

**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
SEPTEMBER 24, 2020**

Regular meeting of the Board of School Directors called to order by President Miller at 6:33 P.M.

Present — Directors Báez, Herndon, O’Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.  
Absent and Excused — None.

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

- Charlene Lombard, a retired teacher at Pulaski High School, who had passed away on August 26, 2020;
- Ann Cunningham, a retired principal at 35<sup>th</sup> Street School, who had passed away on August 28, 2020;
- Hans Jakobsons, a retired teacher at Sherman School, who had passed away on August 30, 2020;
- Hosea Newson, a retired teacher at Riley School, who had passed away on September 3, 2020;
- Ruby M. Jones, a Food Service Assistant-in-Charge who had passed away on September 11, 2020;
- Jamal M. Sanders, a 12<sup>th</sup>-grade student at MacDowell Montessori School who had passed away on September 14, 2020;
- Andrea Madison, a retired teacher at Groppi High School, who had passed away on September 16, 2020; and
- Kevin Love, a student of Lad Lake, formerly Washington High, who had passed away on September 22, 2020.

**APPROVAL OF MINUTES**

The minutes of the special and regular board meetings of August 2020 were approved as printed.

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**REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS**

**(Item 1) Monthly Report of the Superintendent of Schools**

**Background**

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

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

Activities from late August through mid-September are also included in the following report.

## **Superintendent's Report — September 2020**

### **New MPS School Year Begins with Virtual Learning**

Students across the city logged into computers and Chromebooks on September 1 as the 2020–21 school year began with online learning. MPS held a celebration at Siefert School to get students and families excited about learning.

At Siefert, MPS leadership, school board members, and the media gathered to help inspire students for the virtual school year. Along with Principal Wanda Varela Katz, Milwaukee Board of School Directors member Bob Peterson, and MTEA President Amy Mizialko, I shared comments. We wished students success in the new school year and reinforced MPS's commitment to a quality education for every child.

Successful learning has never been more important. We are committed to keeping our students on track and to providing necessary support. Despite the pandemic, we are striving every day to ensure that our children succeed.

MPS educators have taken part in extensive professional development to facilitate online learning and are sharing creative ideas to keep students engaged. School leaders and staff are working diligently to ensure that every student has access to education and can participate fully.

MPS has developed a School Reopening website where families can find everything they need for successful learning. Help is also available through each MPS school.

Families who still need to enroll students should contact an MPS school, visit [mpsmke.com/enroll](https://mpsmke.com/enroll), or call the MPS enrollment hotline at (414) 267-5100.

With the school year underway, my 2020-2021 visits to both early-start and traditional-calendar schools have started. Some of the school communities I have visited thus far include Grant Gordon Learning Center, Gwen T. Jackson, Hopkins Lloyd, James Madison Academic Campus (JMAC), Lancaster, MacDowell Montessori School, Metcalfe, Milwaukee High School of the Arts, Milwaukee Marshall High School, Milwaukee School of Languages, River Trail, Starms, and Vincent High School. It was great to see staff and students engaged in learning!

### **MPS Expands Times and Adds Meal Sites for the 2020-2021 School Year**

Following months of successful meal distribution to MPS students and families at school sites, the district updated breakfast and lunch availability for the start of the new school year. As of August 24, 2020, pickup times have expanded to run from 11:00 a.m. to 1:30 p.m., Monday through Friday. Beginning on September 1, 26 new sites opened for meal distribution.

Due to federal guidelines for school breakfast and lunch programs, only MPS students are eligible to receive meals. To pick up a meal from a Stop, Grab, & Go location, students and families need to provide the student's first and last name or student ID number, the student's school name, and the student's grade level.

Expanding our Stop, Grab, & Go locations and time will help ensure that all our students have access and flexibility to receive nutritious meals during virtual learning.

### **Spirit Week Activities Culminate on Third-Friday Count Day**

Attendance in school is vital every day, and one of the most important days of the school year for attendance is third Friday. On the third Friday of September every year, the Wisconsin Department of Public Instruction counts all students. These numbers are used for calculating state funds that are provided to public schools.

This year's Spirit Week activities culminated on third Friday. Members of the MPS family posted photos and videos using the hashtags #MPSspiritweek and #MPSProud. The Spirit Week's daily themes and descriptions included the following:

- Mask up Monday — Photos wearing your favorite mask or face covering.
- Quaranteam Tuesday — On whom do you rely to get through the pandemic? (Photos, videos, and stories of your quaranteam!)
- Why Wednesday? — Videos on the importance of being in class every day.
- Virtual Ready Thursday — Photos/videos of students' and staffs' home workspaces.

- Fresh Photo Friday — Students logged in to their classes using favorite or customized images as profile pictures. Teachers were asked to send photos of their class showing all the profile pictures.

### **Visit Your Nearest Twilight Center This Fall**

Twilight Centers are providing safe spaces for our young people. This fall, we invite young people to visit our seven Twilight Centers around the city on Monday, Wednesday, and Friday evenings. Twilight Centers offer opportunities for young people to safely spend time with friends through open gym shootaround (one player per hoop), board games, e-sports, snacks, art craft kits (limited time only!), and more!

Twilight Centers are free and open to both MPS and non-MPS students alike.

Between mask mandates, temperature checks, social distancing, room-capacity limits, and cleaning protocols, Milwaukee Recreation is taking every precaution so young people throughout the community can make time with their friends, interact with our staff, and find safe and fun ways to leave the house.

#### ***Locations:***

- Andrew Douglas Middle School: ages 10-15
- Madison High School: ages 12-18
- North Division High School: ages 12-18
- Obama School of Career & Technical Education: ages 12-18
- Pulaski High School: ages 12-18
- South Division High School: ages 12-18
- Washington High School: ages 12-18
- Bay View High School: Closed for Twilight this fall.

#### ***Schedule:***

High-school sites are open on Mondays, Wednesdays, and Fridays from 6:00 until 9:00 p.m.

Andrew Douglas Middle School is open on Mondays, Wednesday, and Fridays from 5:00 until 8:00 p.m.

Fall Twilight hours run through December 30, 2020.

### **Registration for Fall Programs Now Open**

Registration for Milwaukee Recreation's fall programs is now open for city of Milwaukee residents!

See our Fall Recreation Guide for the full listing of fun, affordable, and accessible programs designed for every age and ability level.

Classes include dance, fitness, science, art, outdoor education, yoga, and more! Milwaukee Recreation has also unveiled its inaugural adult E-Sports leagues.

#### ***How to Register***

In-person registration will not be available this season, but participants can register online, via mail, via fax, or over the phone by calling (414) 475-8180.

Visit [mkerec.net/HowToRegister](http://mkerec.net/HowToRegister) for more registration information.

### **COVID-19 Safety Measures**

Safety measures will remain in effect for community center programs. Every class will be limited to nine participants or less. Masks are required for staff and participants over the age of three. Free disposable masks will be available for all participants upon request. Hand-sanitizing stations will also be available; patrons will be asked to wash their hands prior to starting each activity. All recreation staff will follow a regimented cleaning schedule.

While many programs will still be running with new social-distancing measures, several Milwaukee Recreation fall programs have been canceled, including all swim lessons and aquatics classes.

Find the updated list of canceled fall programs online.

Milwaukee Recreation continues to monitor recommended guidelines, which may result in schedule changes or cancellations of activities. Any schedule changes will be communicated to participants as soon as possible. If a class or activity is canceled due to unforeseen circumstances, a full refund will be provided.

While this is an ever-changing situation, it is the goal of Milwaukee Recreation to bring programs and services to the community in the best way possible. We look forward to seeing you at our sites soon!

### **Hone Your Skills at Milwaukee Recreation's Youth Sports Clinics**

Due to the COVID-19 pandemic, all school-based fall Youth Sports leagues have been canceled. The decision was made to protect the safety of student-athletes, staff, and spectators.

As an alternative, the Milwaukee Recreation Youth Sports Office has created a series of instructional opportunities for students in soccer, volleyball, flag football, tennis, girls' basketball, and cross-country fun runs. Unlike the standard school sports registration process, these clinics/lessons will require students to register and pay fees individually to Milwaukee Recreation. In the event financial assistance is needed, families are encouraged to apply for an Everyone Plays! Scholarship.

Online registration and phone registrations (414-475-8410) are open! Spaces for these opportunities are limited to keep group sizes to a minimum, so registering early is strongly recommended.

Masks/face coverings are required for all participants, spectators, staff, and instructors during all Youth Sports programming. We look forward to providing safe and socially responsible sport opportunities to students this fall!

Visit our Youth Sports webpage ([mkerec.net/YouthSports](http://mkerec.net/YouthSports)) to register and find details on each clinic. Contact the Youth Sports Office at 414-475-8410 with any questions.

### **Take Part in Our Fall Wellness Opportunities!**

Get motivated and stay energized with Milwaukee Recreation this fall through our September Yoga Challenge and free wellness classes!

#### *September Yoga Challenge*

Milwaukee Recreation is celebrating National Yoga Month by conducting a Yoga Challenge. Form a new healthful habit and build a well-rounded yoga regimen throughout September with Milwaukee Recreation!

Post a photo of yourself completing one of our listed yoga poses into our Yoga Challenge Facebook group through September 30, 2020.

For every photo you post, your name will be submitted into a raffle to win a Milwaukee Recreation Fitness Prize Pack:

- First Place: \$25 Milwaukee Recreation gift card, yoga mat, and a swag bag of Milwaukee Recreation-branded items.
- Runner-Up: Yoga mat and a swag bag of Milwaukee Recreation-branded items.

Feel free to complete as many of the yoga poses as you would like — whether that is just one or all 30! Multiple entries are encouraged! The contest winner will be announced by October 5, 2020.

#### **Contest Rules**

- Each photo posted in the September Yoga Challenge Facebook group will count as one contest entry. Multiple entries are allowed and encouraged!
- Each photo posted must showcase you doing one of the yoga poses from the Yoga Challenge Card. Each photo must be a different pose — you may not post the same pose more than once. Only one post per day is allowed.

#### *Fall Wellness Classes*

Class sizes are limited to nine people to maximize social distancing. All programs are free. See online for more information on our wellness programs.

#### **Mil"WALK"ee Walking Club**

Join our walking club and explore Milwaukee with us!

### Fitness in the Park Yoga

Practicing yoga outdoors has many benefits, including increasing body awareness, strength, and flexibility while connecting you deeper with nature. Join us for an outdoor yoga class that will take you through a series of poses and breath work.

### Fitness in the Park Bootcamp

Join us for an outdoor bootcamp class to challenge your entire body! Each class will include some strength, cardio, and stretching exercises to give you a total body workout.

### **Brewers Community Foundation, American Family Insurance Donate \$200,000 to Milwaukee Public Schools to Support Virtual Learning**

American Family Insurance and Brewers Community Foundation made a joint \$200,000 donation to Milwaukee Public Schools' #ConnectMilwaukee initiative, which will assist students in getting the tools they need for virtual learning.

The initiative will provide internet access and equipment to thousands of MPS students and families as virtual learning continues this year, according to a news release from American Family Insurance.

This is the largest corporate donation to the program and will allow #ConnectMilwaukee to surpass its original fundraising goal of \$1 million. Fans who are interested in joining the effort can contribute to the Brewers Community Foundation or send money directly to MPS.

### **Strategic Plan Compatibility Statement**

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

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

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

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

### **(Item 1) Update on Legislative Matters or Related Issues Concerning Milwaukee Public Schools**

#### **Background**

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The updates here in writing are being provided on September 15, 2020.

Given the economic impact of the pandemic, it had been anticipated that there would be the need for a 'budget repair bill' before the end of the year. Fortunately, based on revenue figures recently reported by the Legislative Fiscal Bureau, it does not appear that a budget repair bill is needed at this time. Given the instability of the current moment, upcoming revenue estimates and fiscal year end reports will be monitored closely. As school boards head toward making their final adopted budget adjustments in October, there is no change to the second year of the state's biennial budget.

The Wisconsin State Legislature last met on April 15, 2020. A coalition of education partners have been working for weeks to move a legislative package forward that would assist school districts at this difficult time. The package includes a hold harmless student count provision. Currently, it does not appear that the legislature will meet before the end of the year.

At the federal level, while the U.S. House of Representatives successfully passed The HEROES Act several months ago, the Senate's last attempt to pass a package of their own met with failure. At the moment, it is not anticipated that an additional pandemic support package will be enacted before the end of the year. Depending on the results of the election in November, the next window of opportunity for enactment of a federal package of support could be in February, within weeks after the U.S. Presidential Inauguration.

After passage of the CARES Act, The Secretary of Education invented a rule that did not comply with statute that dictated the distribution of ESSER funds to a new category of private schools. To date, the Department of Education has been unable to defend the invented rule in court, and an injunction has been granted against it.

**Strategic Plan Compatibility Statement**

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

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

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Board Governance Policy BG 2.13, Board Legislation Program

**Fiscal Impact Statement**

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This item does not authorize expenditures.

**Implementation and Assessment Plan**

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

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**(Item 2) Information and Discussion on the Legislative Interests of Wisconsin Association of School Boards (WASB),. Region 14**

**Background**

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The Wisconsin Association of School Boards (WASB) is dedicated to serving as an advocate for education and students. A non-profit organization, the WASB seeks to advance education through supporting the tradition of local school board control of the state’s public schools. The WASB is a member-driven organization that supports, promotes, and advances the interests of public education in Wisconsin.

MPS is the only member of WASB Region 14.

Mr. John Ashley, Executive Director of WASB, will present a brief overview and discussion of the services which WASB offers to its member districts, particularly as they relate to Region 14.

**Strategic Plan Compatibility Statement**

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

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

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Board Governance Policy BG 2.13, Board Legislation Program

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

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

#### **Background**

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

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

The following report includes activities from late August through mid-September.

#### **Report to the Milwaukee Board of School Directors: September 2020**

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The Office of Accountability and Efficiency (OAE) was established to enhance transparency, oversight, and accountability to the District's financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of fiscal stewardship of Milwaukee Public Schools. Each month, the OAE's monthly report will provide a highlight of one area of the OAE's Work Plan and its progress from the previous month.

#### **Work Plan Highlight: Principal's Landing Page**

The Office of Accountability and Efficiency maintains the Principal's Landing Page dashboard, which merges data analytics and data visualization to improve the efficiency and effectiveness of the data-driven decision making of school and regional leaders.

During FY21, the OAE will be working to transition day-to-day management of the Principal's Landing page to the Department of Research, Assessment, and Data. Once transitioned, the OAE will continue to provide technical assistance and functional enhancements as needed.

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

Between August 19, 2020, and September 15, 2020, Accountability and Efficiency Services fulfilled nine requests for information/research and two constituent inquiries. Additionally, Accountability and Efficiency Services completed five special projects.

During the reporting period, Accountability and Efficiency Services also continued work on the implementation of Resolution 2021R-005, Regional Equity, by beginning work on longitudinal data analysis and visualizations, developing information-gathering methods, and providing analysis of recent community demands and their intersection with historical and current MPS efforts.

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

#### **Contract Compliance Services**

This month, Contract Compliance Services presented its quarterly compliance performance report to the Board's Committee on Accountability, Finance, and Personnel. Highlights included:

- Fiscal Year 20 reconciliation efforts to date, which resulted in 216 contracts monitored, totaling \$247 million dollars;
- approximately 68% of HUB dollars assigned were paid;
- engagement of Mission Aligned Partners providing students with virtual workforce training and employment opportunities during Safer at Home orders; and
- participation in work surrounding Resolution 2021R-008, Contractor Code of Conduct.

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

**Strategic Plan Compatibility Statement**

Goat 3, Effective and Efficient Operations

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

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

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**REPORTS OF STANDING COMMITTEES**

Separate consideration was requested of the following items from the Report of the Committee on Accountability, Finance and Personnel:

- Item Two, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, Limited-term Employment (LTE) Contracts Exceeding Sixty Days, which was set aside at the request of Director Báez;
- Item Ten, Action on a Follow Up to Resolution 2021R-005 by Director Woodward on Central Region Staffing, which was set aside at the request of Director Woodward.

Separate consideration was requested of the following item from the Report of the Committee on Student Achievement and School Innovation:

- Item Two, Action on Resolution 2021R-015 by Directors O’Halloran and Peterson Regarding Indigenous Peoples’ Day, was set aside at the request of Director O’Halloran.

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

Present — Directors Báez, Herndon, O’Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.  
Absent and Excused — None.

