools
- 9,901 students
- 1,192 staff

Bridgette Hood-Leveston, Regional Superintendent
Regional Team

- Instructional Leadership Director
- Special Education Manager
- Math, Reading and Writing Support
- School Performance Coordinators

- PBIS Coach

Northwest Region’s Goals

Attendance

By the end of the 2018-2019 school year, the Northwest Region will increase the overall attendance rate by 0.6%.

Culture and Climate

By the end of the 2018-2019 school year, the Northwest Region will decrease the suspension rate by 1%.

Ambitious Instruction

- By the end of the 2018-2019 school year the Northwest Region will increase the number of students who score proficient in English language arts and math by 5%, as measured by the Wisconsin Forward.
- To ensure that academic achievement gaps are closing for all students, MPS will decrease the percent of students scoring in the “below basic” category in English language arts and math by 10%, as measured by Wisconsin Forward and ACT.

Northwest Region’s Goal Progress, 2018-19

| | Last year | Current year |
|-----------------|-----------|--------------|
| Attendance Rate | 1.0% | 88.9% |
| Suspension Rate | 0.5% | 9.6% |

| | 2018-19 | | | | | |
|-----------------------------------|---------|--------|------|--------|----------------|--------|
| | Reading | | Math | | Early Literacy | |
| | Fall | Winter | Fall | Winter | Fall | Winter |
| Fails to Meet Expectations | 45% | 40% | 29% | 25% | 24% | 11% |
| Meets Few Expectations | 20% | 20% | 37% | 31% | 24% | 15% |
| Meets Expectations | 24% | 26% | 24% | 27% | 30% | 33% |
| Exceeds Expectations | 6% | 7% | | | 10% | 13% |
| Significantly Exceed Expectations | 6% | 8% | 10% | 16% | 12% | 28% |

Making Achievement Gains

Students in Higher Performance Categories

| | Early Literacy | Reading | Math |
|---------------------------------|----------------|---------|------|
| Moved up to On-target and Above | 348 | 215 | 407 |
| Moved up to Basic | 237 | 242 | 242 |

1,691 Students in the Northwest Region improved to a higher performance category from fall 2018 to winter 2019!

Academics

- 17 schools out of 25 showed an increase on the DPI’s state report card.
- One school advanced a category, moving from “Failure to Meet” to “Meeting Expectations.”
- Nine CKLA (Core Knowledge Language Arts®, a comprehensive preschool-grade 5 program for teaching skills in reading, writing, listening, and speaking) schools showed significant increases in reading on the Winter Star assessment.

Climate

- Youth Leadership Summit
- Climate Reset
- Referrals (YTD/LYTD): 10,186 to 5,954, resulting in a 35% decrease.
- Suspensions-Learning Environment (YTD/LYTD): 18% decrease
- Personal/Physical Safety (YTD/LYTD): 31% decrease

Partnerships

- Boy's and Girl's Club
- Danceworks
- Arts at Large
- Marquette Dental school
- AGAPE
- Interfaith Tutoring
- Silver Spring Neighborhood
- Capitol west Neighborhood
- Birchwood Health
- 399 school volunteers

Northwest Region: Points of Pride

Stuart: IB candidacy, March 2019
 Green Tree Prep: New school, 2019-20
 German Immersion: Instruction in German for all
 MSLS: Hearing, deaf, hard-of-hearing
 Morse: Chess team took third place at State
 Maple Tre: Kohl's Volunteers
 MSLS: Sign-language instruction for all

Northwest Region: Student Spotlight

The Student Leadership Summit — Khamren Payton, 7th-grader at Samuel Morse School for the Gifted and Talented

Special Education In Northwest

- Students with special needs make up 21% of the Region
- Thoreau is part of the SCPMH (School Community Partnership for Mental Health)
- Students with special needs are encouraged to participate in the Special Olympics.
- Eighty-first and Ninety-fifth Street schools worked in collaboration to host an autism night for families.
- We provide the option to special education families to choose to attend our early-start schools.
- Ninety-Fifth has full inclusion
- Every year, MSLS puts on a spring musical that has students signing simultaneously with peers who are also signing.

Northwest Parental Involvement

- Parent Portal Accounts
- Parent Conferences
- Open House
- Literacy and Math Nights
- Parent appreciation dinner
- Parent intake conferences
- Parent Volunteers
- Make It, Take It

Ninety-Fifth Street School

Principal Sarah Sanders

- 421 Students
- 48 Staff members
- K4-5th Grade
- Located a mile and a half northeast of Mayfair Mall
- Offers a traditional school setting with a focus on individual student achievement
- Rigorous Wisconsin State Standards infused into curriculum to assist in providing innovative instructional practices.

Ambitious Instruction

- STEM Focus
- Increase math, reading, and writing for all
- Closed the reading gap for SwD
- PBIS Silver recognition awarded for math and reading
- Meeting Expectations

Strong Relationships

- Social/emotional coach
- Attendance: YTD = 93.7%; LYTD = 93.6%
- Referrals decreased 44% (YTD/LYTD)
- Suspensions decreased by 1%
- PBIS Silver recognition awarded for behavior

Community Partnerships

- Arts in Community Education
- Girls on the Run (Leadership)
- InterFaith RSVP Tutoring
- Milwaukee Symphony Orchestra
- Wisconsin Conservatory of Music
- Skylight Music Theatre
- PTO

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 7.01, Teaching and Learning Goals

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(Item 2) Report with Possible Action on Progress in Fulfilling Equity Goals

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

Background

In August of 2017, the Milwaukee School Board of Directors adopted Resolution 1617R-006 to develop an equity policy. Administrative Policy and Procedure 1.06, Equity in MPS, were adopted by the Board on August 31, 2017.

Throughout the 2018-19 school year, several opportunities have been offered to MPS staff and partners to build equity and culturally responsiveness capacity. Several MPS offices and departments have engaged in professional development on issues of equity and cultural responsiveness. The District continues

to provide opportunity for community dialogues to generate collective ways to address community disparities.

The presentation attached to the minutes of your Committee's meeting highlights the 2018-19 progress related to this policy and procedure.

Strategic Plan Compatibility Statement

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

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

None.

Implementation and Assessment Plan

The next steps in implementation include continuous professional development for offices, departments, and schools on equity and cultural responsiveness. Also, the guidebook to accompany Administrative Policy & Procedure 1.06 will be finalized, and district-wide trainings will be facilitated with all stakeholders.

* * * * *

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Director Peterson presented the following report for the Committee on Strategic Planning and Budget:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Strategic Planning and Budget presents the following report:

(Item 1) Action on Amendments to the MPS Proposed 2019-20 Budget

Background

On April 30, 2019, members of the Milwaukee Board of School Directors received copies of the Superintendent's proposed FY2020 district budget. On May 2, 2019, the Superintendent's proposed FY2020 district budget was posted on the MPS Portal for the general public to view.

Your Committee reports having received an overview of the Superintendent's proposed FY2020 budget from the Administration at your Committee's meeting on May 9, 2019. Your Committee accepted public testimony on the proposed budget at this meeting.

In addition to your Committee's meetings, the Board held a public hearing, pursuant to the provisions of Section 119.16(8)(a), Wisconsin Statutes, on the proposed Fiscal Year 2020 School Operations, Construction, and Extension Funds on May 21, 2019.

Your Committee also reports having given public hearing on the Superintendent's proposed FY2020 budget at its meeting on May 23, 2019. At that same meeting, your Committee conducted a work session and took action on the following proposed amendments to the Superintendent's proposed FY2020 budget:

- Budget Amendment #3 by Director Taylor, to use the funding from unfilled vacancies, no-bid contracts, and turnover savings to increase funding for school counselors and mental health services and interventions;
- Budget Amendment #4 by Director Peterson, to move the "Road to \$15" initiative forward in a way that does not compress wages for those with longer service; and

- Budget Amendment #5 by Director Herndon, to reduce contract services for music and use the funds to hire FTEs to teach instrumental music.

The above-referenced amendments may be found in the attachments to the minutes of your Committee's meeting.

(Budget Amendment #1, by Director Phillips — to take \$100,000 of Board-funded safety contracts and allocate it to fund Board-approved coordination of the equity policy, bilingual programming, restorative practices, and the Montessori Strategic Plan — was withdrawn by the author at your Committee's meeting.)

(Budget Amendment #2, by Director Taylor — to use the funding for unfilled vacancies, funding for no-bid contracts, and turnover savings to fund a 40-hour work week for all educational assistants — was withdrawn by the author at your Committee's meeting.)

A second round of proposed budget amendments, which were under development at the time of your Committee's meeting, have been forwarded to the Board without recommendation for the Board's consideration and action.

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

Board Governance Policy BG 2.05, Board Planning Cycle

Fiscal Impact Statement

To be determined based on the recommendation of the Board.

Committee's Recommendation

Your Committee recommends that the Board:

1. adopt Budget Amendment #3 by Director Taylor, to use the funding for unfilled vacancies, no-bid contracts, and turnover savings to increase funding for school counselors and mental health services and interventions;
- 2., adopt Budget Amendment #4 by Director Peterson, to move the road to \$15 initiative forward in a way that does not compress wages for those with longer service;
3. adopt Budget Amendment #5 by Director Herndon, to reduce contract services for music and use the funds to hire FTE to teach instrumental music;and
4. determine what action it wishes to take regarding the second round of proposed amendments to the Superintendent's proposed FY20 budget, which were to be developed subsequent to the formulation of the Committee's report and, therefore, have been submitted directly to the Board under separate cover without recommendation.

Amendment #3, by Director Taylor, to use funding for unfilled vacancies, no-bid contracts, and turnover savings to increase funding for school counselors and mental health services and interventions.

Director Taylor moved adoption of the amendment.

The gavel was passed to Vice-President Baéz at 8:40 p.m. and returned to President Miller at 8:43 p.m.

The gavel was passed to Vice-President Baéz at 8:48 p.m. and returned to President Miller at 8:50 p.m.

The gavel was passed to Vice-President Baéz at 9:00 p.m. and returned to President Miller at 9:01 p.m.

Director Taylor amended her motion to increase trauma-informed care workers by six FTEs. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Taylor, Woodward, and President Miller — 8.
Noes — None.

Amendment #4, by Director Peterson and co-sponsored by Directors Phillips and Herndon, to move the Road to \$15 initiative forward in a way that does not compress wages for those with longer service. This should be applied to all MPS employees who fall into this wage category.

Amendment withdrawn by sponsors.

Amendment #5, by Director Herndon, co-sponsored by Director Woodward, to reduce contract services for music and use the funds to hire FTE to each instrumental music.

The gavel was passed to Director Baéz at 9:17 p.m. and returned to President Miller at 9:19 p.m.

Director Herndon moved to adopt the amendment. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Taylor, Woodward, and President Miller — 8.
Noes — None.

The Board Clerk introduced the second round of amendments for consideration by the Board.

Amendment #6, by Director O'Halloran, to provide each of the 68 school nurses with \$500 in discretionary funds to use toward nursing supplies by reducing certain supply lines.

Director O'Halloran moved to adopt the amendment. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Taylor, Woodward, and President Miller — 8.
Noes — None.

Amendment #7, by Director Baéz, co-sponsored by Directors Peterson and Phillips, to use funding from unspent FY19 encumbered contract funds to increase support for bilingualism

The Board took a recess from 10:08 p.m. to 10:21 p.m.

Director Baéz moved to approve the amendment, with the reduction of \$70,000 previously allocated for the Seal of Bilingualism. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Taylor, and President Miller — 7.
Noes — None.
Temporarily Absent — Director Woodward — 1.

Amendment #8, by Director Woodward, to decrease the turnover vacancy and use the funds to increase art and music in school so that the District ensures one day per week of instruction from community-based musicians and artists.

Amendment was withdrawn by its sponsor.

Amendment #9, by Director Woodward, to reallocate funds from the nutritional surplus to commodity purchases in order to provide an alternative meal each day for students who do not wish to eat the standard meal.

Amendment was withdrawn by its sponsor.

Amendment #10, by Director Woodward, to decrease transportation funding in order to establish before- and after-school programs in all District 4 schools in order to increase stability for families in the 53206 zip code.

Amendment was withdrawn by its sponsor.