**REPORT OF THE COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL**

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

**(Item 1) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Certificated Resignations and Classified Retirements, Affirmative Action Report, and Remote Work Plan Report**

**Classified Personnel Transactions**

| Code             | Name                    | Position                  | Salary      | Date       |
|------------------|-------------------------|---------------------------|-------------|------------|
| <i>New Hires</i> |                         |                           |             |            |
| 2                | Joshua Adams Washington | Building Service Helper I | \$13.36/hr. | 08/10/2020 |
| 2                | Searra Berry            | Building Service Helper I | \$13.36/hr. | 08/10/2020 |



| Code | Name                 | Position                    | Salary      | Date       |
|------|----------------------|-----------------------------|-------------|------------|
| 5    | Todd Borts           | Building Service Helper I   | \$13.36/hr. | 08/24/2020 |
| 2    | Jessica Carter       | Building Service Helper I   | \$13.36/hr. | 08/03/2020 |
| 2    | Veronica Cobb        | Building Service Helper I   | \$13.36/hr. | 08/24/2020 |
| 2    | Teela Gray           | Building Service Helper I   | \$13.36/hr. | 08/10/2020 |
| 4    | Martin Islas         | Building Service Helper I   | \$13.36/hr. | 08/10/2020 |
| 2    | Jakobe Jones         | Building Service Helper I   | \$13.36/hr. | 08/24/2020 |
| 2    | Joseph Mc Vane       | Building Service Helper I   | \$13.36/hr. | 08/03/2020 |
| 2    | Shaquanna Randall    | Building Service Helper I   | \$13.36/hr. | 08/03/2020 |
| 2    | Crispus Roberson     | Building Service Helper I   | \$13.36/hr. | 08/03/2020 |
| 2    | Ashley Splunge       | Building Service Helper I   | \$13.36/hr. | 08/24/2020 |
| 2    | Andrea Swam          | Building Service Helper I   | \$13.36/hr. | 08/24/2020 |
| 2    | Earl Taylor          | Building Service Helper I   | \$13.36/hr. | 08/24/2020 |
| 2    | Shainqua Winters     | Building Service Helper I   | \$13.36/hr. | 08/03/2020 |
| 2    | Herbert Forbes       | Boiler Attendant Trainee    | \$36,652.00 | 08/10/2020 |
| 2    | La Wonder Carruthers | Children's Health Assistant | \$17,918.00 | 08/25/2020 |
| 2    | Camilia Russell      | Children's Health Assistant | \$17,918.00 | 08/25/2020 |
| 2    | Tatiana Thomas       | Children's Health Assistant | \$17,918.00 | 08/25/2020 |
| 2    | Lanea Thompson       | Children's Health Assistant | \$17,918.00 | 08/25/2020 |
| 3    | Seng Vang            | Children's Health Assistant | \$17,918.00 | 08/25/2020 |
| 4    | Thomas Courtney      | IT Service Technician       | \$51,693.00 | 08/04/2020 |
| 2    | Allen Alston         | Para Ed Assistant           | \$20,779.44 | 08/10/2020 |
| 5    | Ben Ashcraft         | Para Ed Assistant           | \$18,642.00 | 08/25/2020 |
| 4    | Nancy Avila Diaz     | Para Ed Assistant           | \$18,642.00 | 08/25/2020 |
| 4    | Julissa Aviles       | Para Ed Assistant           | \$18,642.00 | 08/25/2020 |
| 2    | Rodney Bailey        | Para Ed Assistant           | \$18,642.00 | 08/10/2020 |
| 2    | Paul Barno           | Para Ed Assistant           | \$20,470.00 | 08/25/2020 |
| 5    | Chelsea Bell         | Para Ed Assistant           | \$18,642.00 | 08/10/2020 |
| 2    | India Blunt          | Para Ed Assistant           | \$18,642.00 | 08/27/2020 |
| 2    | Vanessa Brown        | Para Ed Assistant           | \$18,642.00 | 08/25/2020 |
| 2    | Maria Caldwell       | Para Ed Assistant           | \$18,642.00 | 08/25/2020 |
| 2    | Lequandra Camble     | Para Ed Assistant           | \$18,642.00 | 08/12/2020 |
| 2    | Adrienne Davis       | Para Ed Assistant           | \$18,642.00 | 08/10/2020 |
| 2    | Amber Eisch          | Para Ed Assistant           | \$18,642.00 | 08/25/2020 |
| 2    | David Fliss          | Para Ed Assistant           | \$18,642.00 | 08/25/2020 |
| 2    | Mariesha Flowers     | Para Ed Assistant           | \$18,642.00 | 08/25/2020 |
| 2    | Rakenya Fowler       | Para Ed Assistant           | \$18,642.00 | 08/25/2020 |
| 5    | Taylor Gray          | Para Ed Assistant           | \$18,642.00 | 08/25/2020 |
| 2    | Trean Gray           | Para Ed Assistant           | \$18,642.00 | 08/10/2020 |
| 2    | Justin Green         | Para Ed Assistant           | \$18,642.00 | 08/10/2020 |
| 5    | Morgan Guenther      | Para Ed Assistant           | \$18,642.00 | 08/10/2020 |
| 5    | Brian Handy          | Para Ed Assistant           | \$18,759.84 | 08/25/2020 |
| 4    | Brianna Hernandez    | Para Ed Assistant           | \$18,642.00 | 08/25/2020 |
| 5    | Milo Hill            | Para Ed Assistant           | \$18,642.00 | 08/25/2020 |
| 2    | Crystelle Hinton     | Para Ed Assistant           | \$18,642.00 | 08/25/2020 |
| 5    | Kimberly Hornaday    | Para Ed Assistant           | \$21,156.00 | 08/25/2020 |
| 2    | Arthelia Johnson     | Para Ed Assistant           | \$18,642.00 | 08/25/2020 |
| 2    | Kimla Johnson        | Para Ed Assistant           | \$19,099.00 | 08/25/2020 |
| 2    | Natesha Kelly        | Para Ed Assistant           | \$18,642.00 | 08/10/2020 |
| 3    | Hana Kim             | Para Ed Assistant           | \$18,642.00 | 08/25/2020 |
| 5    | Michael Kostich      | Para Ed Assistant           | \$18,642.00 | 08/25/2020 |
| 2    | Jack Mable           | Para Ed Assistant           | \$18,642.00 | 08/10/2020 |
| 2    | Lynette Mason        | Para Ed Assistant           | \$18,642.00 | 08/25/2020 |
| 5    | Joan Maurer          | Para Ed Assistant           | \$18,642.00 | 08/28/2020 |
| 5    | Fiona McGilligan     | Para Ed Assistant           | \$18,642.00 | 08/25/2020 |
| 4    | Caitlyn Mc Williams  | Para Ed Assistant           | \$18,642.00 | 08/25/2020 |
| 2    | Jacqueline Miller    | Para Ed Assistant           | \$18,642.00 | 08/25/2020 |
| 2    | Kelly Mitchell       | Para Ed Assistant           | \$19,785.00 | 08/25/2020 |
| 2    | Pauline Mitchell     | Para Ed Assistant           | \$22,526.00 | 08/10/2020 |
| 4    | Alcione Morrow       | Para Ed Assistant           | \$22,526.00 | 08/25/2020 |
| 5    | Jonah Ness           | Para Ed Assistant           | \$18,642.00 | 08/13/2020 |
| 4    | Hodna Nuemberg       | Para Ed Assistant           | \$18,642.00 | 08/25/2020 |

| Code              | Name                         | Position                               | Salary      | Date       |
|-------------------|------------------------------|--|-------------|------------|
| 2                 | Nichelle Nunn                | Para Ed Assistant                      | \$18,642.00 | 08/25/2020 |
| 2                 | JVontae Pace                 | Para Ed Assistant                      | \$18,642.00 | 08/25/2020 |
| 4                 | Camille Parra                | Para Ed Assistant                      | \$18,642.00 | 08/25/2020 |
| 3                 | Htoo Paw                     | Para Ed Assistant                      | \$18,642.00 | 08/10/2020 |
| 4                 | Reyes Perez                  | Para Ed Assistant                      | \$20,196.00 | 08/25/2020 |
| 2                 | Dominique Pettis             | Para Ed Assistant                      | \$18,642.00 | 08/25/2020 |
| 5                 | Paige Pierzchalski           | Para Ed Assistant                      | \$18,642.00 | 08/25/2020 |
| 5                 | Melissa Pietrzak             | Para Ed Assistant                      | \$21,841.00 | 08/10/2020 |
| 5                 | Edward Possing               | Para Ed Assistant                      | \$24,857.00 | 08/25/2020 |
| 2                 | Wendelin Robinson            | Para Ed Assistant                      | \$18,642.00 | 08/10/2020 |
| 4                 | Nancy Rodriguez              | Para Ed Assistant                      | \$23,082.00 | 08/25/2020 |
| 5                 | Fatima Roudjiat              | Para Ed Assistant                      | \$19,099.00 | 08/26/2020 |
| 2                 | Tiffani Royal                | Para Ed Assistant                      | \$18,642.00 | 08/10/2020 |
| 2                 | Kim Samuels                  | Para Ed Assistant                      | \$18,642.00 | 08/24/2020 |
| 4                 | Abigail Santiago             | Para Ed Assistant                      | \$18,642.00 | 08/20/2020 |
| 5                 | Linda Sawyer                 | Para Ed Assistant                      | \$18,642.00 | 08/25/2020 |
| 5                 | Kimberlin Schaid             | Para Ed Assistant                      | \$22,125.84 | 08/25/2020 |
| 2                 | Tiairra Scott                | Para Ed Assistant                      | \$18,642.00 | 08/25/2020 |
| 2                 | Philip Scott Dotson          | Para Ed Assistant                      | \$18,642.00 | 08/10/2020 |
| 4                 | Kevin Solis                  | Para Ed Assistant                      | \$21,750.00 | 08/25/2020 |
| 2                 | Kendra Spain                 | Para Ed Assistant                      | \$18,642.00 | 08/25/2020 |
| 2                 | Jonathan Springfield Burnett | Para Ed Assistant                      | \$18,642.00 | 08/25/2020 |
| 2                 | Craig Starks                 | Para Ed Assistant                      | \$18,642.00 | 08/25/2020 |
| 5                 | Kathleen Swoboda             | Para Ed Assistant                      | \$18,642.00 | 08/10/2020 |
| 5                 | Pamela Tamadge               | Para Ed Assistant                      | \$18,642.00 | 08/25/2020 |
| 5                 | Brian Thomas                 | Para Ed Assistant                      | \$18,642.00 | 08/10/2020 |
| 2                 | Shundal Tillman Jr.          | Para Ed Assistant                      | \$18,642.00 | 08/25/2020 |
| 4                 | Fernanda Torres              | Para Ed Assistant                      | \$18,642.00 | 08/25/2020 |
| 2                 | Jazmin Warner                | Para Ed Assistant                      | \$18,642.00 | 08/25/2020 |
| 2                 | Kizzy Williams               | Para Ed Assistant                      | \$18,642.00 | 08/17/2020 |
| 5                 | Hannah Zanoni                | Para Ed Assistant                      | \$18,642.00 | 08/25/2020 |
| 5                 | Kristine McEvelly            | School Bookkeeper — 10-month           | \$37,075.00 | 08/20/2020 |
| 2                 | Raven Hampton                | School Nursing Associate               | \$39,701.00 | 08/25/2020 |
| 2                 | Loretta Lee                  | School Nursing Associate               | \$43,247.93 | 08/10/2020 |
| 2                 | James Rimmer                 | School Nursing Associate               | \$39,701.00 | 08/25/2020 |
| 2                 | Brenda King                  | School Secretary I — 10-month          | \$28,620.83 | 08/03/2020 |
| 4                 | Jessica Ramos                | School Secretary I- 10-month           | \$27,676.03 | 08/28/2020 |
| 2                 | Camille Cole                 | School Secretary I — 12-month          | \$31,934.13 | 08/06/2020 |
| 5                 | Maria McCutchin              | School Secretary I — 12-month          | \$34,390.60 | 08/10/2020 |
| 2                 | Daquona McGee                | School Secretary I — 12-month          | \$31,934.13 | 08/12/2020 |
| 2                 | Kaitlin Burnside             | School Secretary I — Hourly — 10-month | \$16.12/hr. | 08/18/2020 |
| 5                 | Richard Wood                 | School Engineer I                      | \$46,833.00 | 08/24/2020 |
| 2                 | Dominque Ward                | Social Work Aide II                    | \$17,859.84 | 08/10/2020 |
| <i>Promotions</i> |                              |  |             |            |
| 2                 | Cazzie Smith                 | Boiler Attendant Trainee               | \$36,652.00 | 08/10/2020 |
| 2                 | Carolyn Watson               | Boiler Attendant Trainee               | \$39,706.00 | 08/10/2020 |
| 5                 | Gerard Darby                 | Boiler Attendant                       | \$43,778.00 | 08/03/2020 |
| 2                 | Betty Ross                   | Boiler Attendant                       | \$42,760.00 | 08/24/2020 |
| 2                 | Jaquetta Battle              | Food Service Assistant — In Charge     | \$14.60/hr. | 08/25/2020 |
| 2                 | Shaneika Battle              | Food Service Assistant — In Charge     | \$14.60/hr. | 08/10/2020 |
| 2                 | Laura Ruley                  | Food Service Assistant — In Charge     | \$14.60/hr. | 08/25/2020 |
| 2                 | Ruby Jones                   | Food Service Assistant — In Charge     | \$15.62/hr. | 08/25/2020 |
| 2                 | Tonya Smith                  | Food Service Assistant — In Charge     | \$18.67/hr. | 08/25/2020 |
| 2                 | DeMarcus Groce               | Para Ed Assistant — Parent Involvement | \$18,642.00 | 08/25/2020 |
| 5                 | Shana Harvey                 | Para Ed Assistant                      | \$18,642.00 | 08/26/2020 |
| 2                 | Dawn Jackson                 | Para Ed Assistant                      | \$22,526.00 | 08/10/2020 |
| 5                 | Peter Leshin                 | Para Ed Assistant                      | \$20,470.00 | 08/28/2020 |
| 2                 | Ashley Veasley               | Payroll Assistant II                   | \$48,004.96 | 08/03/2020 |
| 2                 | TeShae Herron                | School Secretary I — 10-month          | \$28,620.83 | 08/17/2020 |
| 4                 | Sierra Paniagua              | School Secretary I — 10-month          | \$24,841.64 | 08/17/2020 |
| 5                 | Theresa Placek               | School Secretary I — 10-month          | \$25,786.44 | 08/03/2020 |

| Code           | Name                | Position                               | Salary      | Date       |
|----------------|---------------------|--|-------------|------------|
| 2              | Kenturah Edwards    | School Engineer I                      | \$46,833.00 | 08/24/2020 |
| 2              | Jimika Martin       | School Engineer I                      | \$47,851.00 | 08/24/2020 |
| 2              | Raymond Moody       | School Engineer I                      | \$57,014.00 | 08/24/2020 |
| 2              | Craig Ninham        | School Engineer I                      | \$47,851.00 | 08/24/2020 |
| 2              | Herman Redd         | School Engineer II                     | \$52,941.00 | 08/24/2020 |
| 2              | Timothy Salaam      | School Engineer II                     | \$53,959.00 | 08/24/2020 |
| 2              | Katrina Gooden      | School Kitchen Manager III             | \$35,391.00 | 08/10/2020 |
| 2              | Barbara Bailey      | Secretary II                           | \$48,621.20 | 08/03/2020 |
| 2              | Sandra Hucks        | Social Work Aide II                    | \$18,183.10 | 08/10/2020 |
| <i>Rehires</i> |                     |  |             |            |
| 2              | Victoria Winston    | Building Service Helper I              | \$13.36/hr. | 08/24/2020 |
| 2              | Beverly McNealey    | Children's Health Assistant            | \$17,918.00 | 08/25/2020 |
| 5              | Amy Mehling         | Interpreter                            | \$40,520.00 | 08/25/2020 |
| 5              | Sara Bailey         | Para Ed Assistant — Parent Involvement | \$22,526.00 | 08/25/2020 |
| 2              | Anthony Hibbler     | Para Ed Assistant — Parent Involvement | \$24,857.00 | 08/10/2020 |
| 2              | Michelle Thornton   | Para Ed Assistant — Parent Involvement | \$20,470.00 | 08/25/2020 |
| 5              | Katherine Valentyn  | Para Ed Assistant — Parent Involvement | \$30,035.00 | 08/25/2020 |
| 5              | Jennifer Aicher     | Para Ed Assistant                      | \$22,526.00 | 08/26/2020 |
| 2              | Geraldine Basterash | Para Ed Assistant                      | \$22,526.00 | 08/10/2020 |
| 2              | Levita Davis        | Para Ed Assistant                      | \$18,642.00 | 08/25/2020 |
| 2              | Nakita Grant        | Para Ed Assistant                      | \$21,156.00 | 08/25/2020 |
| 2              | Jeanetta Hale       | Para Ed Assistant                      | \$19,785.00 | 08/10/2020 |
| 2              | Carl Love           | Para Ed Assistant                      | \$22,526.00 | 08/10/2020 |
| 5              | Aaron Shayhom       | Para Ed Assistant                      | \$21,156.00 | 08/26/2020 |
| 5              | Amy Skrbin          | Para Ed Assistant                      | \$21,841.00 | 08/25/2020 |
| 2              | Carel Towns         | Para Ed Assistant                      | \$20,470.00 | 08/25/2020 |
| 2              | Delia Williams      | Para Ed Assistant                      | \$19,785.00 | 08/10/2020 |
| 5              | Cynthia Zielinski   | Para Ed Assistant                      | \$18,642.00 | 08/25/2020 |
| 4              | Anitra Galindo      | School Secretary I — 10-month          | \$30,510.00 | 08/26/2020 |
| 2              | Jenise Vinson       | School Secretary I — 10-month          | \$25,786.44 | 08/17/2020 |
| 4              | Madeline Borges     | School Secretary I — 11-month          | \$33,561.46 | 08/24/2020 |

**Codes**

|   |                                 |
|---|---------------------------------|
| 1 | Native American                 |
| 2 | African American                |
| 3 | Asian/Oriental/Pacific Islander |
| 4 | Hispanic                        |
| 5 | White                           |
| 6 | Other                           |
| 7 | Two or More Ethnic Codes        |

**Certificated Appointments****School Support Teacher**

| Codes | Name          | Appointment            | Salary      | Date      |
|-------|---------------|------------------------|-------------|-----------|
| 5, r  | Levie, Carl W | School Support Teacher | \$44,325.00 | 8/25/2020 |