Amendment #11, by Director Woodward, to provide incentives for substitute teachers who take assignments in hard to fill schools, such as those in District 4, who commit to serving throughout the building one semester, wherever needed. Funding for the initiative would come from teacher turnover and vacancy.

Amendment was withdrawn by its sponsor.

Amendment #12, by Director Miller to reduce the Teach for America grant to the number of TFA teachers returning, in MPS, from the 2019-2020 school year.

The gavel was passed to Vice-President Baéz at 10:51 p.m.

Director Miller moved to end the contract with Teach for America and to recruit interested former teachers to become MPS teachers.

Amendment was withdrawn by its sponsor.

The gavel was returned to President Miller at 11:03 p.m.

Amendment #13, by Director Miller, to fill the 75 positions for substitute teachers on "special assignment" with full-time subs, dropping the requirement on placement. Give full teacher benefits, filling these positions by seniority based on full-time substitute teaching.

Amendment was withdrawn by its sponsor.

Amendment #14, to negotiate pay with language (signing) interpreters, with the objective of approaching industry rates. Hire an LTE to oversee the coordination of language-interpretation work in the district. Apply the funds presently used for contracting for the services to pay for this effort. Create subs for necessary situations.

Amendment was withdrawn by its sponsor.

Amendment #15, by Director Miller, to expand the department of OAE to become the Office of Accountability, Efficiency, and Government Relations. Transfer one FTE from the budget of the Office of Board Governance to this newly-expanded department. Also transfer the necessary operation funds for this work.

The gavel was passed to Vice-President Baéz at 11:04.

Amendment was withdrawn by its sponsor.

The gavel was returned to President Miller at 11:09 p.m.

Amendment #16, by Director Miller, to create a fund to advance salary schedules for all classifications over the next three years. Start implementing salary schedules with para-professionals in the 2019-2020 budget. Begin adding other classifications as finances allow over the next three years.

Amendment was withdrawn by its sponsor.

Amendment #17, by Director O'Halloran, to reduce the staffing of the TABS program from six officers to the four officers required by statute and to reduce the School Resource Officer positions by two officers.

Amendment was withdrawn by its sponsor.

Amendment #18, by Director O'Halloran, to stabilize and increase the number of ASL interpreters working for MPS by increasing the wages of ASL interpreters, providing a competitive salary schedule and eliminating the contracting out of ASL services as soon as possible.

Amendment was withdrawn by its sponsor.

Amendment #19, by Director Peterson, to stabilize and increase the number of MPS speech pathologists by increasing the wages of speech pathologists, providing a competitive salary schedule, utilizing LTEs, allowing for a 0.5 FTE position, and eliminating the contracting out of speech pathologists services as soon as possible.

Amendment was withdrawn by its sponsor.

Amendment #20, by Director Peterson, to increase the number of full-time/and or part-time teacher-release positions to enhance restorative-practice implementation.

Director Woodward left the meeting at 11:31 p.m.

The gavel was passed to Vice-President Baéz at 11:31 p.m. and returned to President Miller at 11:36 p.m.

Director Peterson moved to adopt the amendment as modified to change the funding source to the CSI grant. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Taylor, and President Miller — 7.
Noes — None.

Amendment #21, by Director Peterson, to stabilize and increase the number of Building Service Helpers I and II by increasing their wages, providing a competitive salary schedule, and eliminating the contracting-out of the services typically performed by Building Service Helpers I and II as soon as possible.

Amendment was withdrawn by its sponsor.

Amendment #22, by Director Peterson, to stabilize and increase the number of MPS nurses by increasing the nurses' wages, providing a competitive salary schedule, and eliminating the contracting out of nursing services as soon as possible.

Amendment was withdrawn by its sponsor.

Amendment #23, by Director Herndon, to use the funding from federal and state reimbursements to the School Nutrition Service Enterprise Fund to eliminate the purchase of processed fruits and vegetables and to purchase fresh fruits and vegetables to increase nutritional quality of MPS school breakfasts. This funding should also be used to fill the persistent vacancies by establishing living-wage salary schedules for employees in Nutrition Services. Salary schedules should be established by the meet-and-confer process with MTEA, as they represent the nutrition employees of MPS.

Director Herndon moved to approve the amendment. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Taylor, and President Miller — 7.
Noes — None.

Amendment #24, by Director Siemsen, co-sponsored by Director Taylor, to ensure that we are providing our students with opportunities to eat more fresh fruits and vegetables, MPS will increase funding for the fresh-fruit-and-vegetable program by 15%, so additional schools may participate.

Director Siemsen moved to use \$248,000 through the school lunch program to increase fresh-fruits-and-vegetables options for students. The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Taylor, and President Miller — 7.
Noes — None.

Amendment #25, by Director Taylor, co-sponsored by Directors Herndon and Siemsen, to allocate funding for 40 hours for every parent coordinator based on the estimate of \$708,717.

Amendment was withdrawn by its sponsors.

Amendment #26, by Director Taylor, to create a salary schedule for educational assistants through a phased-in process that considers the number of educational assistants per building.

Amendment was withdrawn by its sponsor.

That having been the last amendment proposed, the Board recessed at 11:50 p.m.

The Board reconvened at 12:14 a.m.

At the request of Director Phillips, who was unable to be present, the Board Clerk read the following statement:

I am grateful for all of the work that went into the budget from our school communities, Office of Finance, and the Administration.

My colleagues on the Board have been relentless in reviewing the budget, listening to constituents, and responding accordingly with various amendments.

Squeezing a dime out of a nickel is impossible, and many people have worked together to minimize cuts at the school level while working to bring our lowest-paid workers to a living wage.

Sacrifice is required to achieve these goals — an undue sacrifice that the children and families of Milwaukee have been burdened with for far too long.

Every budget has revealed that we do not have the revenue necessary to achieve equity in the district.

Despite the State Legislature's own recommendations from the Blue Ribbon Commission on education, we find that the most vulnerable students are being stifled by politics. That, with lack of revenue, I would ask that my colleagues be ready to consider how we might find transportation adjustments without taking school options away from families. That the Administration and the Office of Accountability and Efficiency revisit the Faculties Master Plan to develop recommendations for decreasing our district's footprint.

We commit to continue to maintain healthcare benefits without shifting costs to workers and adopt a zero-based budget creation in Fiscal Year 2021.

Further, I would like to explore what a referendum for Milwaukee Public Schools could look like and if we, the Board, could continue to lobby elected officials in Madison to invest in our children.

* * * * *

(Item 2) Action on the Superintendent's Proposed 2019-20 Budget, Including the Budgets for the School Operations, Construction, and Extension Funds

Background

The Administration is recommending for adoption by the Milwaukee Board of School Directors the following resolutions:

SCHOOL OPERATIONS FUND

RESOLVED, That, pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of \$997,368,200 will be required for the operation of the Milwaukee Public Schools, for the repair and keeping in order of school buildings and equipment, and the making of material improvements to school property during the 2019 Fiscal Year. In addition, pursuant to action taken by the Board of School Directors at its regular meeting on September 22, 2011, the Board of School Directors is required to advise the Common Council that [AMOUNT TO BE DETERMINED] will be required for the operation of the Milwaukee Parental Choice Program; and that \$[AMOUNT TO BE DETERMINED] will be required for the operations of the Milwaukee Public Schools and that a total of \$[AMOUNT TO BE DETERMINED] thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2020, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

CONSTRUCTION FUND

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of \$2,637,203 will be required for the 2020 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, \$1,511,274 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2020, said amount to be in addition to the money received from other miscellaneous sources.

EXTENSION FUND

RESOLVED, That, pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that the amount of \$31,780,659 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2020 Fiscal Year, and that \$24,297,069 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2020, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

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 3.01, Annual Operating Budget

Fiscal Impact Statement

The proposed 2019-20 budget reflects an overall increase in spending of \$11.7 million, or 1.0%, from the 2018-19 budget. Projected revenues in the general operations budget are virtually unchanged at a 0.02% increase over 2018-19.

The total proposed budget — which includes grant funding and funding for Milwaukee Recreation — is \$1,199,996,392, up from \$1,188,331,611 in 2018-19.

Implementation and Assessment Plan

Upon the Board's adoption of these preliminary budgetary resolutions, the Board Clerk will certify the Board's action to the City Clerk. In October 2019, however, once the District has received final information regarding federal and state aids, revised budgetary resolutions will be brought to the Board for its consideration and adoption. The Board Clerk will then certify that action to the City Clerk for purposes of the tax levy.

Committee's Recommendation

Your Committee recommends that the Board approve the budget resolutions as presented above.

Director Baéz moved to adopt the resolutions on the School Operations Fund as amended below, and on the Construction Fund and the Extension Fund.:

SCHOOL OPERATIONS FUND

RESOLVED, That, pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of \$997,368,200 will be required for the operation of the Milwaukee Public Schools, for the repair and keeping in order of school buildings and equipment, and the making of material improvements to school property during the 2019 Fiscal Year. In addition, pursuant to action taken by the Board of School Directors at its regular meeting on September 22, 2011, the Board of School Directors is required to advise the Common Council that \$[AMOUNT TO BE DETERMINED] will be required for the operation of the Milwaukee Parental Choice Program; and that \$[AMOUNT TO BE DETERMINED] will be required for the operations of the Milwaukee Public Schools and that a total of \$[AMOUNT TO BE DETERMINED] thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2020, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

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EXTENSION FUND

RESOLVED, That, pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that the amount of \$31,780,659 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2020 Fiscal Year, and that \$24,297,069 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2020, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Siemsen, Taylor, and President Miller — 7.
Noes — None.

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Baéz 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) Update with Possible Action on ACCESS for ELLs® 2018-19 Results

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

Background

Federal and state laws require that students identified as English Learners (ELs) be assessed to determine their progress to become English-language proficient. ACCESS for ELLs® is the assessment used annually to measure this growth. All ELs, including those who receive special education services, are required to participate. ELs recognized under the Individuals with Disabilities Education Act (IDEA; 2004) as having a significant cognitive disability and who are expected to participate in the Wisconsin Alternate Assessment are eligible to take the Alternate ACCESS for ELLs in place of the ACCESS for ELLs®. Growth in English-language proficiency is now a metric in the determination of federal identification of schools under the Every Student Succeeds Act (ESSA).

In addition to meeting statutory accountability, the results are used for planning and instructional purposes. ACCESS for ELLs® serves as the single most psychometrically valid and reliable measure of a student’s English-language proficiency.

The presentation attached to the minutes of your Committee’s meeting reviews the students’ results from the 2018-19 administration of the assessment. Reclassification methods are also discussed. Additionally, metrics to help the District monitor growth in English-language proficiency are reviewed.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.38, Balanced Assessment Systems

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(Item 2) Report with Possible Action Regarding the Collaborative Efforts Between the School Communities Located at the Walker and Pulaski Campuses

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

Background

During the January Board cycle, the Milwaukee Board of School Directors requested additional information with respect to the sharing of space at the Walker and Pulaski campuses.

After public testimony was provided and discussion took place during this Board cycle, it was determined that regular meetings at the campuses would be helpful in strengthening and developing culture and climate relative to current campus relationships and space utilization.

In order to accomplish this, the Administration secured a facilitator for this important work. The facilitator will share an update on progress.

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

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(Item 3) Report with Possible Action on the MPS Ambitious Instruction Plan

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

Background

Milwaukee Public Schools has used the MPS Ambitious Instruction Plan this school year to focus on identifying the learning that students need in order to be academically successful. The Ambitious Instruction Plan and Professional Development Roadmap help schools identify how to provide impactful learning experiences for all students in reading, writing, and mathematics. This presentation highlights the work that has been done this year with the Ambitious Instruction Plan as well as the plans for the Ambitious Instruction work for the 2019-2020 school year.

Ambitious Instruction Plan

We will have high expectations, develop cultural competence (with a focus on language acquisition based on context), and connect students’ learning to their lived experiences. We will maintain an internal and consistent focus on the cultural identities and linguistic needs of our students in reading, writing, and math. We promote the use of differentiated formative and summative assessments to inform instruction. We ask that staff members continually work together to understand their learners (e.g., community-building activities, review IEPs, ELL levels).