**Teachers**

| Codes | Name               | Appointment                  | Salary      | Date      |
|-------|--------------------|------------------------------|-------------|-----------|
| 5, nr | Acker, Caitlin N   | Gen'l Elem & K5 — All Grades | \$44,325.00 | 8/25/2020 |
| 5, nr | Baker, Amber       | Class-size Reduction         | \$44,325.00 | 8/25/2020 |
| 2, nr | Brown, Jasper L    | Gen'l Elem & K5 — All Grades | \$44,325.00 | 8/25/2020 |
| 5, r  | Bublioni, Alison M | Gen'l Elem & K5 — All Grades | \$44,325.00 | 8/25/2020 |
| 4, r  | Cardona, Oliver L  | AMP Music                    | \$44,325.00 | 8/25/2020 |
| 3, nr | Chung, Bryan       | Music                        | \$44,325.00 | 8/25/2020 |
| 2, r  | DeJohnett, Paige D | Gen'l Elem & K5 — All Grades | \$44,325.00 | 8/25/2020 |
| 5, nr | Diderrich, Mary    | Gen'l Elem & K5 — All Grades | \$44,325.00 | 8/25/2020 |
| 5, r  | Doody, Erin L      | Gen'l Elem & K5 — All Grades | \$44,325.00 | 8/25/2020 |
| 5, nr | Doyle, Timothy     | AMPHPE                       | \$47,583.00 | 8/25/2020 |
| 5, r  | Drana, Janney      | Gen'l Elem & K5 — All Grades | \$44,325.00 | 8/25/2020 |

| Codes | Name                        | Appointment                   | Salary      | Date      |
|-------|-----------------------------|-------------------------------|-------------|-----------|
| 5, nr | Ferry, Matthew              | AMPHPE                        | \$50,943.00 | 8/25/2020 |
| 5, r  | Francis, Madison            | AMP Music                     | \$44,325.00 | 8/25/2020 |
| 5, nr | George, Kari L              | Gen'l Elem & K5 — All Grades  | \$62,244.00 | 8/25/2020 |
| 5, nr | George, Nathan D            | AMPHPE                        | \$62,244.00 | 8/25/2020 |
| 5, nr | Grant, Daniel J             | Spec Ed Multi-categorical     | \$66,978.00 | 8/25/2020 |
| 2, r  | Gray, Kellesha S            | Spec Ed Multi-categorical     | \$44,325.00 | 8/25/2020 |
| 5, nr | Hahn, Megan R               | Gen'l Elem & K5 — All Grades  | \$44,325.00 | 8/25/2020 |
| 5, nr | Haley, Taylor               | AMPHPE                        | \$50,841.00 | 8/25/2020 |
| 2, r  | Ham, Deneitra J             | Gen'l Elem & K5 — All Grades  | \$52,470.00 | 8/28/2020 |
| 5, nr | Hauener, Jenna L            | Kindergarten (four-year-olds) | \$50,841.00 | 8/25/2020 |
| 5, nr | Hemze, Erin M               | Gen'l Elem & K5 — All Grades  | \$44,325.00 | 8/25/2020 |
| 5, nr | Houlihan, Daniel E          | Hearing Impaired              | \$65,196.00 | 8/25/2020 |
| 5, nr | Krafcheck, Calvin           | AMPHPE                        | \$44,325.00 | 8/25/2020 |
| 3, nr | Kue, Bianca J               | AMP Music                     | \$49,212.00 | 8/25/2020 |
| 5, r  | Lane, Katherine R           | AMP Music                     | \$44,325.00 | 8/25/2020 |
| 5, nr | Lyons, Haley J              | Art                           | \$54,099.00 | 8/25/2020 |
| 4, nr | Macadaeg, Anthony F         | AMPHPE                        | \$49,212.00 | 8/25/2020 |
| 5, nr | Moczulewski, Rebecca L      | Art                           | \$52,470.00 | 8/25/2020 |
| 4, r  | Mora, Eva M                 | Music                         | \$44,325.00 | 8/25/2020 |
| 3, r  | Moua, Bao Y                 | Gen'l Elem & K5 — All Grades  | \$52,470.00 | 8/25/2020 |
| 5, r  | Nell, Grace                 | Gen'l Elem & K5 — All Grades  | \$49,161.00 | 8/25/2020 |
| 5, r  | Papa, Geralynne S           | Gen'l Elem & K5 — All Grades  | \$55,728.00 | 8/25/2020 |
| 5, nr | Pfaff, Brittany             | AMP Music                     | \$50,841.00 | 8/25/2020 |
| 5, r  | Plummer, Kathleen           | Kindergarten (four-year-olds) | \$52,470.00 | 8/25/2020 |
| 1, nr | Prag, Alexis                | Gen'l Elem & K5 — All Grades  | \$62,244.00 | 8/25/2020 |
| 5, nr | Radomsky, Caroline M        | Gen'l Elem & K5 — All Grades  | \$44,325.00 | 8/25/2020 |
| 5, nr | Rhea, Joshua                | AMPHPE                        | \$44,325.00 | 8/25/2020 |
| 5, nr | Riesch, Casey E             | Gen'l Elem & K5 — All Grades  | \$44,325.00 | 8/25/2020 |
| 5, r  | Ronk, Matthew R             | Art                           | \$49,212.00 | 8/25/2020 |
| 5, r  | Ryan, Carly                 | Gen'l Elem & K5 — All Grades  | \$44,325.00 | 8/25/2020 |
| 5, nr | Ryan, Emily                 | Multicategorical Comp. Sen    | \$44,325.00 | 8/25/2020 |
| 5, nr | Schumacher, Melissa LeeAnn  | Spec Ed Multi-categorical     | \$49,212.00 | 8/25/2020 |
| 4, r  | Segovia Van Berkel, Lucia V | Gen'l Elem & K5 — All Grades  | \$44,325.00 | 8/25/2020 |
| 5, nr | Sterling, Angela            | SAGE                          | \$62,244.00 | 8/25/2020 |
| 5, nr | Tranel, Andy                | AMPHPE                        | \$66,978.00 | 8/25/2020 |
| 5, nr | Ullmann, Lauren             | AMPHPE                        | \$44,325.00 | 8/25/2020 |
| 5, r  | Weber, Lisa                 | AMP Art                       | \$58,069.00 | 8/25/2020 |

### School Counselors

| Codes | Name               | Appointment | Salary      | Date      |
|-------|--------------------|-------------|-------------|-----------|
| 2, r  | Joy, Jaleesa S     | Guidance    | \$54,506.00 | 8/25/2020 |
| 2, nr | Levy, Aryahna S    | Guidance    | \$47,379.00 | 8/25/2020 |
| 5, nr | Stewart, Melissa L | Guidance    | \$66,978.00 | 8/25/2020 |

### Speech Pathologists

| Codes | Name                | Appointment      | Salary      | Date      |
|-------|---------------------|------------------|-------------|-----------|
| 5, r  | Finch, Anna S       | Speech Pathology | \$49,887.00 | 8/25/2020 |
| 5, r  | Sampson, Bridget    | Speech Pathology | \$49,887.00 | 8/25/2020 |
| 5, nr | Zavitz, Elizabeth A | Speech Pathology | \$49,887.00 | 8/13/2020 |

### School Social Workers

| Codes | Name                       | Appointment                  | Salary      | Date      |
|-------|----------------------------|------------------------------|-------------|-----------|
| 5, nr | Bochler, Allie K           | Gen'l Elem & K5 — All Grades | \$55,639.00 | 8/17/2020 |
| 2, nr | Greer, Bonness             | Social Work                  | \$55,639.00 | 8/25/2020 |
| 2, r  | Knox, Shafeanta S          | School Social Work           | \$55,639.00 | 8/17/2020 |
| 4, r  | Lamers Hernandez, Sandra L | Social Work                  | \$59,203.00 | 8/17/2020 |
| 5, r  | Laux Kocis, Brianna R      | School Social Work           | \$55,639.00 | 8/17/2020 |
| 5, nr | Morrison, Kristi L         | Social Work                  | \$55,639.00 | 8/24/2020 |
| 5, r  | Post, Kailee               | Social Work                  | \$55,639.00 | 8/17/2020 |
| 2, r  | Redd, Shameka              | Social Work                  | \$55,639.00 | 8/17/2020 |

| Codes | Name                 | Appointment        | Salary      | Date      |
|-------|----------------------|--------------------|-------------|-----------|
| 5, r  | Schorse, Sara        | School Social Work | \$55,639.00 | 8/17/2020 |
| 2, r  | Taylor, Terri Denise | School Social Work | \$55,639.00 | 8/17/2020 |

**School Social Workers, Early Start**

| Codes | Name               | Appointment        | Salary      | Date      |
|-------|--------------------|--------------------|-------------|-----------|
| 5, r  | Haug, Megan        | School Social Work | \$60,984.00 | 8/17/2020 |
| 5, r  | Shannon, Jorie     | School Social Work | \$55,639.00 | 8/17/2020 |
| 5, nr | Stengard, Bryann A | School Social Work | \$55,639.00 | 8/3/2020  |

**Occupational Therapist**

| Codes | Name             | Appointment              | Salary      | Date      |
|-------|------------------|--------------------------|-------------|-----------|
| 5, nr | Ganshirt, Jaclyn | Therapist — Occupational | \$52,861.00 | 8/25/2020 |

**Teachers, Early Start**

| Codes | Name                         | Appointment                   | Salary      | Date      |
|-------|------------------------------|-------------------------------|-------------|-----------|
| 5, nr | Andrews, Alexa L             | Music                         | \$44,325.00 | 8/10/2020 |
| 5, r  | Bartel, John                 | Social Studies                | \$52,470.00 | 8/10/2020 |
| 5, r  | Beams, Mark                  | Mathematics                   | \$44,325.00 | 8/10/2020 |
| 5, nr | Becker, Hannah M             | English                       | \$49,161.00 | 8/10/2020 |
| 5, nr | Berube, Sara L               | English as a Second Language  | \$49,212.00 | 8/17/2020 |
| 5, nr | Buck, Andrew Clinton         | AMP Music                     | \$57,357.00 | 8/10/2020 |
| 2, r  | Carson, Amanda               | Gen'l Elem & K5 — All Grades  | \$44,325.00 | 8/10/2020 |
| 5, nr | Danahey, Michael             | Spec Ed Multi-categorical     | \$44,325.00 | 8/10/2020 |
| 5, r  | Duerst, Logan P              | Social Studies                | \$50,943.00 | 8/10/2020 |
| 5, r  | Fish, Nicholas C             | English as a Second Language  | \$49,212.00 | 8/17/2020 |
| 5, r  | Gorecki, Laura J             | Social Studies                | \$59,851.00 | 8/10/2020 |
| 5, r  | Groeschl, Greg               | Science                       | \$66,978.00 | 8/10/2020 |
| 5, r  | Hannan, Jeff A               | Social Studies                | \$58,069.00 | 8/10/2020 |
| 5, r  | Harvey, Lauren M             | English as a Second Language  | \$52,470.00 | 8/17/2020 |
| 2, r  | Hilmes, Christian L          | Social Studies                | \$44,325.00 | 8/10/2020 |
| 3, nr | Jan, ShaunL                  | Science                       | \$44,325.00 | 8/10/2020 |
| 5, nr | Keller, Gillian              | Cat Math Mid                  | \$44,325.00 | 8/10/2020 |
| 2, r  | Kitchens, Antonio            | Specialty Program Implementor | \$44,325.00 | 8/10/2020 |
| 3, nr | Korthals, Grace E            | Social Studies                | \$44,325.00 | 8/10/2020 |
| 5, r  | Lenczner Bagdasarian, Alec D | Science                       | \$44,325.00 | 8/10/2020 |
| 2, r  | Madison, Natalie X           | Spec Ed Multi-categorical     | \$44,325.00 | 8/10/2020 |
| 5, r  | Meldman, Rebecca L           | Bilingual Education           | \$44,325.00 | 8/10/2020 |
| 2, r  | Myers, LaKeshia N            | Foreign Language              | \$63,414.00 | 8/10/2020 |
| 5, r  | Osiecki, Leah N              | Social Studies                | \$44,325.00 | 8/10/2020 |
| 5, nr | Retterath, Matthew T         | English as a Second Language  | \$44,325.00 | 8/10/2020 |
| 2, r  | Rose, Ebony                  | Social Studies                | \$56,288.00 | 8/10/2020 |
| 2, r  | Sampson, Chiaka A            | Science                       | \$66,978.00 | 8/10/2020 |
| 3, r  | Sayarath, Tony T             | Mathematics                   | \$44,325.00 | 8/10/2020 |
| 5, nr | Schulz, Devin Russell        | Social Studies                | \$44,325.00 | 8/24/2020 |
| 5, nr | Spoerk, Mark J               | MACHINE SHOP                  | \$66,978.00 | 8/17/2020 |
| 2, nr | Stokes, Calla M              | Gen'l Elem & K5 — All Grades  | \$44,325.00 | 8/25/2020 |
| 5, r  | Thies, Kimberly Beth         | English                       | \$66,978.00 | 8/10/2020 |
| 5, r  | Voith, Anne C                | Foreign Language              | \$44,325.00 | 8/10/2020 |
| 2, nr | Webb, Anita Regetti          | SAGE                          | \$44,325.00 | 8/10/2020 |
| 5, r  | Wellens, Austin M            | Social Studies                | \$44,325.00 | 8/10/2020 |
| 5, nr | Youngbauer, Kayce A          | SAGE                          | \$44,325.00 | 8/10/2020 |

**School Counselor, Early Start**

| Codes | Name              | Appointment | Salary      | Date      |
|-------|-------------------|-------------|-------------|-----------|
| 5, r  | Lockwood, Kelly L | Guidance    | \$72,323.00 | 8/24/2020 |

**Speech Pathologist, Early Start**

| Codes | Name                     | Appointment      | Salary      | Date      |
|-------|--------------------------|------------------|-------------|-----------|
| 4, r  | Zuniga Solarte, Carolina | Speech Pathology | \$60,954.96 | 8/11/2020 |

**School Psychologists**

| Codes | Name              | Appointment                   | Salary      | Date      |
|-------|-------------------|-------------------------------|-------------|-----------|
| 4, r  | Espinosa, Yajaira | C.S. — Psychological Services | \$57,141.00 | 8/17/2020 |
| 5, nr | Granssee, Glenna  | C.S. — Psychological Services | \$57,141.00 | 8/17/2020 |
| 5, nr | Morgan, Scott A   | C.S. — Psychological Services | \$83,272.00 | 8/17/2020 |
| 2, r  | Shelboume, Fada C | C.S. — Psychological Services | \$57,141.00 | 8/17/2020 |

**Physical Therapist**

| Codes | Name               | Appointment          | Salary      | Date      |
|-------|--------------------|----------------------|-------------|-----------|
| 5, nr | Schaefer, Benjamin | Therapist — Physical | \$51,009.00 | 8/25/2020 |

**Intern Teachers**

| Codes | Name                         | Appointment                          | Salary      | Date      |
|-------|------------------------------|--------------------------------------|-------------|-----------|
| 2, r  | Allen, Lakeisha M            | SAGE                                 | \$43,537.00 | 8/25/2020 |
| 5, r  | Bate, Kristen                | AMP Music                            | \$43,537.00 | 8/25/2020 |
| 2, r  | Brewer, Kayla                | Early Childhood — Spec Ed            | \$43,537.00 | 8/25/2020 |
| 2, r  | Christian Winters, Shirlyn F | Gen'l Elem & K5 — All Grades         | \$43,537.00 | 8/25/2020 |
| 5, nr | Cole, Amy L                  | Multicategorical Comp. Sen           | \$43,537.00 | 8/25/2020 |
| 4, r  | Couto, Peter                 | Gen'l Elem & K5 — All Grades         | \$43,537.00 | 8/25/2020 |
| 5, nr | Darmedru, Christopher        | Gen'l Elem & K5 — All Grades         | \$43,537.00 | 8/25/2020 |
| 5, nr | F ahey, Jackson              | AMP Music                            | \$43,537.00 | 8/25/2020 |
| 2, r  | Garner, Sara D               | Early Childhood — Spec Ed            | \$43,537.00 | 8/25/2020 |
| 5, nr | Hamiel, Patrick M            | Spec Ed Multi-categorical            | \$43,537.00 | 8/25/2020 |
| 5, r  | Heinrich, Meaghan            | AMP Music                            | \$44,325.00 | 8/25/2020 |
| 5, nr | Jenovai, Karen M             | Early Childhood — Spec Ed            | \$43,537.00 | 8/25/2020 |
| 5, nr | Lloyd, Rebecca               | AMP Art                              | \$43,537.00 | 8/25/2020 |
| 5, r  | Marcheschi, Michael T        | Gen'l Elem & K5 — All Grades         | \$43,537.00 | 8/25/2020 |
| 2, r  | McBride, Aneka               | Gen'l Elem & K5 — All Grades         | \$43,537.00 | 8/25/2020 |
| 5, r  | Moore, Emily                 | Regular (five-year-old) Kindergarten | \$43,537.00 | 8/25/2020 |
| 2, r  | Odunna, Ijeoma J             | Spec Ed Multi-categorical            | \$43,537.00 | 8/25/2020 |
| 4, r  | Perez, Reyes J               | AMPHPE                               | \$43,537.00 | 8/25/2020 |
| 5, nr | Rate, Rebecca L              | Gen'l Elem & K5 — All Grades         | \$43,537.00 | 8/25/2020 |
| 4, nr | Valentin, Kristin M          | AMP Music                            | \$43,537.00 | 8/25/2020 |
| 5, r  | Vlaj, Maggie N               | Gen'l Elem & K5 — All Grades         | \$43,537.00 | 8/25/2020 |

**Permit Teachers**

| Codes | Name                  | Appointment                  | Salary      | Date      |
|-------|-----------------------|------------------------------|-------------|-----------|
| 2, r  | Branch, Angela T      | SAGE                         | \$43,537.00 | 8/25/2020 |
| 5, nr | Hemp, Robert B        | Gen'l Elem & K5 — All Grades | \$43,537.00 | 8/24/2020 |
| 5, nr | Riche, Jordan D       | Health & Phy Ed              | \$43,537.00 | 8/24/2020 |
| 4, nr | Schmid, Samantha C    | Multicategorical Comp. Sen   | \$43,537.00 | 8/28/2020 |
| 5, r  | Solveson, Christine M | Foreign Language             | \$43,537.00 | 8/10/2020 |

| Codes                             | Counts   |      |               |       |       |
|-----------------------------------|----------|------|---------------|-------|-------|
|                                   | Teachers | SSWs | Psychologists | Other | Total |
| 1 Native American                 | 1        | 0    | 0             | 0     | 1     |
| 2 African American                | 19       | 4    | 1             | 2     | 26    |
| 3 Asian/Oriental/Pacific Islander | 6        | 0    | 0             | 0     | 6     |
| 4 Hispanic                        | 8        | 1    | 1             | 1     | 11    |
| 5 White                           | 77       | 8    | 2             | 7     | 94    |
| 6 Other                           | 0        | 0    | 0             | 0     | 0     |
| 7 Two or More Ethnic Codes        | 0        | 0    | 0             | 0     | 0     |
| Male                              | 40       | 0    | 1             | 1     | 42    |
| Female                            | 71       | 13   | 3             | 9     | 96    |

nr Non-resident

r Resident

**Leaves of Absence**

|   | <u>Present Assignment</u> | <u>Effective From</u> |
|---|---------------------------|-----------------------|
| Illness Leave, August 2020<br>Jaclyn Ganshirt | Occupational Therapy      | 8/24/2020             |

**Report on Certificated Resignations and  
Classified Retirements****Certificated Resignations**

| Reason     | Yrs  |      | Name                  | Position    | Location       | Date       |
|------------|------|------|-----------------------|-------------|----------------|------------|
|            | Svc  | Code |                       |             |                |            |
| Retire     | 30.8 | 5    | Nancy Beitzel         | Teacher     | Story          | 10/24/2020 |
| Retire     | 18.0 | 5    | Cynthia Blaser        | Teacher     | Central Svcs   | 08/12/2020 |
| Personal   | 6.0  | 7    | Gina Jensen           | Teacher     | Meir           | 08/06/2020 |
| Retire     | 22.3 | 5    | Donald Byrne          | Teacher     | Humboldt Park  | 06/12/2020 |
| Retire     | 35.0 | 5    | Brenda Fogel          | Spec Ed Sup | Central Svcs   | 11/30/2020 |
| Personal   | 4.0  | 4    | Virginia Gomez Arroyo | Teacher     | Fratney        | 08/14/2020 |
| Other Dist | 1.0  | 5    | Tyler Haim            | Teacher     | Gaenslen       | 08/10/2020 |
| Personal   | 2.0  | 5    | Lisa Holewa           | Teacher     | Craig          | 08/05/2020 |
| Personal   | 16.0 | 5    | Janet Kalmer          | Teacher     | Pratt          | 08/16/2020 |
| Other Dist | 7.0  | 5    | Kristina Lak          | Teacher     | Meir           | 08/12/2020 |
| Other Dist | 1.9  | 2    | Britney Melvin        | Teacher     | Dr. King Elem  | 07/31/2020 |
| Retire     | 26.0 | 5    | Dena Radtke           | Manager II  | Central Svcs   | 09/11/2020 |
| Personal   | 0.1  | 5    | Aaron Reese           | Speech Path | Bethune        | 08/24/2020 |
| Personal   | 2.6  | 2    | Valencia Robinson     | Teacher     | Obama SCTE     | 08/06/2020 |
| Personal   | 6.9  | 6    | Megan Shepard Smith   | Teacher     | Washington     | 08/07/2020 |
| Other Dist | 4.0  | 7    | Alison Simons         | Teacher     | Milw Sign Lang | 08/07/2020 |
| Other Dist | 2.7  | 2    | Athena Thierry        | Teacher     | Cass           | 06/29/2020 |
| Retire     | 21.3 | 5    | Michael Wall          | Teacher     | Grant          | 08/11/2020 |
| Other Dist | 7.0  | 5    | Casey Wey             | Teacher     | Allen Field    | 08/04/2020 |
| Other Dist | 3.0  | 5    | Nathan Wichert        | Teacher     | Rufus King HS  | 08/05/2020 |

**Classified Retirements**

| Reason | Yrs  |      | Name               | Position    | Location       | Date       |
|--------|------|------|--------------------|-------------|----------------|------------|
|        | Svc  | Code |                    |             |                |            |
| Retire | 6.3  | 5    | Mary Balistreri    | Secretary   | Washington HS  | 08/06/2020 |
| Retire | 20.4 | 5    | Arleen Brumirski   | Acctg Asst  | Finance Dept   | 08/07/2020 |
| Retire | 29.9 | 2    | Julia Cooper Felts | Para        | North Division | 08/03/2020 |
| Retire | 2.4  | 5    | Lori Eshleman      | Secretary I | Neeskara       | 08/13/2020 |
| Retire | 17.8 | 5    | Amy Fritz          | Para        | MacDowell      | 08/21/2020 |
| Retire | 23.9 | 5    | Kay Gajewski       | FSA In Chg  | Garland        | 08/21/2020 |
| Retire | 23.5 | 2    | Mark Gray          | Engineer I  | Barton         | 08/07/2020 |
| Retire | 37.9 | 5    | Anthony Mane       | Para        | Parkside       | 08/03/2020 |
| Retire | 25.2 | 2    | Joseph Peterson    | Boiler Att  | North Division | 08/21/2020 |
| Retire | 32.6 | 2    | Zelner Richards    | Para        | Riverwest      | 08/04/2020 |
| Retire | 45.3 | 2    | Glover Warfield Jr | Para        | Marshall       | 08/03/2020 |

**Affirmative Action Report**

The Affirmative Action monthly personnel transaction report for August 2020 is attached to the minutes of your Committee's meeting. This is an informational item, and no action is required.