Curriculum Timeline

- Introduce access point for staff
- Review curriculum and assessments
- Content
- Skill/strategies
- Professional development
- Department chairs’ expectations, meeting dates, and discussions
- All district content-area/grade-level progress-monitoring meetings, discussions, and dates

Skills and Strategies

Across all content areas, identify which skills and strategies can be embedded into the curriculum of other disciplines.

| | | |
|---------|--|--|
| Reading | Identify essential skills that need to be present in the curriculum at all grade levels and all disciplines. | Identify effective strategies that will help students practice and learn essential skills. |
| Writing | | |
| Math | | |

Professional Development and Support Systems

What do staff need to know? How do we know they know it? How will we monitor the implementation and progress of this plan?

Special Education Program

Provide strategies and supports for teachers through modeling in the classroom, school-based professional developments, and intervention supports requested by school leaders.

Department of Bilingual Multicultural Education

Support the district and schools with intentional language development and access to content that addresses the needs of culturally and linguistically diverse students. Promote the use of differentiated assessments to inform instruction. Embrace the native cultures and languages of our students, with the goal of every student earning the Seal of Biliteracy.

Reading

Goal: To prepare all students to read at grade level.

Reading Vision: Create a culture for reading and a community of readers to ensure that high-quality reading practices happen every day in each classroom.

Essential Skills: WI standards and CCSS for reading that include:

- decoding (explicit, systematic instruction based on developmental sequence; systematic word study; and interactive read-aloud)
- vocabulary acquisition and use (direct, explicit instruction of words in context; teaching specific context clues; directly teaching word-learning strategies; and connecting new concepts/meanings to prior knowledge)
- comprehension (scaffolding and building knowledge, building oracy [discourse]/language experience approach, access to culturally and linguistically diverse literature and informational text, physical/active response to text, and reading aloud)
- fluency (speed, accuracy, and prosody/expression for literature and informational text)

Effective Strategies:

- Use high-quality instructional practices aligned to standards, rigor, and the essential components of reading.
- Utilize formative, interim, and summative assessment and feedback to increase students' understanding, engagement, and achievement.

Professional Development will focus on differentiated, tiered support for the identified skills and strategies and will be aligned with the SIP.

Writing

Goal: To prepare all students for authentic writing opportunities across disciplines.

Writing Vision: Create a culture for writing that promotes communities of culturally and linguistically diverse writers.

Essential Skills: WI standards, CCSS, and content standards for writing with a specific focus on:

- applying the writing process: planning, drafting, editing, revising
- supporting writing with evidence from multiple perspectives
- writing for a range of tasks (rhetorical, analysis, argumentative, informative, and narrative), purposes, and audiences
- using academic and discipline-specific vocabulary
- building writing stamina
- summarizing, note-taking, paraphrasing.

Effective Strategies:

- provide explicit instruction that uses a process approach to writing
- plan for repeated practice and scaffolded support
- provide students with ongoing, timely, descriptive feedback through conferencing
- utilize formative, interim, and summative assessment and feedback to increase students' understanding, engagement, and achievement
- continue to implement the Essential 6 Framework for literacy for writing in content areas.

Professional Development will focus on differentiated, tiered support for the identified skills and strategies and will be aligned with the SIP.

Mathematics'

Goal: To prepare all students, starting in kindergarten, for success in algebra.

Math Vision: Create a culture that maximizes learning of mathematics with high-quality instruction to ensure mathematical proficiency for every student.

Essential Skills:

- WI Standards for Mathematics with a specific focus on:
 - operations and algebraic thinking/expressions and equations/functions/algebra
 - geometry
 - measurement and data/statistics and probability
- Standards for Mathematical Practice with a specific focus on:

- #1 making sense of problems and persevering in solving them
- #2: constructing viable arguments and critiquing the reasoning of others
- #3: using appropriate tools strategically
- #4: attending to precision.

Effective Strategies:

- Use high-quality instructional resources aligned to the WI Academic Standards to plan and implement effective, engaging mathematics instruction.
- Utilize formative, interim, and summative assessments and feedback to increase students’ understanding and raise students’ achievement.
- Emphasize math vocabulary and student discourse within the context of math instruction.

Professional Development will focus on differentiated, tiered support for the identified skills and strategies and will be aligned with the SIP.

Ambitious Instruction: Focus on academic and content vocabulary

- Intentional focus on curriculum alignment
- High-quality instructional program and practices
- Strengthened core instruction
- Mastery of reading, writing, and mathematics
- Every student receives what s/he needs.

Ambitious Instruction Plan Roadmap

| | | | |
|-------|--|--|---|
| START | October | November | December |
| | Building a Culture of Reading, Writing and Math: Standards | Effective Student Engagement in Reading, Writing, and Math | Creating a Culture and Conditions for Instructional Technology in Improving Student Outcomes in Reading, Writing, and Math |
| | January | February | March |
| | Data-driven Decision Making in Reading, Writing and Math: Balanced System of Assessments | Content-area Literacy: Using Academic and Discipline-specific Vocabulary | Effective Ways to Increase Academic Performance on District, State, National/Global Assessments: Reading, Writing, and Math |
| | April | May | June |
| | Maximize Learning for All Students Across Content Areas | Reflection: School-improvement Process | Data Review What worked? What didn't? What should we do differently next year? |
| | | | FINISH |

Ambitious Instruction Plan 2018-19: Current

- Assembled reading, writing, and mathematics work groups
- Created planning framework to guide project
- Designed professional development roadmap
- Developed principal networks for instructional rounds
- Designed instructional rounds to focus on look-fors
- Provided monthly professional development for central services staff
- Initiated principal/school support teacher collaborative
- Gathered principal feedback on monthly sessions
- Conducted monthly, school-based, voluntary instructional learning sessions for teachers
- Supported schools with implementation of plan

Ambitious Instruction Plan 2018-19: Wins

- Focused on reading, writing, and mathematics
- Emphasized writing strategies in the classroom
- Developed collaborative work groups

- Conducted seven community meetings
- Encouraged school autonomy with reading, writing, and math professional development topics
- Designed collaboration time for School Support Teachers and principals to develop school-specific professional development
- Aligned department chair meeting topics to Ambitious Instruction
- Arranged principal networks around "like" school programs
- Presented monthly "Principal Spotlight"
- Provided regional support to schools on implementation

Ambitious Instruction 2.0: The Future

- Alignment to School Improvement Plan
- Integrate other content areas
- Offer differentiated professional development opportunities in schools
- Identify monthly topics that directly improve achievement
- Provide curriculum and instruction department and regional support for classroom implementation
- Extend regional support for school/classroom implementation
- Ensure regular collaboration with regional teams
- Develop an implementation assessment tool
- Connect monthly professional development to Wisconsin Forward and ACT/Aspire-tested strategies
- Develop "look-fors" for each strategy implemented

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.02, Instructional Priority Objectives

Fiscal Impact Statement

No fiscal impact

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(Item 4) Action on Resolution 1920R-001 by Director Miller Regarding Restorative Practices

Background

At its April 25, 2019 meeting, the Milwaukee Board of School Directors referred Resolution 1920R-001 by Director Miller regarding restorative practices to the Committee on Student Achievement and School Innovation.