**Remote Work Plan Report**

Below is the Remote Work Plan Report for September 2020. This is an informational item, and no action is required.

| Total Remote Work Forms<br>That have been received by 9/10/2020, by Office* |                       |
|---|-----------------------|
| Office  | Total Forms Submitted |
| Academics   | 499                   |
| Accountability & Efficiency   | 6                     |
| Board Governance  | 1                     |
| Communications & School Performance   | 85                    |
| Finance   | 95                    |

| Total Remote Work Forms<br>That have been received by 9/10/2020, by Office* |                       |
|---|-----------------------|
| Office  | Total Forms Submitted |
| Human Resources   | 7                     |
| School Administration   | 11                    |
| School based  | 3,889                 |
| Superintendent  | 2                     |
| Total Received  | 4,595                 |

\*All district staff have been directed to maximize the amount of remote work consistent with the Board’s action.

**Fiscal Impact Statement**

Authorized expenditures were previously approved in the FY21 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              | Appointment                                 | Assignment                                   | Salary |       |           |
|-------|-------------------|---|--|--------|-------|-----------|
|       |                   |   |  | Sched  | Range | Amount    |
| 2, nr | Felicia Saffold   | Senior Director, Curriculum and Instruction | Office of the Chief of Academics             | 03     | 16A   | \$110,000 |
| 5, nr | Kelly Bolin       | Manager I, Financial Reporting              | Office of the Chief of Finance               | 03     | 11A   | \$96,227  |
| 2, r  | Brian Terrell     | Manager I, Financial Planning               | Office of the Chief of Finance               | 03     | 11A   | \$94,500  |
| 5, nr | Katie Skudlarczyk | Talent Management Specialist I              | Office of the Chief of Human Resources       | 03     | 08A   | \$81,002  |
| 2, r  | Cynthia Bush      | Assistant Principal I — Sherman             | Office of the Chief of School Administration | 03     | 10C   | \$76,057  |
| 5, r  | Adrienne Beck     | Associate I, Compensation                   | Office of the Chief of Human Resources       | 03     | 03A   | \$57,825  |
| 2, r  | Ashley LaMar      | Benefits Associate I                        | Office of the Chief of Human Resources       | 03     | 03A   | \$48,916  |

**Recommended Reassignments**

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



| Codes | Name                    | Appointment                         | Assignment                                      | Salary |       |          |
|-------|-------------------------|-------------------------------------|---|--------|-------|----------|
|       |                         |                                     |   | Sched  | Range | Amount   |
| 2, r  | Nicole Kirksey<br>Davis | Assistant Principal —<br>Morse      | Office of the Chief of School<br>Administration | 03     | 11C   | \$92,438 |
| 2, r  | Leslie White            | Assistant Principal I —<br>Manitoba | Office of the Chief of School<br>Administration | 03     | 10C   | \$89,420 |

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

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

| Codes | Name                | Position                                      | Assignment   | Per-         | Dates                  |
|-------|---------------------|---|--|--------------|------------------------|
|       |                     |   |  | hour<br>Wage |                        |
| 2, r  | LaWanda<br>Baldwin  | Comptroller Transition                        | Office of the Chief of Finance                                   | \$50.00      | 07/20/20-<br>01/20/21  |
| 5, r  | Susan Apps          | Administrator Coaching &<br>Mentoring Program | Office of the Chief of School<br>Administration                  | \$40.00      | 07/01/20-<br>12/31/20  |
| 5, r  | Patricia Engbring   | Administrator Coaching &<br>Mentoring Program | Office of the Chief of School<br>Administration                  | \$40.00      | 07/01/20-<br>12/31/20  |
| 5, r  | Jordan Fishman      | Assistant Principal<br>Coaching & Support     | Office of the Chief of School<br>Administration                  | \$40.00      | 07/13/20-<br>12/13/20  |
| 5, r  | Joseph Hartlaub     | Administrator Coaching &<br>Mentoring Program | Office of the Chief of School<br>Administration                  | \$40.00      | 07/01/20-<br>12/31/20  |
| 5, nr | David Hetzer        | Hotspot Support &<br>Deployment               | Office of the Chief of<br>Communications & School<br>Performance | \$40.00      | 08/10/20-<br>02/09/21  |
| 2, r  | Payton Anderson     | Regional Attendance<br>Support Liaison        | Office of the Chief of School<br>Administration                  | \$30.00      | 08/10/20-<br>12/31 /20 |
| 4, r  | Ruth Aviles         | Induction Specialist                          | Office of the Chief of Academics                                 | \$30.00      | 07/01/20-<br>12/30/20  |
| 5, nr | Mae Beard           | Induction Specialist                          | Office of the Chief of Academics                                 | \$30.00      | 07/01/20-<br>12/30/20  |
| 5, r  | Doris Bisek         | Induction Specialist                          | Office of the Chief of Academics                                 | \$30.00      | 07/01/20-<br>12/30/20  |
| 5, nr | Walter Boyer        | Male Vocal Music<br>Instructor                | Office of the Chief of School<br>Administration                  | \$30.00      | 08/10/20-<br>12/23/20  |
| 5, r  | Heidi Bukowski      | Induction Specialist                          | Office of the Chief of Academics                                 | \$30.00      | 07/01/20-<br>12/30/20  |
| 5, r  | Michele Butz        | Montessori Support                            | Office of the Chief of School<br>Administration                  | \$30.00      | 09/01/20-<br>03/01/21  |
| 5, r  | Geoffrey Carter     | Induction Specialist                          | Office of the Chief of Academics                                 | \$30.00      | 07/01/20-<br>12/30/20  |
| 2, r  | Gloria Cervantes    | Regional Attendance<br>Support Liaison        | Office of the Chief of School<br>Administration                  | \$30.00      | 08/10/20-<br>12/31 /20 |
| 5, r  | David Chilinski     | Trade & Tech Teacher                          | Office of the Chief of School<br>Administration                  | \$30.00      | 09/01/20-<br>02/26/20  |
| 2, r  | Jackie Day          | Regional Attendance<br>Support Liaison        | Office of the Chief of School<br>Administration                  | \$30.00      | 08/10/20-<br>12/31 /20 |
| 2, r  | Jennie Dorsey       | Induction Specialist                          | Office of the Chief of Academics                                 | \$30.00      | 07/01/20-<br>12/30/20  |
| 2, r  | Kimberly<br>Eubanks | Regional Attendance<br>Support Liaison        | Office of the Chief of School<br>Administration                  | \$30.00      | 08/10/20-<br>12/31 /20 |
| 2, nr | Sarita Felder       | Induction Specialist                          | Office of the Chief of Academics                                 | \$30.00      | 07/01/20-<br>12/30/20  |
| 2, nr | Dyanna Ferguson     | Regional Attendance<br>Support Liaison        | Office of the Chief of School<br>Administration                  | \$30.00      | 08/10/20-<br>12/31 /20 |
| 5, nr | Margaret Foerg      | Induction Specialist                          | Office of the Chief of Academics                                 | \$30.00      | 07/01/20-<br>12/30/20  |

| Codes  | Name                | Position                            | Assignment                                   | Per-hour Wage | Dates              |
|--------|---------------------|-------------------------------------|--|---------------|--------------------|
| 2, r   | Willie Fuller       | Induction Specialist                | Office of the Chief of Academics             | \$30.00       | 07/01/20-12/30/20  |
| 5, r   | Dale Garman         | Regional Attendance Support Liaison | Office of the Chief of School Administration | \$30.00       | 08/10/20-12/31 /20 |
| 5, nr  | Christopher Geiser  | Accompanist                         | Office of the Chief of School Administration | \$30.00       | 08/10/20-12/23/20  |
| 4, r   | Juan Guzman         | DJ Club Advisor                     | Office of the Chief of School Administration | \$30.00       | 08/10/20-12/23/20  |
| 5, r   | Deon Haith          | Induction Specialist                | Office of the Chief of Academics             | \$30.00       | 07/01/20-12/30/20  |
| 5, nr  | Linda Hake          | Induction Specialist                | Office of the Chief of Academics             | \$30.00       | 07/01/20-12/30/20  |
| 2, r   | Mary Ann Hall       | Regional Attendance Support Liaison | Office of the Chief of School Administration | \$30.00       | 08/10/20-12/31 /20 |
| 2, r   | Karen Hampton       | Regional Attendance Support Liaison | Office of the Chief of School Administration | \$30.00       | 08/10/20-12/31 /20 |
| 2, r   | Heather Harper      | Induction Specialist                | Office of the Chief of Academics             | \$30.00       | 07/01/20-12/30/20  |
| 2, r   | Janie Hatton        | Induction Specialist                | Office of the Chief of Academics             | \$30.00       | 07/01/20-12/30/20  |
| 2, r   | Mary Henry          | Induction Specialist                | Office of the Chief of Academics             | \$30.00       | 07/01/20-12/30/20  |
| 2, r   | Joyce Hopson        | Regional Attendance Support Liaison | Office of the Chief of School Administration | \$30.00       | 08/10/20-12/31 /20 |
| 2, r   | Justine Hutchins    | Induction Specialist                | Office of the Chief of Academics             | \$30.00       | 07/01/20-12/30/20  |
| 5, r   | Debbie Karow        | Induction Specialist                | Office of the Chief of Academics             | \$30.00       | 07/01/20-12/30/20  |
| 5, r   | Robin Kitzrow       | Induction Specialist                | Office of the Chief of Academics             | \$30.00       | 07/01/20-12/30/20  |
| 5, nr  | Joan Kuehl          | Induction Specialist                | Office of the Chief of Academics             | \$30.00       | 07/01/20-12/30/20  |
| 5, r   | Nicholas Lang       | Percussion Instructor               | Office of the Chief of School Administration | \$30.00       | 08/10/20-12/23/20  |
| 4 , nr | Diane Ludwig        | Induction Specialist                | Office of the Chief of Academics             | \$30.00       | 07/01/20-12/30/20  |
| 2, r   | Mondell Mayfield    | Induction Specialist                | Office of the Chief of Academics             | \$30.00       | 07/01/20-12/30/20  |
| 2, r   | Gloria McGee        | Regional Attendance Support Liaison | Office of the Chief of School Administration | \$30.00       | 08/10/20-12/31 /20 |
| 5, r   | Therese Meurer      | Induction Specialist                | Office of the Chief of Academics             | \$30.00       | 07/01/20-12/30/20  |
| 2, r   | Charlotte Patterson | Induction Specialist                | Office of the Chief of Academics             | \$30.00       | 07/01/20-12/30/20  |
| 2, r   | Nobie Reed          | Regional Attendance Support Liaison | Office of the Chief of School Administration | \$30.00       | 08/10/20-12/31 /20 |
| 2, r   | Valerie Rivas       | Regional Attendance Support Liaison | Office of the Chief of School Administration | \$30.00       | 08/10/20-12/31 /20 |
| 2, r   | Brenda Robinson     | Induction Specialist                | Office of the Chief of Academics             | \$30.00       | 07/01/20-12/30/20  |
| 2, r   | Kelvin Robinson     | Induction Specialist                | Office of the Chief of Academics             | \$30.00       | 07/01/20-12/30/20  |
| 4, r   | Aida Roman Cortes   | Regional Attendance Support Liaison | Office of the Chief of School Administration | \$30.00       | 08/10/20-12/31 /20 |
| 5, r   | Cindy Shields       | Induction Specialist                | Office of the Chief of Academics             | \$30.00       | 07/01/20-12/30/20  |
| 2, r   | Zechariah Simmons   | Radio Reagan Advisor                | Office of the Chief of School Administration | \$30.00       | 08/10/20-12/23/20  |

| Codes | Name                    | Position                            | Assignment                                   | Per-hour Wage | Dates              |
|-------|-------------------------|-------------------------------------|--|---------------|--------------------|
| 2, r  | Janice Smith            | Regional Attendance Support Liaison | Office of the Chief of School Administration | \$30.00       | 08/10/20-12/31 /20 |
| 5, r  | Carol Stein             | MYP/CP Program Support              | Office of the Chief of School Administration | \$30.00       | 07/01/20-12/31/20  |
| 2, r  | Lavonda Stewart-Whitley | Regional Attendance Support Liaison | Office of the Chief of School Administration | \$30.00       | 08/10/20-12/31 /20 |
| 5, r  | Lauren Vey              | Induction Specialist                | Office of the Chief of Academics             | \$30.00       | 07/01/20-12/30/20  |
| 5, r  | Robin Waeltz            | Induction Specialist                | Office of the Chief of Academics             | \$30.00       | 07/01/20-12/30/20  |
| 5, r  | Christine Wilkinson     | New Montessori Teacher Mentor       | Office of the Chief of School Administration | \$30.00       | 08/17/20-02/17/21  |
| 2, r  | Nadine Williams         | Regional Attendance Support Liaison | Office of the Chief of School Administration | \$30.00       | 08/10/20-12/31 /20 |
| 2, r  | Ouida Williams          | Induction Specialist                | Office of the Chief of Academics             | \$30.00       | 07/01/20-12/30/20  |
| 2, r  | Ouida Williams          | Regional Attendance Support Liaison | Office of the Chief of School Administration | \$30.00       | 08/10/20-12/31 /20 |
| 5, r  | John Zablocki           | Induction Specialist                | Office of the Chief of Academics             | \$30.00       | 07/01/20-12/30/20  |
| 5, nr | Jessica Das             | Dietitian Associate                 | Office of the Chief of Finance               | \$26.72       | 07/13/20-01/13/21  |
| 4, r  | Maria Navarro           | Human Resources Assistant           | Office of the Chief of Human Resources       | \$25.00       | 04/22/20-10/22/20  |
| 5, r  | Lisa Mahan              | ESL Support                         | Office of the Chief of School Administration | \$20.00       | 08/10/20-02/10/21  |
| 2, nr | Kennedi Adams           | Office Support                      | Office of the Chief of School Administration | \$15.00       | 09/01/20-03/01/21  |

Codes

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

**Fiscal Impact Statement**

Authorized expenditures were previously approved in the FY21 budget.

Director Báez moved to

1. approve the Committee’s recommendation; and
2. direct the Office of Accountability and Efficiency to conduct an analysis of the hiring diversity of LTE contracts and all contracted staff. Said analysis is to be inclusive of the number of people of color applying and the number of people of color selected for contracted services and identification of the hinderances to contract attainment.

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.

\* \* \* \* \*

**(Item 3) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Emergency Purchases Due to COVID-19 and Change Orders in Excess of \$25,000 and Cumulative Purchases in Excess of \$50,000; Report on Contract Modifications; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations**

**Purchases**

RFB 5777 Authorization to Extend a Contract with Virtucom, Inc., for Interactive Touch Flat Panels and Stands

The Administration is requesting authorization to extend a blanket contract with Virtucom, Inc., (“Virtucom”) for interactive touch flat panels and stands. This vendor will be used to provide interactive flat panels (“IFPs”) and stands to schools for use in classrooms.

IFPs have been used over the past few years as replacements for existing Smartboards. Compared with previously-used Smartboards, IFPs are more cost- effective, they do not require bulb replacement, and the images are brighter and clearer. This technology also does not require frequent alignment of images to projection. IFPs are used by teachers as well as by students in the daily instructional processes in the classroom.

Contractor was chosen pursuant to RFP 5777. The original contract provided for two one-year extensions if certain performance metrics incorporated into the blanket contract were met. Virtucom has met the performance metrics codified in the contract; therefore, MPS is exercising the first option year for the contract.

The total cost of the contract in the first extension year will not exceed \$1,274,250.10

Budget Code: Varies by ordering location..... \$1,274,250.10

Prime Contractor Information

|                                 |     |
|---------------------------------|-----|
| Certified HUB Contractor? ..... | No  |
| Total # of Employees .....      | 125 |
| Total # of Minorities.....      | 77  |
| Total # of Women .....          | 27  |

HUB Participation

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

Student Engagement (hours per 12-month contract)

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

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

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

**Contract: C028286**

**Gabriel, Roeder, Smith & Company (GRS)**

On February 28, 2019, the Administration requested authorization to enter into a contract with Gabriel, Roeder, Smith & Company (GRS) for pension actuarial services. Additional funds in the amount of \$75,000 are now necessary to increase the contract due to the formation of the MPS Pension Plan and Retirement Benefits Taskforce that explored several new retirement-plan design options. Per direction of the MPS Pension Plan and Retirement Benefits Taskforce, GRS analyzed several plan options and provided the district the cost impact under each scenario.

|                                |    |                   |
|--------------------------------|----|-------------------|
| Original Contract Amount ..... | \$ | 73,875.00         |
| Increase.....                  | \$ | 75,000.00         |
| Adjusted Contract Amount ..... | \$ | <u>148,875.00</u> |

**Report on Contract Modifications**

The Administration is reporting contract modifications to contracts that were previously approved by the Board.