WHEREAS, The Restorative Practices model teaches respect and gives common language and practice to resolving differences and to giving voice to students, communities, parents and guardians, and staff; and

WHEREAS, MPS has been engaged in Restorative Practices for a number of years, the best examples of which have shown very positive results that improve the culture of schools and classrooms; and

WHEREAS, All MPS staff, students, and families, as well as all MPS systems, can gain from implementing these justice-based positive behavioral supports; and

WHEREAS, Although MPS's Restorative "Justice" originally had been offered in collaboration with the Milwaukee County District Attorney's Office and was implemented by the late Assistant DA David Lerman, the "father" of restorative practices, Restorative Practices training and support was expanded through the Safe Schools Healthy Students Grant, and a regional School Social Worker Team was created that developed a Restorative Justice Guide; and

WHEREAS, Through the district's violence-prevention work, there has been a district Restorative Practices Coordinator position since 2013, support has been provided to Student Services in servicing students who have been expelled, and an eighth-grade promotional program has been established that integrates Restorative Practices into the program's humanities curriculum and offers training to staff; and

WHEREAS, In the Spring of 2015, an Restorative Practices curriculum-development cohort was created to assist teachers from MPS high schools that were implementing the Restorative Practices curriculum, a pilot of which was established with a research component to assess the effectiveness of the curriculum, and a Restorative Practices Guide was developed; and

WHEREAS, The district's Trauma-informed Care Training, which is focused on social-emotional learning, created two modules focused on Restorative Practices; and

WHEREAS, There are presently a full-time Restorative Practices Coordinator funded through Specialized Services; a full-time Restorative Practices Coach funded through the Project AWARE Grant; a full-time Restorative Practices Teacher Leader funded through the Black Lives Matters Resolution who supports WCLL and the Black and Latino Male Achievement Department and teachers; and an MPS Equity Specialist, one of whose tasks is to support the intersection of Restorative Practices and culturally-responsive teaching; and

WHEREAS, While the Restorative Practices work has proven successful in its fidelity of implementation, it is still scattered and lacks full coordination; now, therefore, be it

RESOLVED, That MPS shall train all staff and students over a four-year period in the use and application of Restorative Practices; and be it

FURTHER RESOLVED, That all administrative leadership, including principals, vice-principals, and school leaders, shall be trained in the first two years of the four-year implementation; and be it

FURTHER RESOLVED, That MPS shall develop a centrally located Restorative Practices Team, comprising three full-time Restorative Practitioners, to direct the work for collaboration across departments, to support a cohort of schools interested in implementing a whole-school approach in the first stage, and to provide training in the use of materials and resources; and be it

FURTHER RESOLVED, That this team shall collaborate with Student Services, OCR, parent coordinators, and PBIS coaches to develop progressive discipline practices, policies, and procedures that shall incorporate the restorative framework in all of our systems related to behavior, culture, and classroom and school management; and be it

FURTHER RESOLVED, That this team shall train community partners, crisis teams, and police working in our schools in the implementation of Restorative Practices; and be it

FURTHER RESOLVED, That as this work grows over the four-year timeline, additional trained staffed are to be considered for fidelity of implementation; and be it

FURTHER RESOLVED, That the Administration will provide the Board with quarterly reports, through the appropriate committee of the Board, on the progress of this initiative.

In order to prepare a thorough response and recommendation, the Administration respectfully requests that the Board delay action of the resolution to allow the Administration additional time.

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

Additional time will allow the Administration to develop a complete fiscal analysis and impact.

Implementation and Assessment Plan

This information will be developed as part of the Administration's response.

Committee's Recommendation

Your Committee recommends that the Board delay action on Resolution 1920R-001 by Director Miller regarding restorative practices to allow the Administration additional time to develop a thorough response and recommendation.

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

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the monthly reports of the Board's delegates to the District Advisory Council (DAC) and to the MPS Head Start Policy Council.

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

President Miller gave an oral report on his activities on behalf of the Board during the past month.

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NEW BUSINESS FOR REFERRAL TO COMMITTEE

Three items of new business were introduced for referral:

(Item 1) Action on a Request to Make Technical Amendments to Administrative Policy 2.07, Temporary Administrative Arrangements

Referred to the Committee on Legislation, Rules and Policies.

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(Item 2) Action on a Request to Make a Technical Amendment to Administrative Policy 7.32, Comprehensive School Counseling Program

Referred to the Committee on Legislation, Rules and Policies.

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(Item 3) Action on a Request to Revise Administrative Policy 1.05, Recognition for Accomplishment

Referred to the Committee on Legislation, Rules and Policies.

RESOLUTIONS

Resolution 1920R-002

By Directors Tony Báez and Paula Phillips

WHEREAS, It should not matter which MPS school a child attends in whether or not that child has access to a healthful school meal; and

WHEREAS, The national benchmark for a school district's providing access to breakfast is 70% of children who eat free or reduced-priced (F/R) lunch; and

WHEREAS, Milwaukee Public Schools has the largest breakfast gap (i.e., the difference between the number of low-income children who eat school breakfast and the number of low-income children who eat

school lunch) in the county: There are more than 35 schools in the district with breakfast gaps of at least 50 kids — If all of these schools were to reach the 70% national standard, over 4,500 additional kids would be provided access to school breakfast; and

WHEREAS, MPS Administrative Policy 4.07 states, “School nutrition programs are proven to improve student performance and assist in closing the achievement gap. Foods offered to students in addition to meals will be of optimal nutrition quality. District food service dietitians are charged with maintaining school meal nutritional standards per USDA requirements and will work to improve healthful, fresh menu choices for students”; and

WHEREAS, MPS Administrative Policy 4.05 states, “The district recognizes that proper nutrition and academic achievement are inextricably bound and will therefore advocate for universal free meals for breakfast and lunch. In addition, the Board will advocate for federal funding for supper programs for after school programs. The major objective of the school lunch program shall be to safeguard and improve the health and well-being of school children. The lunchroom should be considered an educational facility for teaching good dietary practices through the serving of nutritional adequate and attractive meals”; and

WHEREAS; It is vital for MPS teachers, administrators, nutrition professionals, students, and parents to work together to ensure equal access to school meals for all MPS students; and

WHEREAS, When breakfast is served early, before the school-day begins, it may be difficult for students to arrive at school in time for breakfast; and

WHEREAS, Children, especially older children, who are very conscious of what their peers think of them, may skip the free breakfast, even if they're hungry, rather than been seen as "the poor kids"; and

WHEREAS, Providing a breakfast after the bell across all MPS schools helps to ensure equitable nutrition for all students while eliminating barriers exacerbated by such racial and economic inequalities s transportation and food insecurity; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors directs that:

1. the Superintendent or designee require every MPS school in which 70% or more of its students are eligible for free or reduced-price meals under the National School Lunch Program or the federal School Breakfast Program to establish a school "breakfast after the bell" program; and
2. no later than the last day of school for the 2018-19 school year, MPS Nutrition shall present a Nutrition Equity Plan for establishment of a "breakfast after the bell" (BATB) program for all grades at each school in the district that is required to establish such a program, the Plan to include:
 - a. a list of available breakfast grants in order for schools to maximize participation in school breakfast;
 - b. a plan to notify and train MPS employees in advance of the BATB's implementation;
 - c. promotion and notification of BATB to parents/guardians and to students in advance of the start date and regularly until the participation goal is met;
 - d. input from MPS educators, administrators, food service staff, parents and students, and community partners prior to full implementation;
3. no later than the first full school year following the passage of the MPS Nutrition Equity Plan, MPS shall establish a "breakfast after the bell" program in each of its schools which are subject to the requirements of this resolution; and
4. each year thereafter, prior to the regular July meeting of the Board, the Department of Nutrition shall submit to the Board the name of each MPS school within MPS that falls short of the national benchmark of 70% of children who eat free or reduced-priced (F/R) lunch and also receive school breakfast so that the Board may monitor compliance with this policy.

Referred to the Committee on Accountability, Finance, and Personnel

Resolution 1920R-003

By Directors O'Halloran & Siemsen

WHEREAS, Milwaukee Public Schools respects the dignity of all workers in our district and appreciate teachers as highly trained professionals; and

WHEREAS, Being an effective teacher requires work that is not limited to instruction of students in the classroom ("Non-Student Work"); and

WHEREAS, Non-Student Work may include but is not limited to devising lesson plans, communicating with students and their families, grading students' work, securing supplemental materials for classroom instruction, and professional development training; and

WHEREAS, The Milwaukee Public Schools value equity in education, which may require devoting Non-Student Work time to initial and ongoing professional development opportunities to develop skillsets for restorative practices, anti-bias training, and bystander intervention training; and

WHEREAS, Teachers are allowed to use some of their time during the workday — such as AMP (arts, music, and physical education) time and time for student support and tutoring, if during which they do not have any students to work with — for Non-Student Work activities as previously described; and

WHEREAS, The Employee Handbook describes Employee Workday scheduling, with respect to the number of days Administrators may direct Non-Student Work time "Administrator Days" and the number of days Teachers may direct Non-Student Work time "Teacher Days;" and

WHEREAS, Teachers in several surrounding districts have more control over their workday scheduling, before and after school when students are not present in their classrooms; and

WHEREAS, Milwaukee Public School teachers historically had more control over their workday scheduling, before and after school when students were not present in their classrooms; and

WHEREAS, In addition to their in-school prep time, teachers in the Milwaukee Public Schools devote many hours of their own personal time away from school, without additional compensation, to such Non-Student Work as previously described; and

WHEREAS, Teachers may feel their Non-Student Work is more effectively accomplished in locations outside of school; and

WHEREAS, During their workdays, teachers face many stressors, relief from which could be afforded by allowing teachers more leeway in the use of their prep time, including the ability to leave campus for short periods of time to run errands, or refresh themselves mentally and emotionally; and

WHEREAS, Flexibility in how teachers use their Non-Student Work time would help increase morale, which, in turn, would work to mitigate teacher burnout and turnover; and

WHEREAS, The District has policies to address performance issues; and

WHEREAS, Increasing flexibility would involve no fiscal impact or require any change in workday schedules; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors direct the Administration to develop procedures and guidelines that grant teachers control over the time and location they spend their Non-Student Work time on Teacher Days before and after the student day, while balancing the need for professional development; and be it

FURTHER RESOLVED, That this flexibility include the reasonable ability for teachers to leave their schools during their Non-Student Work time; and be it

FURTHER RESOLVED, That these procedures and guidelines are to be codified in the Employee Handbook and other relevant documents pertaining to the teachers' workday and schedules; and be it

FURTHER RESOLVED, That the Administration be instructed to bring forward to the Board, no later than July 25th, 2019, a plan for implementing this resolution for the 2019-2020 school year.