**Contract: B0001356  
Land O’ Lakes, Inc.**

On June 25, 2020, the Administration was authorized by the Milwaukee Board of School Directors to enter into a first extension of a blanket contract with Land O’ Lakes, Inc., to provide finished food products. The vendor’s business-entity name was listed incorrectly on the board item as Land O’ Lakes. The Administration has verified the vendor name with the vendor’s W-9, and the contract shall be executed with the business name listed as Land O’ Lakes, Inc.

**Contract: C028635  
Brink’s, Incorporated**

On July 30, 2020, the Administration was authorized by the Milwaukee Board of School Directors to enter into a first extension of a blanket contract with Dunbar Armored, Inc., to provide armored car services. Due to a company acquisition, the vendor’s business-entity name that was listed on the contract, and approved by the Board, differs from that listed on the vendor’s W-9. The Administration has corrected the vendor’s name for the execution copy of the contract to match the vendor’s W-9, which is listed as Brink’s, Incorporated.

**Report on Emergency Purchases Due to  
COVID-19**

In compliance with Administrative Policy 3.09(14)(c), the Administration is reporting emergency purchase orders with multiple vendors for products related to the COVID-19 pandemic. Due to the emergency nature of these procurements, these purchases were not previously approved by the Board.

| Vendor       | PO Number | PO Total     | Description of Goods               | Procurement Basis |
|--------------|-----------|--------------|------------------------------------|-------------------|
| US Cellular  | P932703   | \$10,709.49  | Wi-Fi Hotspots for Online Learning | ETB               |
| Kajeet, Inc. | P932708   | \$810,195.10 | Wi-Fi Hotspots for Online Learning | ETB               |

**Routine Monthly Reports**

The report on contracts under \$50,000 and cumulative total report and the report on monthly grants are attached to the minutes of your Committee’s meeting. These are informational items, and no action is required.

**Donations**

| Location                            | Donor                              | Amount            | Gift or Purpose                       |
|-------------------------------------|------------------------------------|-------------------|---------------------------------------|
| <i>Monetary Donations</i>           |                                    |                   |                                       |
| A.L.B.A                             | Zach Lindow Insurance Agency, Inc. | \$150.00          | Art Support Donation                  |
| King High School                    | Kidz 4 Causes                      | \$125.00          | Speech Donation                       |
| King High School                    | Kidz 4 Causes                      | \$125.00          | Debate Donation                       |
| King High School                    | Greater Milwaukee Foundation, Inc. | \$847.00          | Scholarship Donation                  |
| Milw. School of Languages           | Greater Milwaukee Foundation, Inc. | \$960.00          | General School Donation               |
| North Division High School          | Gina Jorgensen                     | \$157.00          | Art Portfolio Donation                |
| <i>Total Monetary Donations</i>     |                                    | <i>\$2,364.00</i> |                                       |
| <i>Non-monetary Donations</i>       |                                    |                   |                                       |
| Marshall High School                | Laura Narton                       | \$250.00          | Ping Pong Table                       |
| School Nutrition                    | Hunger Task Force                  | \$2,250.00        | 250 Nutrition Education Material Bags |
| Financial Services                  | Molina Healthcare of Wisconsin     | \$750.00          | 150 Face Masks                        |
| <i>Total Non-monetary Donations</i> |                                    | <i>\$3,250.00</i> |                                       |

| Location                       | Donor | Amount     | Gift or Purpose |
|--------------------------------|-------|------------|-----------------|
| Total Value for September 2020 |       | \$5,614.00 |                 |

**Fiscal Impact Statement**

This item authorizes expenditures as indicated.

**Committee’s Recommendation**

Your Committee recommends that the Board

1. authorize the purchases; and
2. accept the donations, 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 989 Authorization to Extend a Contract with National Vision Administrators, LLC, to Provide Vision Benefits

The Administration is requesting authorization to extend a contract with National Vision Administrators, LLC, (“NVA”) to provide vision benefits to MPS employees through a fully-insured vision plan.

The selected vision plan currently provided to MPS employees includes, but is not limited to, a 100%-covered eye examination and an eyeglasses-frame allowance of \$100, with standard glass or plastic lenses covered 100%, or, in lieu of eyeglasses, a \$100 retail allowance on contact lenses. NVA’s Eye Care Professional Network includes over 82,000 provider locations combined. For MPS employees, there are, on average, two providers located within five miles of their homes.

The contractor was chosen pursuant to RFP 989, which closed on July 9, 2018. In September 2018, the Board approved a contract with NVA with an initial term running from January 1, 2019, through December 31, 2019. The Board also approved three one-year renewals. MPS exercised the first option year for the contract, with the first extension running from January 1, 2020, through December 31, 2020.

This second contract extension will run from January 1, 2021, through December 31, 2021, with the same terms and rates.

The total cost of the contract term will not exceed \$820,000.

Budget Code: DWC-0-0-EMB-DW-EMDI .(Medical Insurance — District-Wide)..... \$820,000

Prime Contractor Information

|                                 |     |
|---------------------------------|-----|
| Certified HUB Contractor? ..... | No  |
| Total # of Employees .....      | 100 |
| Total # of Minorities.....      | 47  |
| Total # of Women .....          | 71  |

HUB Participation

|                |         |
|----------------|---------|
| Required ..... | NA      |
| Proposed ..... | \$2,293 |
| \$ Value ..... | \$2,293 |

Student Engagement (hours per 12-month contract)

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

**Strategic Plan Compatibility Statement**

Goat 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

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

*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 Contracts with Two Contractors for Field Trip Transportation Services

The Administration is requesting authorization to enter into blanket contracts with Durham School Services, LP, and First Student, Inc., to provide transportation services for field trips throughout the school year.

Each contractor was awarded specific field trip locations, pursuant to its low bid for those locations, and will be used as a “secondary contractor”. Schools and departments are directed to use the primary contractor, but, in the cases where the primary contractor is unable to provide the service for that particular date and time, they can use the “secondary contractor.”

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

The initial contracts ran from October 1, 2019, through July 31, 2020, with the option of two additional one-year extensions at MPS’s discretion. Based on the contractors’ achievement of those performance metrics, the parties now mutually agree to extend the contract for the first one-year term. As such, the contracts will be extended for the first additional one-year term, from October 1, 2020, through June 30, 2021.

The total cost of these contracts is dependent on the usage by schools and departments. The Administration’s best estimate is that the total cost of these contracts will not exceed \$200,000 as follows:

Durham School Services, LP..... \$100,000  
First Student, Inc..... \$100,000

Budget Code: Varies by location using services ..... \$200,000

Durham School Services, LP

HUB Participation  
Required ..... 10%  
Proposed ..... 10%  
\$ Value ..... \$10,000

Student Engagement (hours per 12-month contract)  
Paid Student Employment-hour Commitment .....300  
Student Career-awareness Commitment..... 10

First Student, Inc.

|  |          |
|--|----------|
| HUB Participation                                |          |
| Required .....                                   | 10%      |
| Proposed .....                                   | 10%      |
| \$ Value .....                                   | \$10,000 |
| Student Engagement (hours per 12-month contract) |          |
| Paid Student Employment-hour Commitment .....    | 300      |
| Student Career-awareness Commitment.....         | 10       |

UW-Madison Authorization to Enter into a Blanket Agreement with Complete Office of Wisconsin, Inc., dba Emmons Business Interiors, for Education, Classroom Miscellaneous Support Furniture and Related Products

The Administration requests authorization to enter into a blanket agreement with Complete Office of Wisconsin, Inc. dba Emmons Business Interiors (“Emmons Business Interiors”) for office, storage, and multi-purpose furniture for school purchasing across the District as manufactured by HON Office.

In accordance with Administrative Policy 3.09(7)(e)(1)(a), the district has not directly engaged in a competitive procurement process for these supplies. Instead, these supplies will be obtained pursuant to the cooperative purchasing agreement with UW-Madison, contract 18-5665. The product categories afforded under this cooperative blanket agreement shall include:

- office partitions and desks
- task seating and stacking chairs
- file cabinetry and other storage solutions
- conference room tables and chairs
- technology and training tables
- soft seating solutions.

This blanket agreement shall run from October 1, 2020, through September 30, 2023. The total estimated cost of materials purchased under this agreement will not exceed \$1,000,000. If additional funds are required during the term of the blanket agreement, the Administration will return to the Board for authorization.

Budget Code: Varies by location using services ..... \$1,000,000

|  |     |
|--|-----|
| HUB Participation                                |     |
| Required .....                                   | 0%  |
| Proposed .....                                   | 0%  |
| \$ Value .....                                   | NA  |
| Student Engagement (hours per 36-month contract) |     |
| Paid Student Employment-hour Commitment .....    | 900 |
| Student Career-awareness Commitment.....         | 30  |

UW-Madison Authorization to Enter into a Blanket Agreement with Duet Resource Group, Inc., for Education, Classroom Miscellaneous Support Furniture and Related Products

The Administration requests authorization to enter into a blanket agreement with Duet Resource Group, Inc., (“Duet”) for furniture as manufactured by Palmer Hamilton and Krueger International (KI).

In accordance with Administrative Policy 3.09(7)(e)(1)(a), the district has not directly engaged in a competitive procurement process for these supplies. Instead, these supplies will be obtained pursuant to the cooperative purchasing agreement with UW-Madison, contract 18-5665. The product categories afforded under this cooperative blanket agreement shall include:

- Palmer Hamilton lunch room tables with attached seating
- Palmer Hamilton multipurpose tables and chairs
- Palmer Hamilton maker space furniture and storage products
- Palmer Hamilton/KI technology and training tables
- KI classroom tables, desks and seating products.



This blanket agreement shall run from October 1, 2020, through September 30, 2023. The total estimated cost of materials purchased under this agreement will not exceed \$2,000,000. If additional funds are required during the term of the blanket agreement, the Administration will return to the Board for authorization.

|  |   |             |
|--|---|-------------|
| Budget Code:                                     | Varies by location using services .....       | \$2,000,000 |
| HUB Participation                                |   |             |
|  | Required .....                                | 0%          |
|  | Proposed .....                                | 0%          |
|  | \$ Value .....                                | NA          |
| Student Engagement (hours per 36-month contract) |   |             |
|  | Paid Student Employment-hour Commitment ..... | 900         |
|  | Student Career-awareness Commitment.....      | 30          |

**AEPA Bid Authorization to Enter into a Blanket Agreement with School Specialty, Inc., for Furniture, Classroom Instructional Solutions and School Supplies**

The Administration requests authorization to enter into a blanket agreement with School Specialty, Inc., (“School Specialty) for furniture, classroom instructional solutions, and school supplies for school purchasing across the District.

In accordance with Administrative Policy 3.09(7)(e)(1)(a), the district has not directly engaged in a competitive procurement process for these supplies. Instead, these supplies will be obtained pursuant to the cooperative purchasing agreement with the Association of Cooperative Purchasing Agencies (AEPA), Bid #IFB 018-D and Bid #IFB 019-E. The benefits afforded under this cooperative blanket agreement shall include:

- 35% off list price for supply items
- multiple-tiered discounts off list price on furniture
- free shipping on orders of \$49.00 or more for supply items; and
- shipping and freight charges are FOB destination; freight has been included in the offered discounts. Inside delivery \$45 and liftgate \$69.

This blanket agreement shall run from October 1, 2020, through September 30, 2023. The total estimated cost of materials purchased under this agreement will not exceed \$5,000,000. If additional funds are required during the term of the blanket agreement, the Administration will return to the Board for authorization.

|  |   |             |
|--|---|-------------|
| Budget Code:                                     | Varies by location using services .....       | \$5,000,000 |
| HUB Participation                                |   |             |
|  | Required .....                                | 0%          |
|  | Proposed .....                                | 0%          |
|  | \$ Value .....                                | NA          |
| Student Engagement (hours per 36-month contract) |   |             |
|  | Paid Student Employment-hour Commitment ..... | 900         |
|  | Student Career-awareness Commitment.....      | 30          |

**U.S. Communities Authorization to Enter into a Blanket Agreement with Virco, Inc., for Education, Classroom Miscellaneous Support Furniture and Related Products**

The Administration requests authorization to enter into a blanket agreement with Virco, Inc., (“Virco”) for classroom instructional solutions, furniture and school supplies for school purchasing across the District

In accordance with Administrative Policy 3.09(7)(e)(1)(a), the district has not directly engaged in a competitive procurement process for these supplies. Instead, these supplies will be obtained pursuant to the cooperative purchasing agreement with Omnia Partners/U.S. Communities Cooperative piggyback with the Prince William County Public Schools, VA R-TC-18004. The product categories afforded under this cooperative blanket agreement shall include:

- freestanding classroom & school furniture

- seating/chairs
- storage
- technology support furniture
- library furniture
- science laboratory furniture
- early childhood furniture
- audio/visual furniture
- art instructional furniture
- educational office furniture
- soft seating
- music furniture & storage
- special education furniture.

This blanket agreement shall run from October 1, 2020, through September 30, 2023. The total estimated cost of materials purchased under this agreement will not exceed \$3,000,000. If additional funds are required during the term of the blanket agreement, the Administration will return to the Board for authorization.

|  |   |             |
|--|---|-------------|
| Budget Code:                                     | Varies by location using services .....       | \$3,000,000 |
| HUB Participation                                |   |             |
|  | Required .....                                | 0%          |
|  | Proposed .....                                | 0%          |
|  | \$ Value .....                                | NA          |
| Student Engagement (hours per 36-month contract) |   |             |
|  | Paid Student Employment-hour Commitment ..... | 900         |
|  | Student Career-awareness Commitment.....      | 30          |

**Exception Authorization to Issue Purchase Orders to Gateway Education Holdings LLC, D/B/A Savvas Learning Company LLC; Follett School Solutions, Inc.; and Textbook Warehouse LLC for Student Textbooks**

The Administration is requesting authorization to issue purchase orders to Gateway Education Holdings LLC, D/B/A Savvas Learning Company LLC (“Savvas”); Follett School Solutions, Inc.; (“Follett”) and Textbook Warehouse LLC (“Textbook Warehouse”) for previously-adopted student textbooks.

The purchases are needed to relieve textbook shortages district-wide. Schools have been purchasing student textbooks from their local budget for the past five years. The Administration has deemed it necessary to order centrally for the schools and has achieved deeper savings to the District through the bulk orders. The Administration is seeking approval to purchase board-adopted student textbooks for remote learning across the District.

The exception from the requirement of a competitive procurement process for these purchases have been granted on the basis of continuity of goods (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The total cost of the goods purchased will not exceed \$2,468,004.31, and shall be distributed as follows:

|   |                |
|---|----------------|
| Gateway Education Holdings LLC, D/B/A Savvas Learning Company LLC ..... | \$70,809.14    |
| Follett School Solutions, Inc.....                                      | \$37,993.33    |
| Textbook Warehouse LLC .....  | \$2,359,201.84 |

|              |                                      |                |
|--------------|--------------------------------------|----------------|
| Budget Code: | GEN-0-0-INV-DW-EXTB (Textbooks)..... | \$2,468,004.31 |
|--------------|--------------------------------------|----------------|

**Gateway Education Holdings LLC, D/B/A Savvas Learning Company LLC**

|                   |                |     |
|-------------------|----------------|-----|
| 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 |

Follett School Solutions, 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 |

Textbook Warehouse LLC

|                   |     |
|-------------------|-----|
| 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 Discovery Education Social Studies Middle School

The Administration requests authorization to issue a purchase order to Discovery Education, Inc., (Discovery Education”) for digital licenses for the product Discovery Education Social Studies Middle School.

Discovery Education provides teachers and students with high-quality virtual activities aligned to the Wisconsin Social Studies Standards and social studies content for grades 6-8 in Milwaukee Public Schools. This virtual companion pack allows students the tools to analyze documents, to view content, to interact with maps, and to develop an overall social studies understanding. Discovery Education also provides students with leveled text and reading passages aligned to the WI Social Studies standards and Common Core State Standards (“CCSS”). Content is kept current and is available in multiple languages that help bridge gaps between traditional print resources and current virtual social studies learning and information. The licenses will be for all middle-school students in grades 6-8.

The exception from the requirement of a competitive procurement process for this purchase has been granted on the basis of one-of-a-kind (Administrative Policy 3.09(7)(e)(1)(b)(i)). Discovery Education is the proprietary owner, creator, and producer of Discovery Education Science and is the sole distributor of the product in Wisconsin.

The total cost of the goods purchased from Discovery Education will not exceed \$173,268.

|  |           |
|--|-----------|
| Budget Code: GEN-0-I-CR1-DW-ESWRCOVD (CARES Act Software)..... | \$173,268 |
| 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.....                       | 10        |

**Strategic Plan Compatibility Statement**

Goat 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

- Durham Schools Services, LP (\$100,000) and First Student, Inc. (\$100,000) for Field Trip Transportation Services, varies by location using services ..... \$200,000
- Complete Office of Wisconsin, Inc., for Education, Classroom Miscellaneous Support Furniture and Related Products, varies by location using services .....\$1,000,000
- Duet Resource Group, Inc., for Education, Classroom Miscellaneous Support Furniture and Related Products, varies by location using services .....\$2,000,000
- School Specialty, Inc., for Education, Classroom Miscellaneous Support Furniture and Related Products, varies by location using services .....\$5,000,000
- Virco, Inc., for Education, Classroom Miscellaneous Support Furniture and Related Products, varies by location using services .....\$3,000,000
- For Student Textbooks, GEN-0-0-INV-DW-EXTB:
  - Gateway Education Holdings LLC, D/B/A Savvas Learning Company LLC ..... \$70,809.14
  - Follett School Solutions, Inc. .... \$37,993.33
  - Textbook Warehouse LLC .....\$2,359,201.84
  - Total.....\$2,468,004.31
- Discovery Education, Inc., for Social Studies Middle School, GEN-0-I-CR1-DW-ESWRCOVD ..... \$173,268

**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 Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with The Hays Group of Wisconsin, LLC, dba Hays Companies of Wisconsin, for Employee Benefits Broker/Consultant Services**

**Background**

The Administration is requesting authorization to waive the three-year term limits of Administrative Policy 3.09(9)(e) and to extend its contract with The Hays Group of Wisconsin, LLC, dba Hays Companies of Wisconsin (“Hays”), for employee benefits broker/consultant services to the Office of Human Resources on an as-needed basis.

Hays will provide strategic planning and design for health and benefits plans; assist with compliance issues related to employee benefits; serve as MPS’s broker for health and benefit plans; and work to communicate with and educate MPS employees on benefit plans.

Hays was chosen pursuant to RFP 955, which closed on September 26, 2017. In December 2017, the Board approved a contract with Hays with an initial term running from January 1, 2018, through December 31, 2020. The Board also approved one additional two-year option to extend if certain performance metrics codified in the contract were met. Hays has met the performance metrics for the initial term; therefore, MPS is exercising the two-year renewal option. This renewal term will run from January 1, 2021, through December 31, 2022.

The total cost of the contract in this first extension term will not exceed \$300,000.

**Strategic Plan Compatibility Statement**

Goat 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

|  |   |           |
|--|---|-----------|
| Budget Code:                                     | OBA-0-0-EMB-DW-ECTS. (Employee Benefits — Contracted Services)..... | \$300,000 |
| Prime Contractor Information                     |   |           |
|  | Certified HUB Contractor? .....                                     | No        |
|  | Total # of Employees .....  | 800       |
|  | Total # of Minorities.....  | 40        |
|  | Total # of Women .....  | 400       |
| HUB Participation                                |   |           |
|  | Required .....  | 3%        |
|  | Proposed .....  | 3%        |
|  | \$ Value .....  | \$9,000   |
| Student Engagement (hours per 24-month contract) |   |           |
|  | Paid Student Employment-hour Commitment .....                       | 600       |
|  | Student Career-awareness Commitment.....                            | 20        |

**Implementation and Assessment Plan**

Upon approval by the Board, the extension 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 waiver of Administrative Policy 3.09(9)(e) and approve the extension with The Hays Group of Wisconsin, LLC, dba Hays Companies of Wisconsin, 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 Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with EdTech Strategies, LLC, for E-Rate Consulting Services**

**Background**

The Administration is requesting authorization to waive the three-year term limits of Administrative Policy 3.09(9)(e) and to extend its contract with EdTech Strategies, LLC, (“EdTech”) for E-Rate consulting

services. The E-Rate program is a federal program administered by the Universal Service Administrative Company under the direction of the FCC to provide funding to schools and libraries to obtain broadband and related services. Given the stringent rules and regulations governing the E-Rate program, the District engages a consultant to advise on all aspects of the application process for E-Rate funding and the continuing obligations faced after funding is received. This consultation and advisement is needed to continue the District’s successful participation in this program. From 2003 through 2019, MPS has received funding commitments of over \$88 million dollars from this program.

EdTech was selected through an open competitive procurement, RFP 898, which closed on August 10, 2015. The original contract provided for two one-year options to extend upon mutual agreement. Given EdTech’s extensive knowledge of the District’s internal processes and procedures regarding E-Rate and the associated financial risk of switching to a new consultant, in April 2018, the Board extended the contract for an additional year (October 1, 2018, through September 30, 2019), with the possibility of an additional one-year term thereafter. MPS exercised the fourth option year for the contract and will be soliciting a formal Request for Proposal in 2020; therefore, MPS is seeking authorization for a fifth, and final, extension term.

This contract extension will run from October 1, 2020, through December 31, 2020. The total cost of the contract in this extension term will not exceed \$70,614.99.

**Strategic Plan Compatibility Statement**

Goat 3, Effective and Efficient Operations

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

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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

|   |   |             |
|---|---|-------------|
| Budget Code:  | PIN-0-0-TLN-DW-ETEL (Purchased Services — Contract Services)..... | \$70,614.99 |
| HUB Participation                                   |   |             |
|   | Required .....  | 0%          |
|   | Proposed .....  | 0%          |
|   | \$ Value .....  | N/A         |
| Student Engagement (hours per three-month contract) |   |             |
|   | Paid Student Employment-hour Commitment .....                     | 0           |
|   | Student Career-awareness Commitment.....                          | 0           |

**Implementation and Assessment Plan**

Upon approval by the Board, the extension 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 waiver of Administrative Policy 3.09(9)(e) and approve the extension with EdTech Strategies, LLC, 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 8) Action on Monthly Facilities Matters: FMS Award of Construction Contract and Professional Services Contract**

**Construction Contracts**

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**Electrical Upgrades**

*Burnham Playfield*

Prime Contractor

WIL-Surge Electric, Inc.  
13201 West Silver Spring Road  
Butler, WI 53007

|                                     |              |
|-------------------------------------|--------------|
| Low Bidder, Base Bid of .....       | \$169,410.00 |
| HUB Participation                   |              |
| Certified HUB Vendor? .....         | No           |
| Total # of Employees .....          | 25           |
| Total # of Minorities.....          | 5            |
| Total # of Women .....              | 1            |
| Required .....                      | 15%          |
| Submitted.....                      | 16.7%        |
| \$ Value .....                      | \$28,411.50  |
| COIN                                |              |
| Required .....                      | 0%           |
| Student Engagement (hours required) |              |
| Paid Employment.....                | 100          |
| Career-education Activity.....      | 10           |

Funds are available for the electrical upgrades project from account code STS 00 RFI B2 ECNC (Project No. 6681). The project start date is scheduled for September 25, 2020, and completion date is December 30, 2020.

|  |              |
|--|--------------|
| Total construction contract dollars awarded..... | \$169,410.00 |
| Total dollars HUB participation .....            | \$28,411.50  |
| % of HUB participation .....                     | 16.77%       |
| % Minority employees within company .....        | 20%          |
| % Women employees within company.....            | 0.04%        |

**Professional Services Contracts**

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**RFP 6554 Building System Upgrades at Milwaukee Parkside School of the Arts**

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design services for the building system upgrades at Milwaukee Parkside School of the Arts.

Selected firm: Foundation Architects, LLC

Budget Code: SCS 00 UTL DW ECTS..... \$182,896.00

Contract Period: September 25, 2020-August 20, 2022 Budget

**Strategic Plan Compatibility Statement**

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Goat 3, Effective and Efficient Operations

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

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Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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Total construction contract requested ..... \$169,410.00  
Total Professional Services Contract Requested ..... \$182,896.00

**Implementation and Assessment Plan**

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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**

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Your Committee recommends that the Board approve the construction contract and professional services 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 9) Action on a Request to Approve a Revised Third Amendment to the Lease Agreement with Greater Holy Temple Christian Learning Center, Corp., at the 76<sup>th</sup> Street School Property Located at 5575 North 76<sup>th</sup> Street**

**Background**

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In May 2008, the Board entered into a lease agreement with Greater Holy Temple Christian Learning Center, Corp., for the facility located at 5575 North 76<sup>th</sup> Street. In March 2015, the Board authorized a lease amendment that extended the lease term through June 30, 2017. The Board approved a second amendment to the lease agreement in May 2017 to extend the term through June 2020. The Board approved a third amendment to the lease agreement in June 2020 to extend the lease term from July 1, 2020, through June 30, 2023. In August 2020, Greater Holy Temple Christian Learning Center, Corp., requested a revision to the third amendment which modifies the term from a three-year term commitment to a one-year term commitment, with two consecutive options to extend the term of the lease for a period of one year each.

The Administration is requesting approval of the proposed revised third amendment to the lease agreement with Greater Holy Temple Christian Learning Center, Corp., that will extend the lease term from July 1, 2020, through June 30, 2021, with two consecutive options to extend the term of the lease for a period of one year each.

The lease rent revenue shall be as follows:

|                                  |              |
|----------------------------------|--------------|
| July 1, 2020-June 30, 2021 ..... | \$592,479.00 |
| July 1, 2021-June 30, 2022 ..... | \$604,329.00 |
| July 1, 2022-June 30, 2023 ..... | \$616,415.00 |

**Strategic Plan Compatibility Statement**

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Goat 3, Effective and Efficient Operations

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

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Administrative Policy 5.02, Use of School Facilities

**Fiscal Impact Statement**

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There are no expenditures associated with this item. Total lease revenue for a period of three years is \$1,813,223.00.

**Implementation and Assessment Plan**

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Upon the Board’s approval, the attached Revised Third Amendment to the Lease Agreement between Milwaukee Public Schools and Greater Holy Temple Christian Learning Center, Corp., shall be executed.



### **Committee's Recommendation**

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Your Committee recommends that the Board approve the Third Amendment to the Lease Agreement with Greater Holy Temple Christian Learning Center, Corp. as attached to the minutes of your Committee's meeting.

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

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### **(Item 10) Action on a Follow up to Resolution 2021R-005 by Director Woodward on Central Region Staffing**

#### **Background**

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On June 25, 2020, Resolution 2021R-005 was introduced and referred to the Committee on Accountability, Finance and Personnel.

WEREAS, In response to the COVID-19 pandemic, the Milwaukee Public Schools (MPS) has the responsibility to provide an environment that addresses the safety concerns of our students, staff, and families; and

WHEREAS, In August of 2017, the Milwaukee Board of School Directors adopted Administrative Policy 1.06, Equity in MPS, which states, in part:

(a)The Milwaukee Board of School Directors is committed to the success of every student, regardless of race, ethnicity, family economics, mobility, gender identity, sexual orientation, disability, or initial proficiencies. The Board holds itself and all district and school-site decision makers, faculty, and support staff accountable for building a district-wide culture of equity.

and

WHEREAS, The principals, teachers, and staff of the schools in MPS's Central Region — which encompasses the 53205, 53206, 53208, 53210 ZIP Codes among others — are committed to providing quality educational opportunities to their students, who are some of the most vulnerable children not only in the city or state, but in the country; and

WHEREAS, Schools in the Central Region — specifically the schools in the 53206 ZIP Code, have historically been understaffed, and the vacancy rate in this region remains one of the highest in the school district; and

WHEREAS, The schools in the Central Region experience a high rate of staff absenteeism among teachers, which is detrimental to our day-to-day instruction and to the safety and wellbeing of our staff and students; and

WHEREAS, Substitute teachers historically have been reticent to accept positions in this Region, especially in the schools located in ZIP Codes 53205, 53206, 53208, and 53210; and

WHEREAS, If school buildings are to be reopened for either in-person or physically-distanced learning during the COVID-19 crisis, MPS must ensure that all schools have reduced student-to-adult ratios; and

WHEREAS, As the MPS community comes together to move forward in its efforts to support equity, the unique needs of the Central Region must be a major focus both during and after the COVID-19 crisis; now, therefore, be it

RESOLVED, That the MPS Office of Human Resources is hereby directed to give priority in filling vacancies to the schools in the Central Region; and be it

FURTHER RESOLVED, That substitute teachers shall be assigned as "floaters" at specific schools in the Central Region — i.e., they shall be required to work at their assigned schools for a specified period of time to ensure that there are sufficient adults in each school to provide the required supervision; and be it

FURTHER RESOLVED, That the current paraprofessionals assigned to schools in the Central Region shall be offered 40-hour-per-week positions, which will allow them to be in the school buildings for more hours in order to reduce the student-to-adult ratios; and be it

FURTHER RESOLVED, That Central Office staff be assigned specifically to assist in Central Region schools on a day-to-day basis; and be it

FURTHER RESOLVED, That Central Region schools shall be given priority in developing partnerships which will ensure that these schools will have additional adults to support them; and be it

FURTHER RESOLVED, That MPS shall give priority to filling vacancies in the Central Region and to providing extra staffing support to the specialist that works with the Central Region, including diverting Central Services staff from other responsibilities as needed to support this work; and be it

FURTHER RESOLVED, That MPS shall offer develop incentives for teachers who select and commit to three-year assignments in the Central Region; and be it

FURTHER RESOLVED, That MPS shall strive to ensure that 80% of the incentivized positions in the Central Region will be filled by teachers of color; and be it

FURTHER RESOLVED, That a portion of the funding allocated to strengthen MPSU (Milwaukee Public Schools University) shall be used to support paraprofessionals who are serving in the Central Region in getting certified as teachers; and be it

FURTHER RESOLVED, That the Administration shall present its analysis of, and recommendations regarding, this Resolution at the Milwaukee Board of School Directors' regular meeting of July 2020.

At the July 30, 2020 meeting of the Milwaukee Board of School Directors, the Board discussed the resolution. At the time of this discussion, the Milwaukee Board of School Directors directed the Administration to provide additional analysis relative to Central Region staffing.

Costs associated with implementing the first and second Further Resolved portions of the resolution are \$1.9 million for 36 FTE substitute floaters to be assigned to specific Central Region Schools. It would be approximately \$3.1 million to offer 74 FTE Central Region paraprofessionals 40-hour-per-week positions.

If this model were to be implemented across the Comprehensive Support and Improvement (CSI) schools, the cost for substitute floaters would be \$2.95 million. The cost of increasing paraprofessionals to 40 hours per week across the CSI schools would be \$6.25 million.

It is important to note that funding was set aside through the referendum that can be used to focus on recruitment efforts. Additionally, the district will be able to provide extra staffing support through the newly-hired Talent Management positions.

### **Strategic Plan Compatibility Statement**

Goat 1, Academic Achievement

Goat 3, Effective and Efficient Operations

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

Administrative Policy 3.01, Annual Operating Budget

### **Fiscal Impact Statement**

N/A

### **Committee's Recommendation**

Your Committee recommends that the Board approve Resolution 2021R-005, with the second-to-last Resolved to be struck as below:

~~FURTHER RESOLVED, That a portion of the funding allocated to strengthen MPSU (Milwaukee Public Schools University) shall be used to support paraprofessionals who are serving in the Central Region in getting certified as teachers...~~

Director Woodward moved to approve the resolution.

Director Peterson substituted a motion, to

1. send the resolution back to committee; and
2. direct the MPS Administration to form a taskforce to review possible revisions in current policies or procedures to increase the recruitment and long-term stability of employees working in hard-to-staff schools. The work is to include, but not be limited

to, the current school-transfer-and-interview processes, possible incentives, and the need to ensure that building leaders are collaborative and practice shared leadership. Such a taskforce should include representatives from all stakeholder groups, including staff, parents, and students and all bargaining units and staff and principals from CSI schools. Recommendations should be brought back to the Board in a timely manner. The Superintendent should give updates starting in October at all regular board meetings.

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.

\* \* \* \* \*

**(Item 11) Report with Possible Action on Vendors' Compliance with Contract Requirements for Historically Underutilized Business (HUB), Communities in Need (COIN), and Student Engagement Program**

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

**Background**

Contract Compliance Services is providing its quarterly update regarding contractors' and vendors' performance concerning Administrative Policies 3.10, Historically Underutilized Business Program (HUB), and 3.13, Communities in Need Initiative (COIN), and student-engagement initiatives. Moreover, these figures capture historical performance benchmarks to guide future participation assignments and programming considerations affecting equity efforts for economic- and workforce-development opportunities.

**Fiscal Year 20 Update**

- FY20 reconciliations underway
- 215 contracts monitored, totaling \$247,699,326
- \$170,956,506 dollars monitored, with a HUB assignment valued at \$18,934,156
- Total contract dollars monitored increased from prior fiscal year
- \$12.8 million dollars paid to HUB firms to date
- We are surveying HUB firms to gather data concerning COVID-19 impacts

**Fiscal Year Comparison of Contract Dollars Monitored in Millions of Dollars**

|                                 | FY14  | FY15  | FY16  | FY17  | FY18  | FY19  | FY20* |
|---------------------------------|-------|-------|-------|-------|-------|-------|-------|
| Total HUB Dollars Assigned      | \$9   | \$17  | \$13  | \$20  | \$25  | \$15  | \$13  |
| Total HUB Dollars Paid          | \$19  | \$21  | \$26  | \$26  | \$26  | \$23  | \$8   |
| Total Invoiced Dollars Paid     | \$91  | \$105 | \$110 | \$163 | \$125 | \$143 | \$148 |
| Total Contract Dollars with HUB | \$82  | \$113 | \$122 | \$164 | \$167 | \$160 | \$171 |
| Total Dollars Monitored         | \$111 | \$137 | \$133 | \$188 | \$216 | \$205 | \$247 |

\*To date

**FY20 Contract Category Award Overview in Millions of Dollars**

|                       |     |                    |      |                |      |
|-----------------------|-----|--------------------|------|----------------|------|
| Design                | \$1 | Goods & Services   | \$13 | Title I        | \$21 |
| Professional Services | \$2 | Textbooks          | \$14 | Nutrition      | \$31 |
| Janitorial            | \$3 | Temporary Staffing | \$14 | Benefits       | \$37 |
| CLC                   | \$4 | Technology         | \$15 | Transportation | \$68 |
| Student Development   | \$7 | Construction       | \$18 |                |      |

**Communities in Need (COIN)**

- District’s annual goal: 25%
- FY20 COIN performance to date: 20%
- Increased site visits surveying workplace culture
- 13 skilled trades represented at varying classification levels
- Apprentice-readiness training piloted prior to Safer at Home order at participating schools
- Identify training pathways for individuals at least 18 years old who are interested in skilled-trades careers
  - Collaborative home-building efforts underway within the 53206 ZIP code, engaging students, community stakeholders, and mission-aligned industry partners to enhance neighborhood education and workforce and economic-development impact

**General Construction Project Workforce Hours**

|          | Percent of Completed Workforce Hours |      |      |      |      |      |       |
|----------|--------------------------------------|------|------|------|------|------|-------|
|          | FY14                                 | FY15 | FY16 | FY17 | FY18 | FY19 | FY20* |
| Non-COIN | 57%                                  | 73%  | 76%  | 78%  | 74%  | 82%  | 80%   |
| COIN     | 43%                                  | 27%  | 24%  | 22%  | 26%  | 18%  | 20%   |

\*To date

**Student Engagement**

- Student Employment: Continue to engage Mission Aligned Partners to enhance opportunities for students
  - Implemented tiered model design
  - School-based internship opportunities
  - Remote-based internship opportunities
  - 153 contracts assigned employment requirements
  - Anticipate approximately 328 student internship opportunities available upon FY20 reconciliation

**Student Employment Performance Overview**

*Student Wages Earned in Thousands of Dollars*

|      |       |  |      |       |  |       |       |
|------|-------|--|------|-------|--|-------|-------|
| FY15 | \$217 |  | FY17 | \$435 |  | FY19  | \$396 |
| FY16 | \$328 |  | FY18 | \$476 |  | FY20* | \$247 |

\*To date

*Student Employment Hours in Thousands of Hours*

|           | FY15 | FY16 | FY17 | FY18 | FY19 | FY20* |
|-----------|------|------|------|------|------|-------|
| Assigned  | 20   | 31   | 39   | 43   | 36   | 22    |
| Completed | 21   | 31   | 40   | 46   | 48   | 50    |

\*To Date

**Career Education**

- Engaged students virtually
- Improved contract remediation plans
- Fall 2020 virtual job-readiness training session
- Increased outreach to Mission Aligned Partners
- Contract hours assigned decreased slightly

*Career Education-hour Performance*

|           | FY16 | FY17 | FY18 | FY19 | FY20* |
|-----------|------|------|------|------|-------|
| Assigned  | 17   | 18   | 22   | 22   | 21    |
| Completed | 20   | 12   | 16   | 18   | 11    |

\*To date

**Next Steps**

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- Participate within Resolution 2021R-008, Contractor Code of Conduct
- Continue participation within City of Milwaukee’s disparity study
- Exploration of an MPS disparity study as a future budget consideration
- Facilitate COIN focus group surrounding procedural considerations
- Review annual goals for HUB and COIN
- Convene Mission Aligned Partners.

**Strategic Plan Compatibility Statement**

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Goat 2, Student, Family and Community Engagement  
Goat 3, Effective and Efficient Operations

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

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Administrative Policy 3.10, Historically Underutilized Business Program

**Fiscal Impact Statement**

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NA

**Implementation and Assessment Plan**

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NA

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

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

**(Item 1) Report with Possible Action on Student Restraint and Seclusion**

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

**Background**

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

1. conditions for the use of seclusion;
2. conditions for the use of physical restraint;
3. notification and reporting requirements following the use of seclusion or restraint;
4. training in the use of seclusion and physical restraint; and
5. requirements for the use of seclusion and restraint on students with disabilities.

In March 2020, Wisconsin Act 118 revised the state law. Some of the changes include requiring parents to be provided with copies of the written incident reports, clarifying that the notice and reporting requirements apply to incidents involving law enforcement officers, prohibiting the use of prone restraint, revising the required training components, requiring school staff to hold a meeting after each incident of seclusion or restraint to discuss topics specified in the Act, conducting an IEP team meeting within ten school days of the second time seclusion or restraint is used on a student with a disability within the same school

year, and requiring each governing body to submit an annual report to the Department of Public Instruction by December 1.

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

- training has been provided to staff across the district in the use of seclusion and restraint. These trainings also focused on positive interventions and supports to address potentially dangerous behavior. In total, more than 2,000 staff members have been trained over the past five years;
- for the last five years, all principals, school leaders, and special education supervisors received in-services on the requirements of WI Statute 118.305;
- the district's mechanism for recording incidents of seclusion and restraint has been significantly enhanced by the Infinite Campus Student Information System;
- during the 2019-2020 school year, the Administration directed schools to submit restraint and seclusion data in accordance with WI Statute 118.305;
- a total of 441 students, including 251 with disabilities, were involved in 753 incidents of restraint during the 2019-2020 school year;
- a total of 79 students, including 56 with disabilities, were involved in 91 incidents of seclusion during the 2019-2020 school year; and
- during the 2018-19 school year, there were a total of 1,021 incidents of restraint/seclusion.

A breakdown of incidents of seclusion and restraint by school is provided in the attachments to the minutes of your Committee's meeting.

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

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Administrative Policy 8.28, Student Discipline

#### **Fiscal Impact Statement**

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No fiscal impact.

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

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

#### **Background**

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

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

#### **Administration's Report**

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

that education in regular classes, with the use of supplementary aids and services, cannot be achieved satisfactorily.

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

- Indicator #1, Graduation Rates
- Indicator #2, Drop-Out Rates
- Indicator #3, Assessments
- Indicator #4, Suspension/Expulsion
- Indicator #5, Educational Placement, Ages 6-21
- Indicator #6, Educational Placements, Ages 3-5
- Indicator #7, Preschool Outcomes
- Indicator #8, Parent Involvement
- Indicator #9, Inappropriate Identification in Special Education
- Indicator #10, Inappropriate Identification in Specific Disabilities Categories
- Indicator #11, Timely Evaluation
- Indicator #12, Preschool Transition Part C, Part B
- Indicator #13, Transition Goals, Ages 16 and over
- Indicator #14, Post-school Outcomes
- Indicator #15, Resolution Sessions
- Indicator #16, Mediation
- Indicator #17, State Systemic Improvement Plan

**LRE for Higher Outcomes**

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

**LRE Data**

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

- Indicator SA            Percent of students ages 6 through 21 with IEPs served inside the regular class 80% or more of the day
- Indicator SB            Percent of students ages 6 through 21 with IEPs served inside the regular class less than 40% of the day
- Indicator SC            Percent of students ages 6 through 21 with IEPs served in separate schools, residential facilities, or homebound/hospital placements.

5. The information below compares MPS LRE data-relative services with the projection in DPI’s 2018 Annual Performance Report Summary for Wisconsin school districts. The MPS percent includes all students who have IEPs, including speech and language services.

|                             | 5A     | 5B     | 5C    |
|-----------------------------|--------|--------|-------|
| State of Wisconsin’s Target | 70.00% | 7.90%  | 0.95% |
| MPS May 2020                | 78.98% | 16.36% | 0.37% |
| MPS August 2020*            | 79.23% | 17.08% | 0.31% |

\*The data for the August 2020 LRE report is a combination of the students with disabilities enrolled in the schools on the early-start calendar and the projected enrollment for our schools on the traditional calendar. Milwaukee Public Schools was in Phase One of the approved reopening plan, and all students are attending school and receiving services virtually.

The report attached to the minutes of your Committee’s meeting includes the District’s information as well as each school’s percentage.

**Strategic Plan Compatibility Statement**

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Goat 1, Academic Achievement

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

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Administrative Policy 8.01, Student Nondiscrimination, Complaints and Appeals

**Fiscal Impact Statement**

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No Fiscal Impact

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**(Item 3) Action on the Submission of the End-of-year Report to the Office of Civil Rights  
(OCR)****Background**

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In 2014-15, the Office for Civil Rights (OCR) conducted a biennial review of data and discovered a disproportionality of African American students receiving referrals, suspensions, and other disciplinary actions. The Administration has been working with the U.S. Department of Education Office for Civil Rights (OCR) to fulfill ten agreed-upon action items to ensure the equity of discipline measures within the District and in compliance with the Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d (Title VI), and its implementing regulation, 34 C.F.R. Part 100, which prohibit discrimination based on race, color, or national origin by a recipient of Federal financial assistance.

In alignment with our ongoing work to improve disciplinary practices, to provide supports for students, and to engage staffs, students, and community voice, an end-of-year report was submitted to The Office for Civil Rights on July 1, 2020. Attached to the minutes of your Committee's meeting is the official report as submitted

Also attached to the minutes of your Committee's meeting is a presentation provided by the Administration and summarized below.

The extent of disproportionality is as follows:

- 79% of all behavior referrals were written for Black students;
- 80% of all suspensions were of Black students;
- of all suspensions applied, Black students received suspensions averaging 0.15 day longer than their White peers;
- 753 teachers wrote 75% of their referrals for Black students; and
- 142 administrators assigned 75% of suspensions for Black students.

To date, the district has made significant progress relative to the ten items in the report. The following is a summary of the steps which the district has taken cumulatively since the start of the resolution, as well as an outline of the research-based plan being implemented going forward. Specifically, the district has

- developed additional school resources;
- facilitated professional development;
- engaged staff, students, and the community; and
- supported school teams.

Next steps include:

- implement best practices;
- facilitate antiracist classroom communities;
- coach school teams; and
- support administrators

**Strategic Plan Compatibility Statement**

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Goat 1, Academic Achievement



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

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

**Fiscal Impact Statement**

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N/A

**Committee's Recommendation**

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Your Committee recommends that:

1. the Board support the interventions and practices in the OCR Report of July 2020 and require all MPS staff to make a concerted effort to significantly dismantle systems of racial and ethnic disproportionality and inequality;
2. the Administration report monthly to the Board on the progress of the plan put forward in the July 1, 2020, report to the Office of Civil Rights (OCR);
3. the monthly report include the steps taken in each area outlined in the OCR report, with benchmarks and timelines; and
4. the Administration develop a monthly report on referrals, demarcating suspensions and expulsions resulting from those referrals, to the Board similar to the 24 areas in the OCR report spelled out in section "e," titled "The analysis for behavior data for the 2019-2020 school year." The areas reported monthly shall give an overall district summary of referrals, suspensions, and expulsions — including comparison of Black, Latino/a, Indigenous, Asian, and White students — along with a breakdown for each school, including non-instrumentality charter schools.

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

\* \* \* \* \*

**REPORT OF THE COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION**

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

**(Item 1) Action on Resolution 2021R-011 by Director Miller Regarding the Black Renaissance and Resilience, from Tulsa to Milwaukee Project**

**Background**

At its meeting on July 30, 2020, the Milwaukee Board of School Directors referred Resolution 2021R-011 by Director Miller to the Committee on Student Achievement and School Innovation. The Resolved portion of the resolution reads:

RESOLVED That Milwaukee Public Schools (MPS), in partnership with America's Black Holocaust Museum, Marquette University's Center for Urban Research, Teaching & Outreach (CURTO) and the Community Schools Partnership supports the project "Black Renaissance and Resilience, From Tulsa to Milwaukee" to present Milwaukee's students and communities with the history of Greenwood alongside the history of Milwaukee's Black communities; and be it

FURTHER RESOLVED, That exchanges with organizations and individuals in Tulsa will be part of this work, that MPS will participate in the creation and presentation of panels, videos, slide shows, workshops, and that curriculum will be offered for the coming year leading to the Centennial on May 31, 2021 and; be it

FURTHER RESOLVED, That professional development related to the implementation of this project shall be offered to MPS staff.

The Administration is in agreement with the resolution and is recommending its adoption. Once adopted, the Administration will begin the planning to implement the resolution in partnership with America's Black Holocaust Museum, Marquette University's Center for Urban Research, Teaching & Outreach (CURTO), and the Community Schools Partnership.

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

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

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

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

#### **Fiscal Impact Statement**

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This item does not authorize expenditures.

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

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Upon adoption by the Board, the Administration will begin implementing Resolution 2021R-011.

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

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Your committee recommends that the Board adopt Resolution 2021R-011 by Director Miller.

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

\* \* \* \* \*

### **(Item 2) Action on Resolution 2021R-015 by Directors O'Halloran and Peterson Regarding Indigenous Peoples' Day**

#### **Background**

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At its meeting on August 27, 2020, the Milwaukee Board of School Directors referred Resolution 2021R-015 by Directors O'Halloran and Peterson to the Committee on Student Achievement and School Innovation. The Resolved portion of the resolution reads:

RESOLVED That every second Monday of October will be Indigenous Peoples' Day in the Milwaukee Public Schools, and;

BE IT FURTHER RESOLVED, That the District shall encourage staff to use the second Monday in October as an opportunity to reflect upon how to better promote understanding by our students of the Indigenous Peoples of Wisconsin, to celebrate the thriving cultures and values of the Indigenous Peoples, and to stand in solidarity with Indigenous Peoples everywhere and;

BE IT FURTHER RESOLVED, That the Board ask the administration to have the staff of MPS's First Nations Studies Program get input from Native American community partners, staff, parents and students as to how MPS can better serve our Native American students' academic and social and emotion needs and to report back to the school board no later than the December or January board cycle with recommendations.

The Administration is in agreement with the intent of the resolution to celebrate Indigenous Peoples' Day in the Milwaukee Public Schools and is recommending its adoption.

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

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

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

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

**Fiscal Impact Statement**

---

This item does not authorize expenditures. Any costs associated with implementing the resolution will be absorbed within the FY21 budget.

**Implementation and Assessment Plan**

---

Upon adoption by the Board, the Administration will begin planning for the implementation of the resolution.

**Committee's Recommendation**

---

Your Committee recommends that the Board adopt Resolution 2021R-015 by Directors O'Halloran and Peterson.

Director Peterson moved approval of the resolution. 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.

\* \* \* \* \*

**(Item 3) Action on Resolution 2021R-007 by Director Baéz and Miller**

**Background**

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At its meeting on July 30, 2020, the Milwaukee Board of School Directors referred Resolution 2021R-007 by Directors Báez and Miller to the Committee on Student Achievement and School Innovation.

WHEREAS, In 2014-15, the United States' Office for Civil Rights (OCR), having completed a biennial data-collection review and subsequent investigation, found that MPS had a significant disproportionality in the number of African American students who had received disciplinary referrals, suspensions, and other disciplinary actions; and

WHEREAS, In response to the OCR's findings, the district assured the OCR that it would take action to comply with the Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d (Title VI), and its implementing regulation, 34 C.F.R. Part 100, which prohibit discrimination based on race, color, or national origin by a recipient of federal financial assistance; and

WHEREAS, Administrative Policy 1.06, Equity in MPS, section (1), Background, states

(a) The Milwaukee Board of School Directors is committed to the success of every student, regardless of race, ethnicity, family economics, mobility, gender identity, sexual orientation, disability, or initial proficiencies. The Board holds itself and all district and school-site decision makers, faculty, and support staff accountable for building a district-wide culture of equity.

(b) The Board acknowledges the need to address the impact of inequities in the city of Milwaukee and the state of Wisconsin. Accordingly, the Board acknowledges that these inequities have a long-standing impact on access and opportunity for our students, families, staff, and community... ;

and

WHEREAS, As stated in Administrative Policy 8.32, Student Expulsions, section (2), "Expulsion of a student from school is a very drastic step, one which the Board hopes shall be rarely necessary in the Milwaukee Public Schools"; and

WHEREAS, Other than in situations that involve acts of violence and use or possession of weapons or use of drugs, students are better served in the long term by interventions, not by suspension or expulsion; and

- WHEREAS, When compared with school districts of comparable size and demographics, MPS has failed to make significant strides in the reduction of disciplinary actions and expulsions, especially those of African American and Latino students, the most disproportionately affected, with 2019-20 figures showing that African American students continue to make up the vast majority of those expelled at 77%, followed by Hispanics at 17%, with Asians and Whites at 3% each and Native Americans at 0; and
- WHEREAS, In MPS schools that emphasize restorative justice practices and trauma-related staff over disciplinary referrals, suspensions, and expulsions, data show that for other offenses (those unrelated to weapons or drugs), suspensions went down by nearly half; and
- WHEREAS, Although the Administration over the years has worked to develop alternatives to suspension and expulsion of students, unless the District constantly strives to do all in its power to reduce suspensions and expulsions of its students, it is shirking its legal and moral responsibility to provide its students with the best educational opportunities possible; and
- WHEREAS, Some districts no longer suspend students below the sixth grade or who are younger than 12 years in age while in MPS, in 2019-20, the percentage of students under 12 who were expelled nearly doubled; and
- WHEREAS, If a school or administrator continually resorts to suspension or expulsion, rather than to less severe responses to behavioral issues, it may indicate a need for intervention with the administration of the school as much as with its students; and
- WHEREAS, Families, as well as schools, need to take responsibility for and be involved in the behavior and discipline of their children and must work with their schools to encourage a climate of mutual respect, safety, wellbeing, trust, and learning; and
- WHEREAS, Similar to other major urban school districts, some MPS students and families are victims of racism and racial segregation, poverty, and other social economic inequalities; and
- WHEREAS, To counter systemic inequities, MPS continues to reaffirm its commitment to social and economic justice, and to the struggles that improve our lives. MPS wants to go beyond the traditional struggles for equity, and re-affirms its anti-racism stance in all functions of the organization and the community in which we live; and
- WHEREAS, MPS is very cognizant of what academics have termed “stereotype threats,” a condition that often contributes to how African American and other students of color respond in a society plagued by racism and inequality, and stands against all practices that add the violence and its related consequences; and
- WHEREAS, The District must maximize the work of the school discipline committees to engage with school staff, parents, and students in the exploration of practices of intervention and reduction in disciplinary incidents; now, therefore, be it
- RESOLVED, That suspensions and expulsions shall be tools of last resort in the reduction of disciplinary problems and shall be considered only when all other options have been exhausted; and be it
- FURTHER RESOLVED, That the Milwaukee Board of School Directors directs the Administration to continually revisit its vision and policies in regard to reducing suspensions and expulsions; and be it
- FURTHER RESOLVED, That the Administration explore further opportunities to train school staffs, parents, and students in cultural awareness, conflict resolution, violence prevention, restorative justice, tolerance for divergent viewpoints, etc.; and be it
- FURTHER RESOLVED, That school staffs and students institute school-wide workshops and orientations for all incoming students to discuss with them acceptable conduct, resources available, restorative justice, what to do when they need to talk to a professional, etc. — whatever may curtail the need to suspend or expel; and be it
- FURTHER RESOLVED, That when a student is referred to the school’s office for disciplinary action, the first response shall be to seek interventions and attempts to change the student’s conduct, not to default to suspension or expulsion; and be it
- FURTHER RESOLVED, That the District shall suspend no student below the sixth grade or under the age of 12; and be it
- FURTHER RESOLVED, That a disciplinary referral of a student to a contracted school or other alternative program or service shall not be considered an expulsion, but a transfer to a setting that will more appropriately address the student’s needs; and be it
- FURTHER RESOLVED, The Administration shall develop, or partner with community educators and non-profits community-based organizations on interventions for parents and guardians to address and to mitigate student disciplinary issues; and engage the Milwaukee community on efforts to dismantle the structural conditions created by racism that breed conflict between children and adults; and be it

FURTHER RESOLVED, That the Administration shall develop a process, to include appropriate benchmarks and reasonable measurements, to monitor the rates of suspension and expulsion within each school, and if a pattern of excessive use of either appears, to investigate and, when necessary, to provide assistance in reducing disciplinary issues and professional development in alternate means of discipline; and be it

FURTHER RESOLVED, That the Administration shall include the implementation and the results of this monitoring-and-intervention process monthly and in its annual report to the Board.

At its meeting on August 27, 2020, the Board set aside this item for additional consideration. The Board took action to send this item back to the Committee on Student Achievement and School Innovation for additional discussion.

The Administration is in agreement with Resolution 2021R-007 and is recommending its adoption as amended below.

WHEREAS, In 2014-15, the United States' Office for Civil Rights (OCR), having completed a biennial data-collection review and subsequent investigation, found that MPS had a significant disproportionality in the number of African American students who had received disciplinary referrals, suspensions, and other disciplinary actions; and

WHEREAS, In response to the OCR's findings, the district assured the OCR that it would take action to comply with the Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d (Title VI), and its implementing regulation, 34 C.F.R. Part 100, which prohibit discrimination based on race, color, or national origin by a recipient of federal financial assistance; and

WHEREAS, Administrative Policy 1.06, Equity in MPS, section (1), Background, states

(a) The Milwaukee Board of School Directors is committed to the success of every student, regardless of race, ethnicity, family economics, mobility, gender identity, sexual orientation, disability, or initial proficiencies. The Board holds itself and all district and school-site decision makers, faculty, and support staff accountable for building a district-wide culture of equity.

(b) The Board acknowledges the need to address the impact of inequities in the city of Milwaukee and the state of Wisconsin. Accordingly, the Board acknowledges that these inequities have a long-standing impact on access and opportunity for our students, families, staff, and community... ;

and

WHEREAS, As stated in Administrative Policy 8.32, Student Expulsions, section (2), "Expulsion of a student from school is a very drastic step, one which the Board hopes shall be rarely necessary in the Milwaukee Public Schools"; and

WHEREAS, Other than in situations that involve acts of violence and use or possession of weapons or use of drugs, students are better served in the long term by interventions, not by suspension or expulsion; and

WHEREAS, When compared with school districts of comparable size and demographics, MPS has failed to make significant strides in the reduction of disciplinary actions and expulsions, especially those of African American and Latino students, the most disproportionately affected, with 2019-20 figures showing that African American students continue to make up the vast majority of those expelled at 77%, followed by Hispanics at 17%, with Asians and Whites at 3% each and Native Americans at 0; and

WHEREAS, In MPS schools that emphasize restorative justice practices and trauma-related staff over disciplinary referrals, suspensions, and expulsions, data show that for other offenses (those unrelated to weapons or drugs), suspensions went down by nearly half; and

WHEREAS, Although the Administration over the years has worked to develop alternatives to suspension and expulsion of students, unless the District constantly strives to do all in its power to reduce suspensions and expulsions of its students, it is shirking its legal and moral responsibility to provide its students with the best educational opportunities possible; and

WHEREAS, Some districts no longer suspend students below the sixth grade or who are younger than 12 years in age while in MPS, in 2019-20, the percentage of students under 12 who were expelled nearly doubled; and

WHEREAS, If a school or administrator continually resorts to suspension or expulsion, rather than to less severe responses to behavioral issues, it may indicate a need for intervention with the administration of the school as much as with its students; and

WHEREAS, Families, as well as schools, need to take responsibility for and be involved in the behavior and discipline of their children and must work with their schools to encourage a climate of mutual respect, safety, wellbeing, trust, and learning; and

- WHEREAS, Similar to other major urban school districts, some MPS students and families ~~are victims of live in communities that are underserved due to systemic~~ racism and racial segregation, poverty, and other social economic inequalities; and
- WHEREAS, To counter systemic inequities, MPS continues to reaffirm its commitment to social and economic justice, and to the struggles that improve our lives. MPS wants to go beyond the traditional struggles for equity, and re-affirms its anti-racism stance in all functions of the organization and the community in which we live; and
- WHEREAS, MPS is very cognizant of what academics have termed “stereotype threats,” a condition that often contributes to how African American and other students of color respond in a society plagued by racism and inequality, and stands against all practices that add the violence and its related consequences; and
- WHEREAS, The District must maximize the work of the school discipline committees to engage with school staff, parents, and students in the exploration of practices of intervention and reduction in disciplinary incidents; now, therefore, be it
- RESOLVED, That suspensions and expulsions shall be tools of last resort in the reduction of disciplinary problems and shall be considered only when all other options have been exhausted; and be it
- FURTHER RESOLVED, That the Milwaukee Board of School Directors directs the Administration to continually revisit its vision and policies in regard to reducing suspensions and expulsions; and be it
- FURTHER RESOLVED, That the Administration explore further opportunities to train school staffs, parents, and students in cultural awareness, conflict resolution, violence prevention, restorative justice, tolerance for divergent viewpoints, etc.; and be it
- FURTHER RESOLVED, That school staffs and students institute school-wide workshops and orientations for all incoming students to discuss with them acceptable conduct, resources available, restorative justice, what to do when they need to talk to a professional, etc. — whatever may curtail the need to suspend or expel; and be it
- FURTHER RESOLVED, That when a student is referred to the school’s office for disciplinary action, the first response shall be to seek interventions and attempts to change the student’s conduct, not to default to suspension or expulsion; and be it
- FURTHER RESOLVED, That ~~the District shall suspend as of January 1, 2021,~~ no student below the sixth grade or under the age of 12 shall be suspended. School communities shall develop alternative interventions to suspension based on restorative and racial anti-discriminatory practices that deal with disruptive behavior in school. School communities shall submit these alternative intervention plans to their Regional Superintendent or designee by December 1, 2020. If a student is under the age of 12 and exhibits behavior that presents an imminent danger to the physical, emotional, or mental safety of specific students and staff, the Regional Superintendent or designee or the Department of Student Services will assist with his/her temporary removal from the building and may seek appropriate interventions as informed by the school plan; and be it
- FURTHER RESOLVED, That a disciplinary referral of a student to a contracted school or other alternative program or service shall not be considered an expulsion, but a transfer to a setting that will more appropriately address the student’s needs; and be it
- FURTHER RESOLVED, The Administration shall develop, or partner with community educators and non-profits community-based organizations on interventions for parents and guardians to address and to mitigate student disciplinary issues; and engage the Milwaukee community on efforts to dismantle the structural conditions created by racism that breed conflict between children and adults; and be it
- FURTHER RESOLVED, That the Administration shall develop a process, to include appropriate benchmarks and reasonable measurements, to monitor the rates of suspension and expulsion within each school, and if a pattern of excessive use of either appears, to investigate and, when necessary, to provide assistance in reducing disciplinary issues and professional development in alternate means of discipline; and be it
- FURTHER RESOLVED, That the Administration shall include the implementation and the results of this monitoring-and-intervention process monthly and in its annual report to the Board.

### **Strategic Plan Compatibility Statement**

Goat 1, Academic Achievement

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

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Administrative Policy 8.17, Student Rights, Responsibilities, and Discipline

### **Fiscal Impact Statement**

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This item does not authorize expenditures.

### **Implementation and Assessment Plan**

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Upon adoption by the Board, the Administration will begin implementing the resolution.

### **Committee's Recommendation**

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Your Committee recommends adopting the original Resolution 2021R-007, with the resolved portions to be modified as follows:

RESOLVED, That suspensions and expulsions shall be tools of last resort in the reduction of disciplinary problems and shall be considered only when all other options have been exhausted; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors directs the Administration to continually revisit its vision and policies in regard to reducing suspensions and expulsions; and be it

FURTHER RESOLVED, That interventions and practices, presented in the OCR Report of July 2020, be used by all MPS staff to make a concerted effort to significantly dismantle systems of racial and ethnic disproportionality and inequality; and be it

FURTHER RESOLVED, That the Administration explore further opportunities to train school staffs, parents, and students in a total change in the mindset that drives school suspensions, and in cultural awareness, conflict resolution, violence prevention, restorative justice, tolerance for divergent viewpoints, etc.; and that the school improvement plans of each school specifically address how the school community proposes to engage in alternatives to suspensions; and be it

FURTHER RESOLVED, That school staffs and students institute school-wide workshops and orientations for all incoming students to discuss with them acceptable conduct, resources available, restorative justice, what to do when they need to talk to a professional, etc. — whatever may curtail the need to suspend or expel; and be it

FURTHER RESOLVED, That as is currently stated in policy when a student is referred to the school's office for disciplinary action, the first response shall be to seek interventions and attempts to change the student's conduct, not to default to suspension or expulsion; and be it

FURTHER RESOLVED, That "chronic disruption" – described nationally as "willful defiance", defined as "disrupting school activities or otherwise willfully defying the valid authority of school staff" shall not constitute grounds for suspension, for fifth grade and below, unless clear interventions have been employed and documented and there is notification to the Regional Superintendent or designee, resulting in a suspension and resulting in meeting with the student's guardian (s); and be it

~~FURTHER RESOLVED, That the District shall suspend no student below the sixth grade unless a student exhibits behavior that presents an imminent danger to the physical, emotional, or mental safety of specific students and staff, and with the approval of the Regional Superintendent or designee or under the age of 12; and be it~~

FURTHER RESOLVED, That a disciplinary referral of a student to a contracted school, ~~or other alternative program, or appropriate placement including but not limited to online educational services~~ shall not be considered an expulsion, but a reassignment, unless required by State statute transfer to a setting that will more appropriately address the student's needs; and be it

FURTHER RESOLVED, The Administration shall develop, or partner with community educators and non-profits and worked community-based organizations on interventions for parents and guardians to address and to mitigate student disciplinary issues; and engage the Milwaukee community on efforts to dismantle the structural conditions created by racism that breed conflict between children and adults; and be it

FURTHER RESOLVED, That the Administration shall ~~develop a~~ continue its current process, to include appropriate benchmarks and reasonable measurements, to monitor the rates of suspension and expulsion within each school, and if a pattern of excessive use of either appears, to investigate and, when necessary, to provide assistance in reducing disciplinary issues and professional development in alternate means of discipline; and be it

FURTHER RESOLVED, And that the administration will develop a monthly report on referrals, demarcating suspensions and expulsions resulting from those referrals, to the Board similar to the 24 areas in the OCR report spelled out in section "e" titled "The analysis for behavior data for the 2019-2020 school year." The areas reported monthly will give an overall district summary of referrals, suspensions and expulsions--including comparison of Black, Latino/a, Asian and white students--along with a breakdown for each school, including non-instrumentality charter schools; and be it

FURTHER RESOLVED, That the Administration shall ~~include~~ continue the implementation and the results of this monitoring-and-intervention process monthly and in its annual report to the Board; and be it

FURTHER RESOLVED, That this resolution will be implemented starting in January with the 2nd semester of the 2020-2021 school year and any necessary policy changes are to be brought to the Board for approval, prior to the January 2021 implementation.

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

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**(Item 4) Report with Possible Action Regarding the Annual Workforce-readiness Update for the 2019-2020 School Year**

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

**Background**

The annual workforce readiness report was last provided at the September 2019 meeting of the Committee on Student Achievement and School Innovation. Since that time, Career and Technical Education (CTE) has continued to build and to improve the infrastructure and to put systems in place to expand workforce readiness throughout the district in 2020-2021 and beyond. The following are highlights from the 2019-2020 school year.

**Administration's Report**

- All 7<sup>th</sup>-grade classrooms were scheduled to visit local industry partners as part of the Council of Small Business Executive's (COSBE's) Be the Spark program. Despite the pandemic, 1,254 students were able to attend the tours.
- Each high school continued to have one main point of contact, which we call "Career Champions," to coordinate communication and work-based learning activities with CTE.
- CTE provided its "Playbook for Career Champions" to all high schools, along with professional development (PD) for all Career Champions and College and Career Center's planning assistants. The Playbook and PD are intended to ensure efficient communication and coordination between the schools and CTE to continue growing the number of internships and youth apprenticeships for our students.
- An Employer Playbook was developed to provide employers with a guide on how to provide high-quality work-based learning opportunities for students.
- CTE utilized an online application system for all potential youth apprentices, making the process easier and more efficient for students and CTE.
- CTE worked in close collaboration with the College and Career Center's staff, who regularly assisted students with resumes, job searches, and job applications.
- CTE provided work-readiness sessions for all high schools to prepare students for internships and youth apprenticeships. A total of 1,067 students participated in work-readiness sessions during 2019-2020.
- A job board for students was updated weekly throughout the school year and was available on the CTE website and on all high-school websites.
- CTE held the 3<sup>rd</sup> annual all-district job fair at UW-Milwaukee on March 13, 2020. A total of 632 students from 21 high schools attended. 75 employers participated in the event.
- An informational session was held in December for approximately 100 students and family members to learn about and to apply for internships and youth apprenticeships.



- At least 1,884 students had some sort of work experience in the 2019-2020 school year, including students who worked in summer 2019. This number includes experiences such as the 2019 summer employment through the Mayor’s Earn & Learn Program, School-to-Work Program, youth apprenticeships, and internships.
- All students who successfully complete a youth apprenticeship receive one (1) credit per semester. Students who participate in internships may also receive between 1/4 and one (1) credit per semester, depending on the number of hours worked.
- The 2020 summer work experience totals will be included in the 2021 report to the Board of Directors.

Because our students’ current school environment is virtual, plans to offer work-readiness and work-based learning experiences for students require virtual components. These include:

- virtual field trips with COSBE for our 7<sup>th</sup>-grade students;
- a video for students that explains youth apprenticeships, internships, and next steps to become better prepared for work opportunities;
- two online curricula to provide our students with work-readiness sessions; and
- a Google Classroom, which contains employability resources for our students who have applied for youth apprenticeships and internships.

- Schedules have been created to provide students with monthly mock interview sessions and panel discussions with industry partners covering different career pathways.

### **Strategic Plan Compatibility Statement**

Goat 1, Academic Achievement

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

Administrative Policy 7.01, Teaching and Learning Goals

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### **(Item 5) Report with Possible Action on Comprehensive School Counseling Program Activities**

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

### **Background**

This report is being presented in compliance with Administrative Policy 7.32, Comprehensive School Counseling Program, which requires that a report on the comprehensive school counseling program’s activities to improve post-secondary outcomes to be provided to the Board of Directors.

### **Administration’s Report**

The comprehensive school counseling program is closely aligned with the Academic and Career Planning (ACP) process, which is a statewide requirement. During the 2019-2020 school year, the comprehensive school counseling program implemented and collaborated on a number of activities and strategies to increase post-secondary outcomes for students in Milwaukee Public Schools. The activities implemented in 2019-2020 for improving post-secondary outcomes included the following:

1. School Counseling Curriculum — grades K5-12
2. ACP School Teams and School Plans — all schools
3. ACP Conferences — grades 5, 7, 9, 11
4. Dream Big Career Fair — grades 8
5. Job Fair — students over 16
6. M-cubed University of Wisconsin-Milwaukee visits — grade 9
7. Virtual College Conversations — grades 9-11
8. College Application Week — grade 12

9. FAFSA Campaign — grade 12
10. Cash for College Campaign — grade 12
11. Virtual Decision Day — grade 12.

The 2019-2020 school year was also the second year of the United Negro College Fund's (UNCF's) Empower Me Tour (EMT) coming to Milwaukee. More than 1,200 high-school seniors attended, resulting in on-site college admission offers and scholarship offers totaling \$11,000,000.

As a result of the pandemic, school counselors will implement a virtual school-counseling program across all grades K through 12. School counselors' tasks have been prioritized to address other program areas such as individual and small-group student support. In the spring of the 2019-2020 school year, college-planning services were provided virtually and will continue in the same format until students return to school.

As a result of the referendum increasing school counseling's FTEs, a number of elementary, middle, and high schools will have increases in school counseling services.

### **Strategic Plan Compatibility Statement**

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Goat 1, Academic Achievement

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

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Administrative Policy 7.32, Comprehensive School Counseling Program

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### **(Item 6) Update with Possible Action on ACCESS for ELLs® 2019-20 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**

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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 distribution of EL students in the district by region, schools, grade levels, and race/ethnicity.

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### **(Item 7) Report with Possible Action on Academic Standards**

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

#### **Background**

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

#### **Administration's Report**

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The academic standards addressed in this report are:

### **1. Common Core State Standards (CCSS)**

On September 27, 2012, the Milwaukee Board of School Directors received a report on the Common Core State Standards (CCSS) and the alignment to the Comprehensive Literacy Plan (CLP) and the Comprehensive Mathematics and Science Plan (CMSP). It is to be noted that the CCSS are embedded within the CLP and CMSP and serve as the foundation for instruction in the classroom and professional development for teachers and principals.

### **2. The Common Core Essential Elements (CCEE)**

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

### **3. Career and Technical Education Standards**

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

- agriculture, food and natural resources
- business and information technology
- family and consumer sciences
- health science
- marketing, management, and entrepreneurship
- technology and engineering.

### **4. Wisconsin Model Early Learning Standards (WMELS)**

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

### **5. Next Generation Science Standards**

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

### **6. Standards for Social Studies**

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

### **7. Common Core State Standards for World Languages**

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

### **8. Wisconsin Standards for English Language Arts (ELA)**

On May 27, 2020, the Wisconsin Department of Public Instruction adopted the Wisconsin Standards for English Language Arts (ELA). The standards have been revised to provide a framework for what students need to know at the respective grade levels.

**9. Wisconsin Academic Standards**

Per the Wisconsin Department of Public Instruction, all academic areas not covered by CCSS and CCEE and WMELS are covered by Wisconsin Academic Standards. See list below:

- art and design education
- dance
- environmental education
- health education
- information and technology literacy
- music education
- nutrition education
- personal financial literacy
- physical education
- reading
- school counseling
- theatre education
- world languages.

**Strategic Plan Compatibility Statement**

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Goat 1, Academic Achievement

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

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Administrative Policy 7.01, Teaching and Learning Goals

**Fiscal Impact Statement**

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N/A

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**REGULAR ITEMS OF BUSINESS**

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

President Miller gave an opportunity for delegates to present their reports. None were given.

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

**Background**

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In an effort to support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President's activities during the month of September 2020 included the following:

**Academic Achievement**

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Met or had conversations with individuals or groups on:

- Black Lives Matter at Schools
- ASC and MTEA's Leadership.

**Effective and Efficient Operations**

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Meet with the Superintendent and Board Clerk regularly for information sharing and to ensure that the Board's operations continue during COVID-19.

Followed up with the City Attorney's Office on a meeting with board members.

Received legislative updates from the Governor Tony Evers and state legislators.

**Student, Family and Community Engagement**

Met (virtually) or held conversations with school and community groups.  
Took part in meetings of the Milwaukee Library Board as the Board’s delegate

*In Recognition of Community School Coordinators Week (September 21-25, 2020)*

Community School Coordinators are essential to the success of Community Schools, through creating, strengthening, and maintaining the bridge between the school and community. Community School Coordinators facilitate and provide leadership for the collaborative process of operationalizing the Milwaukee Community Schools Partnership's three guiding practices of Shared Leadership, Equity and Cultural Relevance.

Community Schools are an effective, evidence-based, and equity-driven strategy for school improvement included under section 4625 of the Elementary and Secondary Education Act of 1965 (20 U.S.C. 7275), as added by section 4601 of the Every Student Succeeds Act (Public Law 114–95; 129 Stat. 2029).

The Milwaukee Community Schools Partnership has 12 Community Schools across the city where Community School Coordinators work to identify local priorities through a community-engaged assessment process, mobilize community assets, develop intentional partnerships, engage diverse voices in decision making, and advocate for culturally responsive and restorative practices that allow all students to learn and communities to thrive.

Milwaukee Public Schools joins in the national recognition of Community School Coordinators through Coordinators Appreciation Week 2020 and acknowledges the Community Schools model as a transformational strategy for educational equity.

I would like to specifically thank the Community School Coordinators working with Milwaukee Public Schools.

- Bradley Tech High School..... Dom Portis
- Browning Elementary ..... Gianna DeLoney
- Hopkins Lloyd Community School ..... Glenn Carson
- James Madison Academic Campus ..... Samantha Garrett
- Lincoln Avenue School ..... Regina Stieber
- Longfellow School ..... Nora Godoy- González
- North Division High School..... Lateff Alston
- South Division High School..... Francisco Sanchez
- Washington High School ..... Briana Fox
- Westside Academy ..... Jennifer Langoehr
- Zablocki Elementary ..... Ludys Ebratt

**Strategic Plan Compatibility Statement**

Goal 2, Student, Family and Community Engagement

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

Board Rule 1.17, President's Duties and Powers; *Ex Officio* Membership

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The meeting adjourned at 9:16 P.M.

JACQUELINE M. MANN, Ph.D.  
Board Clerk