Referred to the Committee on Accountability, Finance, and Personnel

Resolution 1920R-004

By Director Peterson

WHEREAS, Many people who testified during the hearings for the 2019-2020 Milwaukee Public Schools budget forcefully described areas of need for our students, families and staff; and

WHEREAS, There is growing unity in our community that the students of MPS need and deserve smaller class sizes, additional social workers, psychologists, nurses and guidance counselors, full time librarians, full time art, music; and physical education teachers in all of our schools, quality professional development on matters such as restorative practices and culturally responsive teaching, bilingual education and Science, Technology, Engineering, Art, and Math (STEAM); and expanded three-year old kindergarten opportunities; and

WHEREAS, All our students, no matter their special needs or the neighborhoods in which they live, deserve high-quality, certified teachers and support staff who stay with and are committed to MPS; and

WHEREAS, Several surrounding school districts have the financial capacity to provide the abovementioned resources and staff to students in their communities; and

WHEREAS, To obtain additional funding and to allocate all revenue in the most efficient way, it would be useful for the Board of School Directors to have an accurate and complete analysis of how much money is necessary to provide the schools that MPS students deserve; and

WHEREAS, Community groups, the Milwaukee Teachers' Education Association (MTEA), and MPS's administrators in the recent past have created templates of "The Schools Our Children Deserve" and "Standards of Care," and yet a corresponding estimate of what each would cost has never been done; now, therefore, be it

RESOLVED, That the Administration is hereby directed to develop a plan to engage stakeholders, including student, parent, civic, community, religious, and labor (including all MPS unions) organizations, in creating a robust outline of a vision of what it would take to ensure that all students get the public schools that they deserve; and, be it

FURTHER RESOLVED, That after stakeholder input has been received and synthesized, a financial analysis be done to accurately cost out the components of this vision of the schools our students deserve; and, be it

FURTHER RESOLVED, That the Administration is to present its plan for engaging stakeholders in the next Board cycle.

Referred to the Committee on Student achievement and School Innovation

Resolution 1920R-005

By Directors Baéz and Miller

WHEREAS, The Milwaukee County Board adopted a resolution in May 2019 declaring that racism is a public health issue affecting Milwaukee County, with a goal of developing develop a Racial Equity Plan starting with the training of all 4,000 County employees in racial equity, calling on all levels of government in Milwaukee and Wisconsin to follow suit; and

WHEREAS, In 2015, the Board adopted Resolution 1516R-001, known as the Black Lives Matter resolution, which identified racism and white supremacy, affecting our students, as having deep systematic roots in America, both past and present; and

WHEREAS, In 2014, the Board adopted Resolution 1415R-003, which called for respect of multiculturalism and multi-language teaching for all; and

WHEREAS, In 2017, the Board adopted Resolution 1617R-007, known as the Safe Haven resolution, which, called for defending immigrant and undocumented students; and

WHEREAS, Racism, anti-immigrant xenophobia (including attacks on languages and cultures), anti-LGBT bias, Islamophobia and anti-Semitism have reached crisis proportions in America; and

WHEREAS, It is imperative that MPS teachers, staff and administrators work hard to divest themselves of all racial and ethnic biases, recognize the dangers that our students face and must believe in our students and have faith in their communities. They must trust them, and encourage them and defend them; and

WHEREAS, It is imperative for staff and students to understand biased actions and policies in the district, schools, and classrooms and that microaggressions, cultural ignorance, stereotyping, and toxic interactions must be confronted in all of our work; and

WHEREAS, Resolution 1920R-001 has been introduced to the Board, which calls on all staff and students to be trained in the use of Restorative Practices; and

WHEREAS, Racism and bias in MPS must be intentionally confronted, using an equity lens, meaning that that we acknowledge the disparities that impact historically marginalized groups and identify priorities based on areas of greatest needs; now, therefore, be it

RESOLVED, That MPS shall train all current staff and students over a four-year period in anti-racist and anti-bias practices along with restorative practices, and similarly train all new staff within a reasonable period after their hiring; and be it

FURTHER RESOLVED, That all administrative leadership, including principals, assistant principals, and school leaders, shall be trained in the first year of the four-year implementation; and be it

FURTHER RESOLVED, That each school will have a lead person trained in the first year who will then assist their school in implementing a school-based anti-racist, anti-bias plan; and be it

FURTHER RESOLVED, That the school-based plans address issues of racism, bias, culture, language, school and district climate, curriculum and culturally responsive teaching and be developed by a collaboration of students, parents, staff and school leadership while, at the same time, engaging in anti-racist and anti-bias training; and be it

FURTHER RESOLVED, That this effort to eradicate racism and all forms of prejudice and to ensure equity in the Milwaukee Public Schools be widely promoted and discussed in the Milwaukee community and with all other institutions that affect the lives of our children and families; and be it

FURTHER RESOLVED, That this effort is not seen as a one-time training, but must be integrated into the whole of MPS, with on-going training beyond the first four years.

FURTHER RESOLVED, That the Administration shall present a plan and timeline for implementation of this effort in the July Board cycle.

Referred to the Committee on Accountability, Finance, and Personnel

Resolution 1920R-006

By Director Siemsen

WHEREAS, The Milwaukee Board of School Directors has legal and fiscal responsibilities for all district operations and is responsible for formulating and adopting policies; and

WHEREAS, The Milwaukee Board of School Directors, on March 30, 2017, approved an Early Retirement Window (ERW) that allowed eligible employees to retire within a three-year period beginning on July 1, 2017 and ending June 30, 2020; and

WHEREAS, The requirements for ERW eligibility included:

- hired before July 1, 2013
- at least age 55 years
- 20 years of service
- 90% of sick leave (1,044 hours for 10-month employees; 1,080 for 12-month employees); and

WHEREAS, School-based employees must retire at end of the school year and provide notification of retirement by January 31 of the school year; and

WHEREAS, Effective July 1, 2020, the ERW ends and the age requirement for retiree health- and life-insurance benefits reverts to age 60; and

WHEREAS, These ERW parameters likely accelerate staff retirements, as noted in the actuarial valuation results presented to the Board on December 11, 2018; and

WHEREAS, Accelerated staff retirements are likely to compound the District's significant challenge of filling and staffing position vacancies; now, therefore, be it

RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency, to estimate the financial impact of extending the Early Retirement Window based on the following alternate scenarios:

- Current ERW requirements and extending the period end date to June 30, 2023
- Current ERW requirements and extending the period end date to June 30, 2025
- Current ERW requirements and no end date (permanent change)
- Current ERW requirements but moving at least age from 55 to 57 and no end date (permanent change); and be it

FURTHER RESOLVED, That this analysis be brought back the Board no later than the August 2019 Board cycle.

Referred to the Committee on Accountability, Finance, and Personnel

The Board adjourned at 12:23 a.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk