

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 7, 2020**

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

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

Absent and Excused — Director Siemsen — 1.

The Board Clerk read the following call of the meeting:

October 1, 2020

To the Members of the Board of School Directors:

At the request of President Larry Miller, a special meeting of the Milwaukee Board of School Directors will be held at 5:30 p.m. on Wednesday, October 7, 2020. Board members will meet in person at 5225 W. Vliet Street, Milwaukee; however, due to the contingencies of the COVID-19 pandemic, MPS buildings are closed to the public. No public testimony will be taken at this meeting.

This meeting will be broadcast on WYMS radio— 88.9 FM, or on Time-Warner/Spectrum Channel 13, and via livestream or the MPS YouTube Stream at:

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

The purpose of this meeting is to confer with legal counsel concerning strategy with respect to litigation in which the Milwaukee Board of School Directors is or is likely to become involved.

Pursuant to Wisconsin Statutes, Section 19.85(g), the Board may retire to executive session for the purpose of conferring with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved. The Board will reconvene in open session to take any action on matters discussed in executive session, if necessary.

JACQUELINE M. MANN, PH.D.
Board Clerk

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

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

Noes — None — 0.

The Board retired to executive session at 5:43 P.M.

The Board adjourned from executive session at 7:11 P.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 22, 2020**

Special meeting of the Board of School Directors called to order by President Miller at 5:36 p.m.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Taylor, and President Miller — 6.
Absent and Excused — Directors Phillips, Siemsen, and Woodward — 3.

The Board Clerk read the following call of the meeting:

October 21, 2020
REVISED

To the Members of the Board of School Directors:

At the request of President Larry Miller, a special meeting of the Milwaukee Board of School Directors will be held at from 5:30 to 7:30 p.m. on Thursday, October 22, 2020. Board members will meet in person at 5225 W. Vliet Street, Milwaukee; however, due to the contingencies of the COVID-19 pandemic, MPS buildings are closed to the public. No public testimony will be taken at this meeting.

This meeting will be broadcast on WYMS radio— 88.9 FM, or on Time-Warner/Spectrum Channel 13, and via livestream or the MPS YouTube Stream at:

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

The purpose of this meeting is to consider, and possibly to take action on, a resolution authorizing retention of counsel and commencement of litigation against responsible defendants concerning e-cigarette vaping in Milwaukee Public Schools and to confer with legal counsel regarding litigation in which the Board is or is likely to be involved.

Pursuant to Wisconsin Statutes, Section 19.85(1)(g), the Board may retire to executive session for the purpose of conferring with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The Board will reconvene in open session to take any action on matters discussed in executive session, if necessary.

JACQUELINE M. MANN, PH.D.
Board Clerk

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

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Taylor, and President Miller — 6.
Noes — None — 0.

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

The Board reconvened in open session at 6:53 p.m.

Director Peterson moved that the Milwaukee Board of School Directors enter into a contingent attorney-fee agreement with Keller Rohrback and MWH Law Group, with authority to pursue all legal recourse that the Board may have with respect to claims against JUUL and Altria, along with any other responsible potential defendants.

The motion passed, the vote being as follows:

Ayes — Directors Báez, Herndon, O'Halloran, Peterson, Taylor, and President Miller — 6.
Noes — None — 0.

The Board adjourned at 6:55 P.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 27, 2020**

Special meeting of the Board of School Directors called to order by President Miller at 5:35 p.m.

Present — Directors Báez, Herndon, O'Halloran, Peterson, Phillips (5:37 p.m.), Siemsen (5:37 p.m.),
Taylor (6:11 p.m.), Woodward, and President Miller — 9.
Absent — None.

The Board Clerk read the following call of the meeting:

October 23, 2020
REVISED

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Larry Miller, the following meeting is scheduled to take place, for the consideration of the item of business stated in this notice. This meeting will be held virtually. MPS buildings are closed to the public.

Testimony will be taken live during the meeting. Those who wish to speak must register in advance to receive a participation code to enter the meeting. The deadline to register is 3:00 p.m. on October 27, 2020.

To register to participate by dial-in, call 414-475-8200 and follow the instructions.

To register to participate via email, visit the Boardcast page of the MPS website to send an email request: <https://mps.milwaukee.k12.wi.us/en/District/About-MPS/School-Board/Boardcast.htm>

Written comments may be submitted to the Office of Board Governance by mail, to 5225 W. Vliet Street, Milwaukee, 53208; by email, to governance@milwaukee.k12.wi.us; or by fax, to 414-475-8071. Written comments received before 3:00 p.m. on October 27, 2020, will be forwarded to the Board for its consideration.

This meeting will be broadcast on WYMS radio— 88.9 FM, or on Time-Warner/Spectrum Channel 13, and via livestream or the MPS YouTube Stream at:

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

SPECIAL BOARD MEETING
5:30 p.m., Tuesday, October 27, 2020

1. Action on a Request for Authorization to Seek Educator Effectiveness and Personnel Evaluation Waivers for the 2020-2021 School Year from the Wisconsin Department of Public Instruction as a Result of the COVID-19 Pandemic
2. Action on the Phased-in MPS School Reopening Plan for the 2020-2021 School Year
3. Action on a Request to Approve the 2020-21 (FY21) Proposed Fall Budget Adjustments to the Adopted FY21 Budget

JACQUELINE M. MANN, PH.D.
Board Clerk

(Item 1) Action on a Request for Authorization to Seek Educator Effectiveness and Personnel Evaluation Waivers for the 2020-2021 School Year from the Wisconsin Department of Public Instruction as a Result of the COVID-19 Pandemic

Background

Milwaukee Public Schools uses the Educator Effectiveness System for professional growth and evaluation. The Educator Effectiveness System identifies specific criteria for best practices in teaching (teachers) and leadership of schools (principals and assistant principals).

The Wisconsin Legislature developed the 20 Wisconsin Education Standards found in Wisconsin Administrative Code sec. PI 8.01, which establish minimum expectations for each school district. Standard 17 requires each school district to evaluate all licensed school personnel in their “first year of employment and, at least, every third year thereafter.” Wis. Stat., §115.415, requires that the Wisconsin Educator Effectiveness System be the specific process by which all Wisconsin districts meet the requirements listed in PI 8 for principals and teachers.

The Wisconsin Department of Public Instruction (DPI) is offering districts flexibility during the COVID-19 pandemic as they continually seek new ways in which to best serve all students, to improve student learning, and to increase opportunities for the children whom they serve through a variety of options. As a result, the DPI created the COVID-19 District Flexibility application, which provides districts the ability to apply for regulatory flexibility and waivers needed as a result of the impacts of the pandemic relative to K-12 education. The Administration is seeking the Board's authorization to seek waivers from the DPI for Educator Effectiveness and Personnel Evaluation for the 2020-2021 school year via submission of the COVID-19 District Flexibility Application.

During the 2019-2020 school year, the statewide alteration of school calendars as a result of the COVID-19 pandemic caused disruption to the Educator Effectiveness Cycle. Based on this, the district applied for and received a waiver of the Wisconsin Educator Effectiveness System for the 2019-2020 school year.

The statewide alteration of school calendars in 2019-2020, the current virtual learning model being implemented in Milwaukee Public Schools, and continued uncertainty associated with the COVID-19 pandemic have compounded the impact on the Educator Effectiveness System for professional growth and evaluation for the 2020-2021 school year.

Due to the continued and unexpected impacts as a result of the COVID-19 pandemic, the Administration is requesting that the Board authorize the Administration to seek waivers from the Educator Effectiveness and Personnel Evaluation from the Wisconsin Department of Public Instruction for the 2020-2021 school year.

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.01, General Personnel Policies

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will submit a request for waivers of the Educator Effectiveness and Personnel Evaluation from the Wisconsin Department of Public Instruction.

Administration's Recommendation

The Administration recommends that the Board authorize the Administration to seek waivers of the Educator Effectiveness and Personnel Evaluation from the Wisconsin Department of Public Instruction as a result of the COVID-19 pandemic for the 2020-2021 school year.

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

Ayes — Directors Báez, Herndon, O’Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 8.
 Temporarily Absent — Director Woodward — 1.
 Noes — None — 0.

* * * * *

(Item 2) Action on the Phased-in MPS School Reopening Plan for the 2020-2021 School Year

Background

In May, June, and July 2020, the Administration shared with the Milwaukee Board of School Directors preliminary and updated plans associated with the reopening of school for the 2020-2021 school year. Due to the fluid nature and the need for flexibility during the pandemic, the plans continue to be further refined to best support the health and safety of our community.

Early on in the process, the Administration convened work groups to address different areas of consideration for school reopening: health and safety, academics, school operations, communications, professional development, and classroom and schoolwide supports. The work groups include teachers, school leaders, other staff, MTEA representatives, students, parents, and community members. The groups continue to meet to plan for the schools’ reopening.

The Administration continues to take into account the feedback from the work groups, parents, students, and staff while reviewing and considering guidance from various entities such as the Council of the Great City Schools and other school districts, as well as local and state guidance.

The full Roadmap to Readiness Update has been provided under separate. The update provides information for moving into Phase 2. This phase will be structured for hybrid learning, which will include a blended learning model whereby students are divided into three cohorts: Two cohorts will alternate on-campus learning days with at-home learning days. The third cohort will be for students who wish to continue full-time at-home learning.

In addition to the new learning models, the update provides additional details on Phase 2. The protocols for personal protective equipment are described and include mask wearing, hygiene practices that will be stressed, and enhanced cleaning strategies. Protocols for proper distancing have also been developed for student transportation, meal times, and use of shared technology devices. There will also be new protocols and restrictions on visitors, gatherings, and after-school and extracurricular events.

In addition, the update describes how the district will respond to symptomatic individuals, positive cases, and contact tracing. Use of student exclusion and isolation rooms is also detailed. The update also describes parent and family supports, as well as staff readiness efforts.

Roadmap to Readiness 2020-21 Update

Guiding Principles

- Health and Safety
- Quality Instruction
- Student and Staff Support
- Efficient and Safe Operations
- Effective Communications

Academic Expectations: Hybrid Model

	Monday	Tuesday	Wednesday	Thursday	Friday
Cohort A	On-site, in-person learning	On-site, in-person learning	At-home, remote learning	At-home, remote learning	At-home, remote learning
Cohort B	At-home, remote learning	At-home, remote learning	At-home, remote learning	On-site, in-person learning	On-site, in-person learning
Cohort C (Full Virtual)	At-home, remote learning	At-home, remote learning	At-home, remote learning	At-home, remote learning	At-home, remote learning

Academic Expectations

Core Instruction

- MPS Standard of Care
- Maximize Small-group Instruction
- In-person Virtual Instruction
- Formative and Summative Assessments
- Grading/Credit Attainment

Technology

- Ensuring schools have a Chromebook available for each student so devices do not need to be brought to and from school.
- Continuing to process connectivity requests for hotspots.
- Testing various camera solutions for instruction.
- Purchasing additional touchscreen Chromebooks for younger students’ use in school.
- Continuing to create support documentation and training opportunities in virtual tools for teachers.

Parental Support

- Phase-2 Learning Modules
- Diverse Family Support
- Parent Survey
- CLC/Camps — Learning Labs

Health and Safety

- Physical Distancing
- Masks/Face Coverings
- Cleaning and Disinfecting
- Hygienic Practices
- Symptomatic Individuals

Transportation

- Limited Capacity
- Assigned Seating
- Required Masks
- Safety Precautions

To accomplish social distancing to allow for one student per seat, every other seat, the following number of students will be able to ride the bus:

Rated Capacity	Number of Students
34	6
52	9
66	11
70-74	12
78	13
84	14

To decrease social distancing to allow for one student per seat, not skipping any seats, the following number of students will be able to ride the bus:

Rated Capacity	Number of Students
34	12
52	18
66	22
70-72	24
78	26
84	28

Neither of these scenarios accounts for sharing of seats by family members who reside in the same household. Households would and should share seating — up to three students in the respective seat — thereby slightly increasing the average capacity for student transportation.

School Nutrition

- Meal sites continue to support students
- Individually-packaged meals when possible
- Meals served in the classroom
- Safety measures in place

Building Readiness

- All sites checked and ready to open
- Cleanliness and ventilation
- Signage for safe practices
- PPE/Sanitation Stations
- Deep cleaning every Wednesday

Classroom and School-wide Supports

Social Emotional Learning

- Embedded teaching of social emotional skills
- Community building
- Re-introduction to the physical building
- Support staff
- Self-care and mental health

Special Populations

- Students with disabilities
- English-language learners
- Newcomers

Extracurricular Activities

- Athletics
- School Clubs
- Student Groups

Estimated Financial Implications

Technology purchases	\$ 26,367,272
Personal protection equipment and sanitation	\$ 14,020,222
Additional staff coverage	\$ 7,953,659
Translation, interpretation, advertising, and signage	<u>\$ 2,500,000</u>
Total Estimated Cost	<u>\$ 50,841,153</u>

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

This item does not authorize expenditures. Any costs associated with implementing the MPS School Reopening Plan will follow Administrative Policy 3.09 in seeking the Board’s approval.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will begin plans to implement Phase 2.

Administration’s Recommendation

The Administration recommends that the Board approve the implementation of Phase 2, with the hybrid model of education to begin in January 2021 for all MPS schools.

The gavel was passed to Vice-President Baez at 8:14.

President Miller moved that

1. the Board support the continued development of a forward-moving Phase II reopening plan;
2. the Administration engage the community in discussion and survey on a more stringent gating criteria for reopening;
3. the Board reconvene after January 18, 2021, to evaluate the pandemic and to get an update on the Roadmap to Readiness; and
4. the Superintendent update the Board on the planning process in November and December of 2020.

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 — 0.

The gavel was returned to President Miller at 8:34 p.m.

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(Item 3) Action on a Request to Approve the Proposed 2020-21 (FY21) Fall Budget Adjustments to the Adopted FY21 Budget

Background

The Wisconsin Department of Public Instruction (DPI) certified school district's aid amounts and updated the district's revenue-limit worksheet on October 15, 2020. Since the institution of revenue limits, it has been routine to amend the district's annual budget at this point in the fiscal year in order to adjust projections to actual revenue and enrollment. These changes require adjustments to revenues and expenditures, as well as technical adjustments to the 2020-21 budget as adopted by the Milwaukee Board of School Directors (Board) on May 28, 2020.

Attachment 1 to this item, provided under separate cover, summarizes the recommended fall changes to the budget adopted in May 2020, based on current data and the priorities established in the Board's three goals of academic achievement; student, family and community engagement; and effective and efficient operations.

Below are the proposed budget resolutions, including the total budget amount and the portion of tax levy for the School Operations Fund, the Construction Fund, and the Extension Fund. The final board-adopted budget resolution will be transmitted to the Common Council of the City of Milwaukee for adoption as prescribed by State Statutes, §§ 119.46 and 119.48, prior to the adoption of the City's budget in November 2020.

SCHOOL OPERATIONS FUND

RESOLVED, That, pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of ~~\$1,059,393,719~~ \$1,062,557,424 will be required for the operation of the Milwaukee Public Schools, for the repair and keeping in order of school buildings and equipment, and the making of material improvements to school property during the 2021 Fiscal Year. In addition, pursuant to action taken by the Board of School Directors at its regular meeting on September 22, 2011, the Board of School Directors is required to advise the Common Council that ~~[TO BE DETERMINED]~~ \$24,958,272 will be required for the operation of the Milwaukee Parental Choice Program; and that ~~\$ [AMOUNT TO BE DETERMINED]~~ \$251,155,664 will be required for the operations of the Milwaukee Public Schools and that a total of ~~\$ [AMOUNT TO BE DETERMINED]~~ \$276,113,936 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2021, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

CONSTRUCTION FUND

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of ~~\$6,637,203~~ \$5,762,395 will be required for the 2021 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, ~~\$5,511,274~~ \$4,636,466 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2021, said amount to be in addition to the money received from other miscellaneous sources.

EXTENSION FUND

RESOLVED, That, pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that the amount of ~~\$32,708,590~~ \$34,708,590 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2021 Fiscal Year, and that ~~\$25,225,000~~ \$27,225,000 thereof is to be

raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2021, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

In accordance with Board Rule 1.14(3)(g) a recorded affirmative vote of two-thirds of the Board's membership shall be necessary to: request tax funds or the sale of bonds for the purpose of school construction.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

Approval of the proposed fall budget changes as outlined in Attachment 1, provided under separate cover, will result in a total budget, including estimated categorical grants, of \$1,343,360,782, based upon current law and revenue-limit calculations.

Implementation and Assessment Plan

Upon the Board's approval, the adjustments will be made to the 2020-21 budget.

Administration's Recommendation

The Administration recommends the Board adopt the fall budget changes as proposed and that the revised annual budgetary resolutions be adopted.

Director Peterson moved approve of the FY21 proposed fall budget adjustments to the adopted FY21 budget and resolutions for the School Operations and Extension Funds as follows:

SCHOOL OPERATIONS FUND

RESOLVED, That, pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of \$1,062,557,424 will be required for the operation of the Milwaukee Public Schools, for the repair and keeping in order of school buildings and equipment, and the making of material improvements to school property during the 2021 Fiscal Year. In addition, pursuant to action taken by the Board of School Directors at its regular meeting on September 22, 2011, the Board of School Directors is required to advise the Common Council that \$24,958,272 will be required for the operation of the Milwaukee Parental Choice Program; and that \$251,155,664 will be required for the operations of the Milwaukee Public Schools and that a total of \$276,113,936 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2021, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

CONSTRUCTION FUND

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of \$5,762,395 will be required for the 2021 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, \$4,636,466 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2021, said amount to be in addition to the money received from other miscellaneous sources.

EXTENSION FUND

RESOLVED, That, pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that the amount of \$34,708,590 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2021 Fiscal Year, and that \$27,225,000 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2021, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

The motion passed, the vote being as follows:

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

Noes — None — 0.

The Board adjourned at 9:10 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 29, 2020**

Regular meeting of the Board of School Directors called to order by President Miller at 6:41 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 agenda, the President Miller asked for a moment of silence to commemorate the passing of the following members of the MPS community:

- Marissa Otto, a student set to attend Hamilton High School, who had passed away on September 19, 2020;
- Anthony Nowak, a retired plumber from the physical plant's plumbing shop, who had passed away on September 24, 2020;
- Maureen Smith, a teacher at Whitman School, who had passed away on September 26, 2020;
- Valerie Pogue, a retired paraprofessional from Bay View Middle and High School, who had passed away on September 27, 2020;
- Duane Riehle, a retired school engineer from Ninety-Fifth Street School, who had passed away on October 1, 2020;
- Nequesia Terrell, a student at Milwaukee High School of the Arts, who had passed away on October 3, 2020;
- Luz C. Hernandez, a retired paraprofessional from Allen-Field Elementary School, who had passed away on October 5, 2020;
- Lem Bonds, a retired school safety assistant from Burbank School, who had passed away on October 6, 2020;
- Kathleen Liebner, a retired school secretary from Webster, who had passed away on October 11, 2020;
- Darryl Thomas, Jr., a student at Groppi High School, who had passed away on October 13, 2020;
- Brayan Anguian Perez, a student at Hamilton High School, who had passed away on October 17, 2020;
- Sydney Wright, a student at North Division High School, who had passed away on October 20, 2020;
- David J. Miller, a retired school engineer from Morgandale Elementary School, who had passed away on October 25, 2020;
- James W. Coady, a retired math teacher and track coach from Pulaski High School, who had passed away on October 25, 2020;
- Linda Betancourt, a teacher from Mitchell School, who had passed away on October 26, 2020;
- Anthony Wingo, a student at Bradley Tech High School, who had passed away on October 28, 2020;
- Malik Warren, a student at North Division High School, who had passed away on October 28, 2020; and
- Carlos Plata-Diaz, former student at Lincoln Avenue who had passed away in October.

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of September 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

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 September through mid-October are also included in the following report.

Superintendent's Report

United Way of Greater Milwaukee & Waukesha County Sets \$55 million Campaign Goal

During the month of September, the United Way of Greater Milwaukee & Waukesha County kicked off its 2020-2021 Community Campaign with a goal of raising \$55 million. As part of this community effort, Milwaukee Public Schools kicked off its 2020 MPS Combined Giving Campaign. The MPS campaign started on October 12, 2020, and will run through November 13, 2020. The MPS community has been especially generous through this important effort that provides funding to over 200 health-and-human-services agencies in our community: Last year, we raised nearly \$200,000 and remained the number-one educational unit (K-12 through higher education) throughout Metro Milwaukee. In just the first week of this year's campaign, we raised \$24,301!

Thank you to all who have donated so far. Your contributions make a positive impact within our community.

October Is Time to Thank a Principal

This month is National Principals Month. Each October, the National Association of Secondary School Principals, the National Association of Elementary School Principals, and the American Federation of School Administrators honors the hard work and dedication of America's principals. National Principals Month is a great opportunity to show appreciation to principals everywhere.

Principals are often taken for granted, and few people understand the long hours and hard work that are needed to run a school. Principals are accountable to the school district, to school staff, and to families — a balancing act that requires patience, compassion, and dedication. In addition, principals continually drive student achievement while maintaining a positive environment and managing school safety, family engagement, a wide range of students' needs, transportation, extracurriculars, and minor emergencies. Very often, the principal is the first person in the door in the morning and the last person to leave at night.

Virtual learning during the pandemic has brought new challenges to all our principals, who are working to support students, families, and staff as they navigate at-home learning. In MPS, we are hearing that virtual learning is working — but that principals miss seeing students and staff each day. Yet they

persevere and rise to the challenge of keeping education on pace until students and teachers can safely return to classrooms.

MPS is grateful for the dedication and commitment of our school leaders, especially during this everchanging school year.

MPS Families Can Pick up Free Fresh Produce Each Thursday in October

During October, Milwaukee Public Schools offered families free weekly produce bags at MPS Stop, Grab, and Go locations. Produce bags were provided during regular meal-distribution hours (11:00 a.m. through 1:30 p.m.) by the MPS Department of Nutrition Services through a grant from the United States Department of Agriculture's Fresh Fruit and Vegetable Program (FFVP). The FFVP is designed to promote healthful eating. It encourages adults to be role models for children by trying new fruits and vegetables together.

The FFVP's produce bags celebrated four cultures through food: Hispanic, European, Asian, and African American. Each produce bag offered fresh fruits and vegetables from around the world, nutrition facts, and ethnic recipes.

Milwaukee Public Schools Receives Donation of Backpacks and School Supplies for Students

Milwaukee Public Schools announced the donation of 4,000 backpacks, courtesy of Educators Credit Union and assembled and delivered by Beyond Vision. These backpacks, stuffed with school supplies from BestEd, have been donated for MPS students who are experiencing homelessness.

Last school year, MPS's Homeless Education Program (HEP) identified 5,008 students experiencing homelessness within the district. HEP works with community partners such as Educators Credit Union, BestEd, and Beyond Vision, who offers a variety of career opportunities for the blind and visually impaired, to provide these students with supplies and to remove barriers that prevent full participation in school.

The donation from Educators Credit Union is worth \$80,000, which includes the backpacks and supplies for students. We thank our partners and our staff who continue to support our students.

MPS Celebrates 15 Years of AEDs Saving Lives in Schools

Milwaukee Public Schools is celebrating AEDs — automated external defibrillators, also known as AEDs — which are portable devices capable of starting a person's heart during an episode such as a heart attack. MPS has had AEDs in schools for 15 years.

AEDs are easy to use and can be operated with little or no training. Since AEDs have been placed in MPS schools, nine lives have been saved — two children and seven adults — including one in 2019.

MPS placed AEDs in schools through the HeartSafe Schools program. The program, in partnership with Children's Wisconsin, the Milwaukee Fire Department, and Project ADAM, places AEDs, provided professional development for district staff, and offers drills to keep schools prepared for emergencies.

In 2005, the first AEDs in MPS were installed at Bradley Tech and Washington High Schools, the only locations with full-time nurses. Within two years, with assistance from the Wisconsin Masonic Foundation and other fundraising efforts, AEDs were placed in every MPS school. MPS currently has 225 AEDs throughout the district, with at least one in each of 156 school sites.

In MPS, 22 CPR/AED instructors provide professional development to Code Blue teams, the name for first responders in the school setting. Every year, at least 70 CPR classes are provided to MPS staff, and the school Code Blue teams' leaders run at least four drills per school year to monitor reaction time and to increase chances of survival. All MPS safety assistants are also certified via the Heart Saver CPR/AED Program.

The goal for MPS is to have all sites designated as HeartSafe Schools, meaning that a cardiac plan is in place and a knowledgeable team of community members and professional staff are ready to respond with up-to-date equipment. AEDs for MPS cost just under \$700 for a new unit and around \$150 to maintain per school year. From the program's inception until now, the Wisconsin Masonic Foundation has provided the funds to replace 23 aging-out AEDs in MPS buildings. Currently, 195 AEDs are aging out and will need replacement.

The MPS HeartSafe Schools program has been represented at multiple national conferences as a model of a high-quality AED program in an urban school district.

Virtual Enrollment for MPS High Schools and Middle Schools Is Open September 26- November 1, 2020

Enrollment for MPS high schools and middle schools for Fall 2021 opened on September 26 and will continue through November 1, 2020. Families are encouraged to research schools, to attend virtual open-house events, to learn about programs and transportation, and to find the best fit for their students' needs, such as bilingual programs, art, music, college prep, career pathways, special education, and more.

Enrolling during the Early Admissions timeframe improves the chances of students getting their first-choice schools. Families of students applying for schools with selection requirements must submit required information by the November 1 deadline.

All enrollment activities will be conducted virtually this year due to building closures during the pandemic.

For more information on enrollment, call the district enrollment office at (414) 475-8448, email the enrollment manager at spidelmg@milwaukee.k12.wi.us, or visit our enrollment Frequently Asked Questions page.

We Energies Information Sessions for Youth Apprentices and Interns

We Energies is looking for students to train as line mechanic or gas technician interns, or as natural-gas-design youth apprentices. These opportunities allow students to get paid while still in high school.

Line Mechanic Intern

Maintain power lines and climb electrical poles. Learn about electric distribution, basic electric theory, safety, and materials and operations.

Gas Technician Intern

Maintain equipment, repair leaks, and troubleshoot problems with natural gas lines. Understand how natural gas is used in homes and businesses.

Natural Gas Design Engineer Youth Apprenticeship

Work 900 paid hours and learn natural-gas design and engineering concepts. Design construction prints and see them implemented on job sites. Earn up to 12 college credits transferable to MATC.

For more information on these opportunities, contact Tamera Coleman at colemat@milwaukee.k12.wi.us and complete the We Energies Internship application by November 2, 2020, at mpsme.com/we-energiesapp.

Design Engineer Youth Apprentice

For more information on this opportunity, contact Terri Salzer at salzertj@milwaukee.k12.wi.us and fill out the Wisconsin Youth Apprentice application at mpsme.com/yaapp.

Completing the Free Application for Federal Student Aid (FAFSA)

High-school seniors should begin the process of applying for financial aid for college. The first step is to fill out the Free Application for Federal Student Aid (FAFSA). This application, which determines eligibility for grants and loans, is used by colleges across the country to develop each student's financial-aid package.

MPS has College and Career Centers in 20 high schools to help students fill out the FAFSA, to explore colleges, to write essays, and to complete college applications. Virtual access varies by school. MPS students can contact any College and Career Center to get the help they need from a college and career advisor. For more information about College and Career Centers' locations, hours, and services, visit the MPS College and Career Centers page.

College Goal Wisconsin is offering free virtual sessions so students can receive information and assistance in completing the FAFSA. Students can register at <https://collegegoalwi.org/register/> to sign up for November 4 or November 11.

FAFSA for the 2020-21 school year opened on October 1, and more money is sometimes available to early applicants. Students who wish to fill out the FAFSA should visit this website to avoid being charged a fee: <https://studentaid.ed.gov/sa/fafsa>.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

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

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

(Item 1) Action on the Election of a Delegate to the Wisconsin Association of School Boards (WASB)

The Board postponed consideration of this item until its regular meeting in November 2020.

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(Item 2) Update on Legislative Matters or Related Issues Concerning Milwaukee Public Schools

Background

The updates here in writing are being provided on the morning of Tuesday, October 20, 2020. Given the rapid speed with which policy is changing in the midst of the COVID pandemic, revisions and further updates will be provided at the convening of the Board’s meeting at the end of October.

Two weeks from the election and with COVID-19 infection rates spiking in the state and across the country, negotiations over the next round of needed federal stimulus funding continue to be stalled. Speaker Nancy Pelosi has stated that October 20 is the final deadline date to come to terms on a fiscal package before the general election.

The Wisconsin State Legislature has not met since April 15, 2020.

It is anticipated that the Wisconsin Department of Public Instruction will introduce its public-instruction budget request for the upcoming biennium in the first weeks of November. The funding situation for education and for the state in general is highly fluid and will change significantly if federal stimulus funds are secured. It is clear that near-term, significant federal stimulus policy will be needed to support the economy and K-12 education. The Department of Public Instruction’s budget proposal will likely be introduced in a context in which federal dollars have not been secured. That context, and the potential budget for K-12 education, could significantly change by February, 2021.

Over the past few months, the Evers administration has done significant work to limit spending and to reduce costs in order to avoid the need for a budget-repair bill. Those efforts have helped to protect school districts from cuts that could have otherwise occurred with a budget-repair bill. Revenue updates will continue to provide information as to whether a repair bill will be needed as we enter the last half of the fiscal year.

Due in large part to the influence of the pandemic, public schools’ enrollment levels are down by roughly 21,000 students, compared with what would otherwise have been expected based on data from prior years. Over the next several years, the fiscal consequences of this undercount will be massive, and it is anticipated that a large majority of those students will, in fact, return to school. 21,000 students suddenly absent from count records is the rough equivalent of the entire school district of Green Bay (21,865 students in FY19), Kenosha (21,404 students in FY19), or Racine (19,590 students in FY19) simply disappearing for an entire year.

In blunt, revenue-limit financial terms, 21,000 students multiplied by an average revenue limit per-pupil of \$10,677 (FY19) equals \$224,217,000. The reverberations of the precise financial impact will play

out over the next several years if not attended to by the state. Wisconsin's school-finance system is simply not designed to the overwhelming impact of a pandemic, and state assistance will be needed.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Board Governance Policy BG 2.13, Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

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

Monthly Report

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 September through mid-October.

Work Plan Highlight: Requests for Information/Research

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

The OAE, which had completed 48 requests for research/information in FY20, has completed 20 requests for research/information to-date in FY21.

Accountability and Efficiency Services

Between September 15, 2020, and October 20, 2020, Accountability and Efficiency Services fulfilled six requests for research/information, three constituent inquiries, and two requests for independent hearing

officer’s (IHO’s) assignment. Additionally, Accountability and Efficiency Services completed three special projects.

During the reporting period, Accountability and Efficiency Services also continued to work on transitioning the day-to-day management of the Principal’s Landing Page to the Department of Research, Assessment, and Data. This transition will not cause any interruption in service and is anticipated to be completed by the end of 2020. Once transitioned, the OAE will continue to provide technical assistance and functional enhancements as needed.

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 (CCS) continued to work collaboratively with the Administration and the Office of Board Governance on implementation of Resolution 2021R-008, regarding establishing a code of conduct for outside contractors and their employees. This work includes drafting a new administrative policy and corresponding procedure for presentation to the Board upon completion.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule 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

On the motion of Director Peterson, the Committees’ Reports were approved, the vote being as follows:

Ayes — Directors Báez, Herndon, O’Halloran, Peterson, Phillips, Siemsen, Taylor, Woodward, and President Miller — 9.
Noes — None — 0.

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	Kevin Elliot	Building Service Helper I	\$13.36/hr.	09/14/2020

Code	Name	Position	Salary	Date
2	Cory Jones	Building Service Helper I	\$13.36/hr.	09/21/2020
2	Joseph LeBlanc	Building Service Helper I	\$13.36/hr.	09/14/2020
2	John Northern	Building Service Helper I	\$13.36/hr.	08/31/2020
5	John Streeter	Building Service Helper I	\$13.36/hr.	09/21/2020
2	Carlton Williams	Building Service Helper I	\$13.36/hr.	09/14/2020
4	Miriam Alanis Moreno	Para Ed Assistant	\$18,642.00	09/10/2020
5	Anhar Aldoori	Para Ed Assistant	\$18,642.00	09/10/2020
5	Riley Bina	Para Ed Assistant	\$18,642.00	09/23/2020
2	India Blunt	Para Ed Assistant	\$18,642.00	09/08/2020
5	Gia Bosch	Para Ed Assistant	\$18,642.00	09/09/2020
4	Maggie Bowen	Para Ed Assistant	\$18,642.00	09/16/2020
2	Porcha Brown	Para Ed Assistant	\$21,156.00	09/09/2020
5	Jessica Cisneros	Para Ed Assistant	\$18,642.00	09/03/2020
5	Mario Gasparri	Para Ed Assistant	\$18,642.00	09/16/2020
5	Brian Glosson	Para Ed Assistant	\$18,642.00	09/08/2020
2	K yanna Hadley	Para Ed Assistant	\$18,642.00	09/03/2020
5	Maxwell Honzik	Para Ed Assistant	\$18,642.00	09/03/2020
2	Doris Kirkwood	Para Ed Assistant	\$22,526.00	09/21/2020
5	Tyler Lee	Para Ed Assistant	\$18,642.00	09/08/2020
4	Stephanie Martinez	Para Ed Assistant	\$18,642.00	09/03/2020
2	Von McDade	Para Ed Assistant	\$18,642.00	09/08/2020
2	Samuel McGee	Para Ed Assistant	\$18,642.00	08/31/2020
5	Robertta Morrobel	Para Ed Assistant	\$18,642.00	09/03/2020
5	Lauren Orkowski	Para Ed Assistant	\$18,642.00	09/01/2020
3	Eh Paw	Para Ed Assistant	\$19,099.00	08/31/2020
5	Cathy Pittman	Para Ed Assistant	\$18,642.00	09/08/2020
5	Heidi Schertz	Para Ed Assistant	\$19,099.00	09/16/2020
2	Steve Wells	Para Ed Assistant	\$18,642.00	08/31/2020
2	LaShawnda Wilkins	Para Ed Assistant	\$18,642.00	09/24/2020
4	Joan Guardiola	School Bookkeeper — 10-month	\$38,085.00	09/21/2020
2	Jasmine Brown	School Secretary I — 10-month	\$28,620.83	09/08/2020
5	Natalie Ebert	School Secretary I — 10-month	\$28,620.83	09/10/2020
4	Isabel Gallegos	School Secretary I — 10-month	\$25,786.44	09/14/2020
4	Jessica Ramos	School Secretary I — 10-month	\$27,676.03	08/28/2020
4	Celina Martinez	School Secretary I — 11-month	\$30,443.63	09/08/2020
5	Rhonda Matthews	School Kitchen Manager I	\$28,002.00	09/21/2020
2	Sedrick Washington	Truck Driver (Light)	\$48,219.00	09/14/2020
<i>Promotions</i>				
2	Sharmeka Bell	Building Service Helper II	\$35,471.00	09/21/2020
2	Lew Leach	Building Service Helper II	\$37,588.00	09/21/2020
2	James Thomas	Building Service Helper II	\$38,647.00	09/21/2020
2	Jeanette Brown	Boiler Attendant Trainee	\$42,760.00	09/21/2020
2	Margaret Childs	School Bookkeeper — 10-month	\$38,085.00	09/21/2020
3	Maivang Xiong	School Bookkeeper — 10-month	\$38,085.00	09/14/2020
2	Jasmine Harland	School Secretary I — 10-month	\$26,731.23	09/08/2020
2	Jeromy Savage	School Engineer I	\$46,833.00	09/21/2020
4	Natalia Mendez	Secretary II	\$35,985.19	09/14/2020
<i>Rehires</i>				
2	Precious Golden	Building Service Helper I	\$13.36/hr.	09/14/2020
2	Jazmine Jones	Building Service Helper I	\$13.36/hr.	09/21/2020
2	Jerrilyn Gainer	Children's Health Assistant	\$18,495.00	09/21/2020
2	Monique Austin	Para Ed Assistant	\$18,642.00	09/23/2020
4	Lenia Figueroa	School Secretary I — 11-month	\$30,443.63	09/21/2020

Codes

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

Certificated Appointments**Teachers**

Codes	Name	Appointment	Salary	Date
5, r	Braun, Carley A	Gen'l Elem & K5 — All Grades	\$44,325.00	8/25/2020
4, r	Campos, Alexandra	Gen'l Elem & K5 — All Grades	\$44,325.00	8/25/2020
5, r	Christiansaon, Tim Owen	Health & Phy Ed	\$66,978.00	9/14/2020
5, nr	Cook, Melissa Ruth	AMP ART	\$66,978.00	9/8/2020
5, nr	Dathyn, Mark T	Bilingual Education	\$62,244.00	8/28/2020
5, r	Goeden, Jessica J	Gen'l Elem & K5 — All Grades	\$44,325.00	8/25/2020
4, nr	Guzman, Idalis N	SAGE	\$44,325.00	8/25/2020
5, r	Lafferty, Alexandria	Gen'l Elem & K5 — All Grades	\$44,325.00	8/25/2020
2, r	Martin, Tiffany R	Multicateg. Comp. SEN	\$49,161.00	8/25/2020
2, r	McDowell, Ashley S	Gen'l Elem & K5 — All Grades	\$49,161.00	9/14/2020
2, r	Patterson, Carmen L	SAGE	\$66,978.00	9/21/2020
5, r	Pick, Tanya M	Gen'l Elem & K5 — All Grades	\$47,583.00	8/25/2020
5, nr	Redford, Meghann Elizabeth	Gen'l Elem & K5 — All Grades	\$54,099.00	8/25/2020
4, r	Roman, Jailene	Bilingual Education	\$49,161.00	8/25/2020
5, r	Ryan, Liam T	SAGE	\$49,212.00	9/9/2020
5, r	Sanfelippo, Rachel C	Day-to-day Teacher	\$50,841.00	9/8/2020
5, nr	Trinkner, Lynne M	Art	\$66,978.00	9/8/2020
4, r	Vasquez Espinosa, Lina Maria	Bilingual Education	\$44,325.00	8/25/2020

School Social Worker

Codes	Name	Appointment	Salary	Date
2, r	Henry, Ersol L	Social Work	\$73,456.00	9/14/2020

Teacher Trauma-informed Coach

Codes	Name	Appointment	Salary	Date
2, r	Sanders, Iesha	General Operations	\$60,806.00	9/8/2020

Teachers, Early Start

Codes	Name	Appointment	Salary	Date
5, r	Boban, Laura	AMP Art	\$65,196.00	9/8/2020
3, nr	Chong, Yat Wai Gloria	Foreign Language	\$56,288.00	8/28/2020
4, r	Genao, Jazmin	Science	\$45,954.00	8/28/2020
5, r	Gerard-Larson, Nicholas	Social Studies	\$54,099.00	9/16/2020
5, nr	Karnitz, Megan	Gen'l Elem & K5 — All Grades	\$44,325.00	8/28/2020
2, r	Knox, Sheryl L	Multicateg. Comp. SEN	\$47,379.00	8/31/2020
2, r	Mbow, Maram	Mathematics	\$66,978.00	8/28/2020
2, r	Mubasa, Erika R	K-8 Schools	\$62,244.00	8/25/2020
4, r	Navarrete, Vicente	Social Studies	\$44,325.00	8/25/2020
2, nr	Phillips-Murray, N errissa	Multicateg. Comp. SEN	\$52,470.00	9/8/2020
5, r	Quirk, Justin P	Science	\$60,615.00	9/14/2020
5, nr	Shaurette, Lauren	Social Studies	\$44,325.00	8/28/2020
2, nr	Tatum, Jacinta	Spec Ed Multicateg.	\$49,161.00	8/10/2020
5, nr	Ward, Owen	English	\$44,325.00	9/21/2020
3, r	Xiong, Ka	Bilingual Education	\$52,470.00	8/26/2020

School Psychologists

Codes	Name	Appointment	Salary	Date
5, r	Leppert, Jared	C.S. — Psychological Services	\$64,268.00	9/16/2020
5, nr	Skaife, Lindsey	C.S. — Psychological Services	\$57,141.00	9/8/2020

Permit Teachers

Codes	Name	Appointment	Salary	Date
2, r	Biles, Alethea	Kindergarten (Four-year-old)	\$43,537.00	8/28/2020
2, r	Buford, Melissa A	Multicateg. Comp. SEN	\$43,537.00	8/25/2020
4, r	Cortes, Ana Isabel	Sage	\$43,537.00	8/25/2020
5, r	Gray, Taylor D	Spec Ed Multicateg.	\$43,537.00	9/14/2020

Codes	Name	Appointment	Salary	Date
5, m	Hougard, Rebecca	Multicateg. Comp. SEN	\$43,537.00	8/28/2020
5, m	Kaloti, Hanan	Spec Ed Multicateg.	\$43,537.00	9/16/2020
5, r	Nuemberg, Hodna	AMP Art	\$43,537.00	8/28/2020
4, r	Rodriguez, Miguel A	Gen'l Elem & K5 — All Grades	\$43,537.00	8/25/2020
6, r	Torkilsen, Nickolaus J	SAGE	\$43,537.00	8/28/2020

Permit Teachers, Early Start

Codes	Name	Appointment	Salary	Date
2, m	Kemp, Kiwane	Multicateg. Comp. SEN	\$43,537.00	8/28/2020
5, m	Lipshutz, Brett A	Foreign Language	\$43,537.00	8/26/2020
2, r	Wilks, Shamey R	Kindergarten (Four-year-old)	\$43,537.00	8/28/2020

Codes

		Counts				Total
		Teachers	SSW	Psychologists	Other	
1	Native American	0	0	0	0	0
2	African American	13	1	0	0	14
3	Asian/Oriental/Pacific Islander	2	0	0	0	2
4	Hispanic	8	0	0	0	.8
5	White	22	0	2	0	24
6	Other	1	0	0	0	1
7	Two or More Ethnic Codes	0	0	0	0	0
	Male	13	0	1	0	14
	Female	33	1	1	0	35
nr	Non-resident					
r	Resident					

Leaves of Absence

	<u>Present Assignment</u>	<u>Effective From</u>
Illness Leave, August 2020		
Raelynn Houston	Sherman	08/24/2020
Jaclyn Ganshirt	Central Services Bldg.	08/24/2020
Illness Leave, September 2020		
Kirk Newton	King HS	09/14/2020
Illness Leave, October 2020		
Constance Millet	Marshall HS	10/06/2020
Illness Leave, January 2021		
Devan Benjamin	Metcalfe	01/04/2021
Personal Leave, November 2020		
Melissa Avery Utzinger	Allen-Field	11/16/2020

Report on Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Code	Yrs		Name	Position	Location	Date
		Svc					
Personal	5	1.9		Kimberly Barrett	Teacher	Riverside	08/31/2020
Personal	5	17.0		Cassie Carbon Ellington	Speech Pathologist	Engleburg	08/24/2020
Personal	2	0.1		Shirlyn Christian Winters	Teacher	Story	08/28/2020
Personal	2	23.2		Ronda Davis	Teacher	Story	08/17/2020
Other Dist	5	7.0		Ericka DeShong	Teacher	Congress	08/18/2020
Other Dist	5	2.0		Shea Halula	Teacher	Holmes	08/24/2020
Personal	2	5.0		Heidi Jiles	Teacher	Bradley Tech	08/26/2020
Other Dist	5	4.0		Tanner Johnson	Teacher	Stuart	08/23/2020
Personal	5	0.9		Janet Kalmer	Teacher	Pratt	08/16/2020
Other Dist	5	3.0		Kelsey Linhart	Teacher	Victory	08/17/2020

Reason	Code	Yrs		Name	Position	Location	Date
		Svc					
Personal	5	6.0		Debra Lopez Prado	Lib Med Spec	Trowbridge	09/08/2020
Retire	2	26.0		Stephanie McWilliams	Teacher	Riverwest	11/27/2020
Personal	5	0.1		Margaret Mulqueen	Teacher	Marshall	08/28/2020
Retire	5	33.0		Sandra Neault	Teacher	Goodrich	08/05/2020
Other Dist	5	18.0		Nina Overholser	SST	Milw Sign Lang	09/21/2020
Other Dist	5	1.0		Christopher Roeloffs	Teacher	RiverTrail	08/21/2020
Other Dist	2	3.9		Jeannette Russell	Teacher	Mitchell	08/24/2020
Retire	5	34.0		Bonnie Schmidt	Teacher	Franklin	08/31/2020
Personal	5	2.0		Jacob Schultz	Teacher	Bay View	08/10/2020
Personal	4	6.0		Lisbeth Soto	Teacher	Doerfler	09/11/2020
Personal	2	12.5		Deonte Tatum	Teacher	Vincent	09/01/2020
Personal	5	7.0		William Walker	Teacher	Rufus King MS	08/31/2020
Personal	5	14.0		Sara Wroblewski	AP	Bradley Tech	08/26/2020
Personal	2	1.1		Jeradine Young	Teacher	Jackson	09/15/2020
Other Dist	5	3.0		Tanya Young	Teacher	Kilbourn	08/17/2020
Personal	4	0.8		Kathryn Zamarron	Teacher	Manitoba	08/21/2020

Classified Retirements

Reason	Code	Yrs		Name	Position	Location	Date
		Svc					
Retire	4	31.1		Awilda Acevedo	Trans Assoc	Transportation	09/12/2020
Retire	5	20.8		Karl Guhl	Carpenter	Carpenter Shop	09/04/2020
Retire	5	35.3		Janice Hagen	Secretary II	Alt & Voe Ed	09/18/2020
Retire	5	27.8		Dona Hutter	Para	Alcott	09/02/2020
Retire	2	18.6		John Meadows	BSHII	Washington	09/09/2020
Retire	2	30.7		Brenda Murphy	Para	Trowbridge	09/01/2020
Retire	5	24.0		Marlene Narewski	Kitchen Mgr	Morgandale	09/01/2020
Retire	5	30.9		Lisa Thoenes	Para	Grant	09/01/2020

Codes

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

Monthly Affirmative Action Report

The Affirmative Action monthly personnel transaction report for September 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

Total Remote Work Forms Submitted by Office* That have been received by 10/12/2020	
Office	Total Form Submissions
Academics	510
Accountability & Efficiency	6
Board Governance	1
Communications & School Performance	84
Finance	114
Human Resources	7
School Administration	15
School Based	4870
Superintendent	3
Total Received	5,610

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

Committee’s Recommendation

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

Approved with the roll call vote on the Reports of the Standing Committees.

* * * * *

(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, r	Angela Ford	Manager II, Advanced Academics	Office of the Chief of Academics	03	12A	\$112,568
2, r	Celeste Ochonogor	Curriculum Specialist IV	Office of the Chief of Academics	03	11A	\$105,319
2, r	Giles Patterson	Maintenance & Repair Supervisor I	Office of the Chief of School Administration	03	09A	\$102,910
5, r	Janine Adamczyk	Manager I, Procurement	Office of the Chief of Finance	03	11A	\$97,585
2, r	Rochelle Johnson Bent	Specialist I, Contract Law	Office of the Chief of Finance	03	08A	\$95,919
2, r	Cheryl Crosby	Coordinator II, School Guidance	Office of the Chief of Academics	03	07A	\$95,718
4, nr	Wigma Duellmann	Assistant Principal III, South Division	Office of the Chief of School Administration	03	12C	\$91,824
5r	Jodi Haar	Coordinator I, Head Start Health	Office of the Chief of Academics	03	06A	\$91,331
5r	Kendall Banaszynski	Maintenance & Repair Supervisor I	Office of the Chief of School Administration	03	09A	\$80,284
4, r	Jose Medina	Assistant Principal III, South Division	Office of the Chief of School Administration	03	12C	\$72,324
4, nr	Nicolette Lara	Associate II, Recreation Supervising	Office of the Chief of Finance	03	04A	\$71,399
5, nr	Alicia Cano	Pension Analyst I	Office of the Chief of Human Resources	03	05A	\$63,169
2, r	Latarsha Mathis-Ross	Planning Assistant III	Office of the Chief of Finance	03	02A	\$58,859
5, nr	Brandon Sweet	Associate II, Recreation Supervising	Office of the Chief of Finance	03	04A	\$54,000
4, r	Gerardo Mares Aguilera	Supervisory Analyst III	Office of Accountability & Efficiency	03	07A	\$76,440

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	Hourly Pay	Date
1, r	Rebecca Comfort	First Nations Studies College Access	Office of the Chief of Academics	\$35.00	10/01/20-04/01/21
4, r	Tatiana Joseph	District Multilingual Multicultural Liaison	Office of the Chief of Academics	\$35.00	09/01/20-03/01/21

Codes	Name	Position	Assignment	Hourly Pay	Date
2, r	Shandowlyon Hendricks Williams	Adjunct Instructor	Office of the Chief of Academics	\$30.00	08/17/20-02/17/21
2, r	Annette Jackson Thomas	Special Education Teacher (MPSU)	Office of the Chief of Academics	\$30.00	08/01/20-02/28/21
6, r	Kathleen Krug	Academic Services to Expelled Students	Office of the Chief of School Administration	\$30.00	08/24/20-01/08/21
5, r	Eric Lasin	Math Lab Support	Office of the Chief of Academics	\$30.00	08/01/20-02/28/21
5, r	James Tomasello	Co-Advisor/Artist in Residence	Office of the Chief of School Administration	\$30.00	08/10/20-12/23/20
5, r	Clara Tracey	Orchestra Coach	Office of the Chief of School Administration	\$30.00	08/10/20-02/10/21
1, r	Carmen Williams	Science Teacher	Office of the Chief of School Administration	\$30.00	08/10/20-02/10/21
5, nr	Mariella Kuehn	School Bookkeeper	Office of the Chief of Finance	\$24.00	08/20/20-02/20/21
5, r	Colleen Schmitt	SEE US! Grant Secretary	Office of the Chief of Academics	\$23.54	10/01/20-03/31/21

Codes

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

Approved with the roll call vote on the Reports of the Standing Committees.

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(Item 3) Action on a Request for an Early Start Date for Ronald Wilson Reagan College Preparatory High School (Grades 9-12), Rufus King International High School (Grades 9-12), and Casimir Pulaski High School (Grades 9-12) for the 2021-22 School Year

Background

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

By approving the Administration’s recommendation, the Milwaukee Board of School Directors will move to submit a request to the DPI for an early start date (no earlier than August 2, 2021) for the 2021-22 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School. All three schools have requested early start dates for the 2021-22 school year because the post-September 1, 2021, start date conflicts with the curricular requirements of the International Baccalaureate (IB) program.

The district made this request on behalf of these schools for the 2020-21 school year, which DPI granted.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.03, School Year/School Calendar

Fiscal Impact Statement

The item does not authorize expenditures. Ronald Wilson Reagan College Preparatory School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School agree to pay any additional costs incurred as a result of this unique school year.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will submit a request to the DPI prior to the January 1, 2021, deadline for an early start date for the 2021-22 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School.

Committee's Recommendation

Your Committee recommends that the Board approve this request for an early start date (no earlier than August 2, 2021) for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School, and direct the Administration to submit a request to the Wisconsin Department of Public Instruction prior to the January 1, 2021, deadline for an early start date for the 2021-22 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School.

Approved with the roll call vote on the Reports of the Standing Committees.

* * * * *

(Item 4) Report with Possible Action on Strategies Used to Maximize Fiscal Year 2020-21 State Aid

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

One of the board-approved budget parameters each year is to maximize the amount of state aid which the district receives. Maximizing state aid decreases the amount of local property taxes needed to fund the district.

There are three district factors that are used in the calculation of State General Aid, which is also called Equalization Aid: equalized property value, membership, and spending (shared cost) from the prior year. Shared cost can be defined as the expenditures for which the district has no other revenues except for local property tax and Equalization Aid. When the district increases spending in these two categories, it helps maximize the amount of State Equalization Aid the district will receive the next year.

Administrative Policy 3.11 gives the Office of Finance authorization to oversee investment decisions. The district has board-approved investment policies that include Other Post-Employment Benefits (OPEB) and the Long-term Capital Improvement Trust Fund (Fund 46)

The district invested in both OPEB and the Long-term Capital Improvement Trust Fund in fiscal year 2020. That investment counts toward shared costs. The shared costs then help maximize State Equalization Aid in fiscal year 2021.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.11, Investment Policy

Fiscal Impact Statement

This item reports on expenditures made in the amount of \$13,000,000 to Other Post-Employment Benefits (OPEB) and \$6,000,000 to the Long-term Capital Improvement Trust Fund to increase our eligibility for State General Aid in fiscal year 2020-21 through our fiscal year 2019-20 shared costs.

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(Item 5) Action on a Request to Carry Over FY20 School Deficit and Surplus Amounts

Background

A school leader takes the lead responsibility for spending in accordance with his/her school’s budget. A school’s overall deficit balance occurs at the end of a fiscal year when total expenditures exceed the total authorized funding amount in non-position costs. A school’s overall surplus balance occurs at the end of a fiscal year when total expenditures are less than the total authorized funding amount in non-position costs.

A school’s spending is tracked monthly by the school leader and the Administration. The Administration and school leader are alerted to potential problems, and where warranted, controls to limit a school’s spending are put in place to mitigate risk.

According to Administrative Policy 3.05, concerning schools’ deficits or surpluses, year-end deficits or surpluses incurred shall be carried over into the next year. Surpluses have been limited to \$5,000 per school except as adjusted by contract for instrumentality charter schools.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.05, Fund Carryover

Fiscal Impact Statement

Approval of the deficit carryover will result in each school’s paying back its deficit within three to five years. Surpluses are available to the school to use during the following year. The total deficit among schools is \$864,788. About \$288,263 will be paid back in the first year. \$646,530 will be carried over as a surplus to be used by the school.

Amount of FY20 Budget Deficit by School to Carryover to FY21

School	FY19 Deficit	Total FY20 FA Budget	FY20 Deficit Decrease/Increase	Total Deficit	FY20 Percent of Working Budget
Alliance	-15,235	839,924	10,783	-4,452	0.53%
Auer Avenue	-56,338	657,239	52,602	-3,736	0.57%
Brown Street Academy	—	1,163,708	-228	-228	0.02%
Carson Academy	-4,290	1,586,550	-27,361	-31,651	1.99%
Milw Acad of Chinese Lang	-2,622	1,988,993	2,289	-333	0.02%
Clarke Street	—	1,026,067	-4,396	-4,396	0.43%
Clement Avenue	-6,527	1,477,045	-173	-6,700	0.45%
Andrew Douglas Middle	—	870,861	-22,734	-22,734	2.61%
Milw French Immersion	—	2,541,853	-1,363	-1,363	0.05%
Green Tree Preparatory	—	888,235	-2,482	-2,482	0.28%
Hamilton	-189,057	5,502,692	100,136	-88,921	1.62%
Hawthorne	—	1,042,144	-2,374	-2,374	0.23%
Hi-Mount	-1,437	778,329	-16,003	-17,440	2.24%
Lincoln Center of the Arts	—	2,365,976	-4,404	-4,404	0.19%
Marshall High	-149,743	3,634,707	34,945	-114,798	3.16%
Golda Meir	-91,692	4,663,321	3,631	-88,061	1.89%
Milw HS of the Arts	-150,657	3,711,812	-1,876	-152,533	4.11%
North High	-58,896	1,334,955	14,487	-44,409	3.33%

School	FY19 Deficit	Total FY20 FA Budget	FY20 Deficit Decrease/Increase	Total Deficit	FY20 Percent of Working Budget
Pulaski High	-42,133	3,507,549	8,344	-33,789	0.96%
Roosevelt Middle	—	1,535,826	-10,341	-10,341	0.67%
South Division High	-5,494	3,311,684	1,592	-3,902	0.12%
Trowbridge	-6,071	914,285	1,804	-4,267	0.47%
Vincent High	-105,937	3,007,820	-41,253	-147,190	4.89%
Wisconsin Conservatory of Lifelong Learning	—	1,450,984	-57,678	-57,678	3.98%
Wedgewood Park	—	3,436,886	-16,606	-16,606	0.48%
Schools no longer in deficit	-834,432	n/a	834,432	0.00	
Total Deficit	-1,720,561	53,239,445	855,773	-864,788	

Schools with Deficits in Excess of 3%

School	Percent	Notes
North High	3.33%	Deficit from FY19 was \$58,896. School is decreasing its deficit from prior years.
Marshall High	3.16%	Deficit from FY19 was \$149,743. School is decreasing its deficit from prior years.
Milw HS of the Arts	4.11%	Deficit from FY19 was \$150,657. School added an additional deficit of \$1,876 in purchased services and supplies.
Vincent High	4.89%	Deficit from FY19 was \$105,937. School added an additional deficit of \$41,253 in other wages and supplies.
Wisconsin Conservatory of Lifelong Learning	3.98%	Deficit is due to overspending

Amount of FY20 Budget Surplus by School to Carryover to FY21

School	FY20 Surplus	School	FY20 Surplus	School	FY20 Surplus
Acad of Accelerated Learning	\$5,000	Eighty-First Street	\$5,000	Kluge	\$765
Alcott	\$5,000	Elm Creative Arts	\$5,000	LaFollette	\$5,000
Allen-Field	\$5,000	Emerson	\$2,198	Lancaster	\$5,000
Audubon High	\$2,836	Engleburg	\$5,000	Lincoln Avenue	\$5,000
Audubon Tech & Comm Ctr	\$2,317	Fairview	\$5,000	Longfellow	\$5,000
Barbee Montessori	\$708	Fernwood Montessori	\$1,421	Lowell International	\$5,000
Barton	\$59	Fifty-Third Street	\$4,145	MacDowell Montessori	\$894
Bay View High	\$5,000	Forest Home Avenue	\$4,340	Madison Academic High	\$5,000
Bay View Montessori	\$4,298	Fratney	\$2,576	Manitoba	\$3,673
Ben Franklin Elem	\$5,000	Gaenslen	\$3,474	Maple Tree	\$2,553
Bethune Academy	\$5,000	Garland	\$4,607	Marvin Pratt	\$5,000
Bradley Technology & Trade	\$255	Goodrich	\$3,454	Maryland Avenue	\$2,630
Browning	\$5,000	Grant	\$3,916	Metcalfe	\$5,000
Bruce	\$5,000	Grantosa Drive	\$5,000	Milw Co Youth Educ Center	\$104
Bryant	\$1,496	Greenfield	\$5,000	Milw German Immersion	\$3,458
Burbank Elementary	\$5,000	Groppi High	\$5,000	Milw Parkside	\$3,287
Burdick	\$3,613	Hampton	\$5,000	Milw School of Languages	\$5,000
Carver Academy	\$5,000	Harford University	\$911	Milw Sign Language	\$5,000
Cass Street	\$5,000	Hawley Environmental	\$5,000	Milw Spanish Immersion	\$5,000
Clemens Elementary	\$1,609	Hayes Bilingual	\$5,000	Mitchell	\$5,000
Congress	\$5,000	Holmes	\$1,231	Morgandale	\$5,000
Cooper	\$2,222	Hopkins Lloyd	\$5,000	Morse Middle	\$5,000
Craig Montessori	\$4,134	Humboldt Park	\$5,000	Neeskara	\$5,000
Curtin Leadership Academy	\$5,000	Jackson	\$5,000	Ninety-Fifth Street	\$1,947
Doerfler	\$5,000	Kagel	\$5,000		
		Keefe Avenue	\$5,000		
		Kilbourn	\$5,000		
		King IB High	\$4,662		
		King, M.L.	\$5,000		

School	FY20 Surplus	School	FY20 Surplus	School	FY20 Surplus
Obama SCTE	\$1,732	Siefert	\$5,000	Vincent Acceleration	\$374
Parkview	\$1,016	South Acceleration	\$282	Washington Sch of Info	
Project STAY High	\$5,000	Starms Discovery	\$2,404	Tech	\$5,000
Reagan High	\$5,000	Starms Early Childhood	\$4,764	Westside Academy	\$262
Riley	\$5,000	Story	\$5,000	Whitman	\$5,000
River Trail	\$1,688	Stuart	\$5,000	Whittier	\$3,001
Riverside University		Thoreau	\$23	Zablocki	\$5,000
High	\$5,000	Thurston Woods	\$5,000	<i>Instrumentality Charter Schools</i>	
Riverwest	\$2,030	Townsend Street	\$5,000	A.L.B.A.	\$118,296
Rogers Street	\$5,000	Transition High	\$5,000	Honey Creek	\$102,644
Sherman Multicultrl		Victory	\$5,000	I.D.E.A.L	\$14,257
Arts	\$3,964	Vieau	\$5,000	Total Surplus	\$646,530

Implementation and Assessment Plan

Upon the Board’s approval, the adjustments will be made to school budgets.

Committee’s Recommendation

Your Committee recommends that FY20 school deficit and surpluses, as noted above, be carried over, and that schools with deficits from FY20 pay back the amounts within three to five years, but no later than five years.

Approved with the roll call vote on the Reports of the Standing Committees.

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(Item 6) Action on Monthly Finance Matters: Report on Emergency Purchases Due to COVID-19 and Change Orders in Excess of \$25,000 and Cumulative Purchases in Excess of \$50,000; Acceptance of the Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

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

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

Contract: C029235

Walk on Water Consulting, Inc.

On January 1, 2020, the Administration requested authorization to enter into a contract with Walk on Water Consulting, Inc., for PeopleSoft support and upgrades. Additional funds in the amount of \$94,000 are now necessary to increase the contract due to the contract’s initially having been scheduled to be a 12-to18-month project for which the funds would span over that longer term. The project has progressed much faster than anticipated and has a “go-live” for October 2020. The funds include regular support from the contractor on routine PeopleSoft consulting work.

Original Contract Amount:.....	\$ 198,500.00
Increase	\$ 94,000.00
Adjusted Contract Amount:	\$ 292,500.00

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/Services	Procurement Basis
United Mailing Services	P933864	\$44,043.81	Summer school mailing	ETB

Report of Revenues and Expenses

Below is a summary of Fiscal Year 2020 revenues as of June 30, 2020, for the School Operations, Categorically Aided Programs, School Nutrition Service, Construction, and Extension Funds.

Fund	Amended Budget	Approved Transfers	Revised Budget	Revenues			Percent Realized
				Current-month	YTD	Unrealized	
School Operations	\$947,857,662	\$2,165,828	\$950,023,490	\$273,541,903 ⁵	\$965,794,340	-\$15,770,850	102%
Categorically Aided	168,210,331	45,065,513 ¹	213,275,843	46,294,362	163,970,045	49,305,798	77%
School Nutrition	54,929,900	250	54,930,150	5,937,198	49,738,965	5,191,185	91%
Construction	2,637,203	—	2,637,203	4,218,240 ⁴⁵	9,295,641	-6,658,438	352%
Extension	32,708,590	40	32,708,630	-211,903 ³	26,321,051	6,387,579	80%
Total All Funds	\$1,206,343,685	47,231,631	\$1,253,575,316	\$329,779,801	\$1,215,120,043	\$38,455,273	97%

Below is a summary of Fiscal Year 2020 expenditures and encumbrances as of June 30, 2020, for the School Operations, Categorically Aided Programs, School Nutrition Service, Construction, and Extension Funds.

Fund	Amended Budget	Approved Transfers ²	Revised Budget	Current-month Expenditures	YTD		Percent Expended
					Expenditures & Encumbrances	Unexpended Balance	
School Operations	\$947,857,662	\$34,175,569	\$982,033,231	\$164,866,313 ⁴	\$992,339,043	-\$10,305,812	101%
Categorically Aided	168,210,330	45,065,513 ¹	213,275,843	13,392,228	213,794,186	-518,343	100%
School Nutrition	54,929,900	566,810	55,496,710	5,937,198	51,465,526	4,031,184	93%
Construction	2,637,203	55,537,290	58,174,493	7,416,306 ⁴	64,174,493	-6,000,000	110%
Extension	32,708,590	10,798,504	43,507,094	3,713,516	40,353,532	3,153,562	93%
Total All Funds	\$1,206,343,685	\$146,143,686	\$1,352,487,371	\$195,325,561	\$1,362,126,780	-\$9,639,409	101%

¹Represents Fiscal Years 2018 and 2019 grants realized in Fiscal Year 2020, plus new grants after the adopted budget.
²Represents appropriations for purchases encumbered and commitments in Fiscal Year 2019.
³Represents net activities and events that were not conducted due to the COVID-19 shutdown.
⁴A \$6 million contribution was made to the Construction Fund Trust from Construction Operations. ‘This is an eligible expenditure for shared costs which secures funding for future construction activities.
⁵Approximately \$2 million of Facilities’ rent revenue was transferred from the Construction Fund to School Operations to cover FY20 tenant costs.

Routine Monthly Reports

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

Monthly Expenditure Control Report

The following report is submitted for the Board’s information pursuant to the Milwaukee Board of School Directors’ action of November 8, 1978. This report, which is presented on a budgetary basis of accounting, reflects revenues and expenditures for the period of July 1, 2019, through June 30, 2020.

School Operations Fund

Expenditures, encumbrances, and commitments through June totaled \$992,339,043, or 101% of the revised budget.

District Contingent Fund

The balance at June 30, 2020, was \$500,000. Fund transfers and the dates they were approved are as follows

Balance — July 1, 2019	\$ 500,000
Approved Transfers	
None	<u>0</u>
Balance — June 30, 2020.....	<u>\$ 500,000</u>

Construction Fund

Expenditures, encumbrances, and commitments through June totaled \$64,174,493, or 110% of the revised budget

Extension Fund

Expenditures, encumbrances, and commitments through June totaled \$40,353,532, or 93% of the revised budget.

Revenues and Expenditures, Current-year versus Three-year Average, as of June 30, 2020

Fund	Revenues		Expenditures	
	Percent Realized		Percent Expended	
	Current-Year	3-year Average	Current-Year	3-year Average
School Operations	102%	101%	101%	101%
Categorically Aided	77%	82%	100%	87%
School Nutrition	91%	100%	93%	92%
Construction	352%	112%	110%	100%
Extension	80%	88%	93%	91%

Donations

Location	Donor	Amount	Gift or Purpose
<i>Monetary Donations</i>			
Auer Avenue School	Mount Carmel Lutheran Church	\$2,960.00	School Uniform Donation
Browning School	Direct Supply Foundation, Inc.	\$4,500.00	Gym Class Donation
Congress School	General Mills/Box Tops for Education	\$1.60	General School Supplies
German Immersion School	German Immersion Foundation	\$2,880.00	General School Supplies
German Immersion School	Your Cause AbbVie	\$12.36	General School Supplies
German Immersion School	Your Cause AbbVie	\$8.24	General School Supplies
German Immersion School	Your Cause AbbVie	\$8.24	General School Supplies
Goodrich School	Donors Choose	\$300.00	Gift Cards for TPT Resources
Hopkins Street School	Greater Milwaukee Foundation, Inc.	\$1,250.00	Honorarium Participation Donation
Hopkins Street School	Greater Milwaukee Foundation, Inc.	\$1,250.00	Honorarium Participation Donation
Keefe Avenue School	YourCause, LLC.	\$120.00	General School Supplies
King High School	Dawn R. Wollenzien	\$15.00	Boy’s Tennis Donation
King High School	Ann Marie Fabos	\$100.00	Boy’s Tennis Donation
Lloyd Barbee Montessori	Julie E. Toman	\$200.00	General School Supplies

Location	Donor	Amount	Gift or Purpose
Morse Middle School	Richard & Nansi Hawkins	\$200.00	Science Donation
Morse Middle School	Richard & Nansi Hawkins	\$1,800.00	Head Phones Donation
North Division High School	Elizabeth Eiland	\$100.00	Sympathy Donation
North Division High School	Donita Adams	\$10.00	Sympathy Donation
North Division High School	Kenyetta Maclin	\$10.00	Sympathy Donation
North Division High School	Francisca Gabriel	\$20.00	Sympathy Donation
Riley School	Supporting Families Together Association (SFTA)	\$150.00	Safe Place Childcare Programming Donation
Obama School	Kwik Trip, Inc.	\$3.85	General School Supplies
Story School	Greater Milwaukee Foundation, Inc.	\$1,250.00	General School Supplies
Trowbridge School	Sharon Cook	\$200.00	Online Learning Donation
Trowbridge School	Northwestern Mutual Foundation	\$500.00	General School Supplies
Trowbridge School	Jolene Plautz	\$30.00	Technology for Virtual Learning
Trowbridge School	Brian And Nancy Mitchell	\$100.00	Technology for Virtual Learning
Trowbridge School	Lorraine Keck	\$50.00	Technology for Virtual Learning
Trowbridge School	Elaine Shanebrook	\$125.00	Technology Donation
Trowbridge School	Kenneth Krei	\$250.00	Technology for Virtual Learning
Trowbridge School	Roberta Drews	\$250.00	Technology for Virtual Learning
<i>Total Monetary Donations</i>		<i>\$18,654.29</i>	
<i>Non-monetary Donations</i>			
A.L.B.A.	Donors Choose	\$255.92	Fun Foundational Reading Games
A.L.B.A.	Donors Choose	\$324.15	Science Donation
Fernwood School	Donors Choose	\$285.78	Stools for Lesson Table
Fernwood School	Donors Choose	\$400.79	General School Supplies
Fernwood School	Donors Choose	\$402.17	General School Supplies
Fratney Street School	Donors Choose	\$247.60	Math Materials & Journals
Goodrich School	Donors Choose	\$937.00	Picture Books
Goodrich School	Donors Choose	\$801.00	General School Supplies
Goodrich School	Donors Choose	\$490.58	Art Materials
Goodrich School	Donors Choose	\$540.82	Art Supplies, Circuit & Supplies
Goodrich School	Donors Choose	\$201.82	Workbooks for Virtual Learning
Grantosa Drive School	Donors Choose	\$542.88	Books
Gwen T. Jackson School	Donors Choose	\$74.49	Brother Tn-223C Printer Ink
Hartford University School	Michael Morris	\$130.29	Multiplication Flash Cards
Honey Creek Elementary School	Donors Choose	\$248.53	Classroom Books
King Elem School	Moncrief Game Changer, CRC.	\$1,110.75	School Headphones
Marshall High School	Donors Choose	\$296.33	Educational Kits & Games
Marvin Pratt	Donors Choose	\$458.71	Educational Materials K3 Materials
Meir School	Donors Choose	\$373.81	Materials for Virtual Learning
Milw High Sch of Arts	Donors Choose	\$139.00	Speakers
Office of Finance Recreation	Good Sports, Inc.	\$10,000.00	Youth Sports Equipment
Riverside High School	Donors Choose	\$214.35	Masks
Riverside High School	Donors Choose	\$430.00	General School Supplies
Sherman School	Bella Canvas	\$503.46	Masks Donation
Trowbridge School	Donors Choose	\$330.91	General School Supplies- Ms. Lencho
Trowbridge School	Donors Choose	\$326.48	General School Supplies - Ms. Loomis
Trowbridge School	Donors Choose	\$725.12	General School Supplies - Mr. Koney
Zablocki School	Donors Choose	\$405.47	Early Childhood Learning Materials

Location	Donor	Amount	Gift or Purpose
<i>Total Non-monetary Donations</i>		\$21,198.21	
Total Value for October 2020		\$39,852.50	

Committee’s Recommendation

Your Committee recommends that the Board accept the donations as listed, with appropriate acknowledgement to be made on behalf of the Board.

Approved with the roll call vote on the Reports of the Standing Committees.

* * * * *

(Item 7) Action on the Award of Exception-to-bid Contracts

— Authorization to Contract with the Board of Regents of the University of Wisconsin System on Behalf of the Wisconsin Center for Educational Research (WCER) for Grant-evaluation Services

The Administration is requesting authorization to enter into a contract with the Board of Regents of the University of Wisconsin System on behalf of the Wisconsin Center for Educational Research (WCER) for grant-evaluation services. Contractor will be used to provide and conduct a mixed-method evaluation featuring both qualitative and quantitative analyses by evaluators from the Wisconsin Evaluation Collaborative (WEC) and the WCER at the University of Wisconsin-Madison. Services will be provided to Milwaukee Public Schools’ Office of Academics, Department of Curriculum and Instruction.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are required pursuant to the Jacob K. Javits Gifted and Talented Students Education Program grant (Administrative Policy 3.09 (2)(c)).

The evaluation will be led by Dr. Annalee Good with assistance from a team of evaluators with specific expertise in evaluating advanced learning initiatives as well as best practices in programmatic implementation. The team will provide both formative and summative feedback to the program manager and to the programming team, with the ultimate priority of improving the implementation and impact of the initiative.

The contract will run from November 1, 2020, through September 30, 2021, (the “Initial Term”) with one additional one-year option to extend.

The total cost of the contract in the Initial Term will not exceed \$69,000.

Budget Code: GAT-P-S-2R1-CI-ECTS (Gifted and Talented — Contracted Services).....\$69,000

HUB Participation
 Required..... 0%
 ProposedN/A
 \$ Value.....N/A

Student Engagement (hours per 12-month contract)
 Paid Student Employment-hour Commitment0
 Student Career-awareness Commitment.....10

— Authorization to Increase Funds for the Agreement with the Bicycle Federation of Wisconsin for Bicycle and Walking Safety Programs

The Administration is requesting authorization to increase expenditure authority for an agreement with the Bicycle Federation of Wisconsin in furtherance of a grant obtained from the State of Wisconsin’s Department of Transportation. The contract coordinator and staff will teach MPS children at MPS sites how to walk and to bike safely within the school community. The coordinator will schedule and teach biking and walking units entitled “Walking Wisdom” and “Bike Driver’s Ed,” which include both in-class and outdoor components and rides. The contractor is working with MPS to provide virtual learning and following the CDC’s guidelines for any in-person learning, including social distancing and wearing masks. The contractor

will also coordinate the repair and maintenance of a fleet of used bikes through the Valid Bike Shop Program, currently located inside North Division High School.

Due to high population density, mixed-use zoning, and schools embedded in neighborhoods, Milwaukee has a good environment for increased walking and biking. In addition, the Milwaukee Common Council recently passed the Complete Streets resolution, which was designed to make walking and biking safer and, thus, to increase the likelihood of youth needing the education in pedestrian and bike safety.

Since its inception in 2005, more than 25,000 students have participated in the program, and it has shown a 14% increase in safety knowledge. There has been an increase in walking and biking by as much as 22% in some neighborhoods.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this agreement are required pursuant to a grant obtained from the State of Wisconsin’s Department of Transportation (Administrative Policy 3.09(2)(c)).

This current intergovernmental agreement’s term runs from July 1, 2019, through June 30, 2021. While the agreement attached to the minutes of your Committee’s meeting reflects two years, the Administration requests consent to implement the second year along with expenditure authorization for the State’s Fiscal Year 2020-21 (“SFY20”) in the amount of \$205,440 to be added to this agreement for the services during this term.

Budget Code:	CSV-0-S-SA1-OW-ECTS (Wellness & Prevention (Safe Routes) —	
	Contracted Services).....	\$164,352
	GN6-0-0-AME-CI-ECTS (Wellness & Prevention (Safe Routes) —	
	Contracted Services).....	\$41,088
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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Recommended for the Board’s approval at this meeting are the following exception-to-bid requests:

- Board of Regents of the University of Wisconsin System on behalf of WCER for Grant Evaluation Services, GAT-P-S-2RI-CI-ECTS\$69,000
- Bicycle Federation of Wisconsin for Bicycle and Walking Safety Programs, CSV-0-S-SA1-OW-ECTS\$164,352
GN6-0-0-AME-CI-ECTS\$41,088
Total.....\$205,440

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

Implementation and Assessment Plan

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

Committee’s Recommendation

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

Approved with the roll call vote on the Reports of the Standing Committees.

* * * * *

(Item 8) Action on the Award of Professional Services Contracts

RFP 1031 Authorization to Contract with the Wisconsin Conservatory of Music for Music Instruction Support

The Administration is requesting authorization to enter into a contract with the Wisconsin Conservatory of Music (“WCM”) to provide music instruction support to the approximately 35 MPS schools that have vacant positions as of September 18, 2020. WCM will deliver music instruction based on the Wisconsin State Standards for Music.

Contractor was chosen pursuant to RFP 1031, which closed on September 8, 2020. The contract will run from November 1, 2020, through June 30, 2021, (the “Initial Term”) with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

The total cost of the WCM contract in the Initial Term will not exceed \$700,000.

Budget Code: IMS-0-0-IMC-DW-ECTS (Instrumental Music — Contract Services)\$700,000

Prime Contractor Information

Certified HUB Vendor?	No
Total # of Employees	90
Total # of Minorities	18
Total # of Women	44

HUB Participation

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

Student Engagement (hours per 12-month contract)

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Recommended for the Board’s approval at this meeting is the following professional services contract:

- Wisconsin Conservatory of Music for Music Instruction Support, IMS-0-0-IMC-DW-ECTS.....\$700,000

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

Implementation and Assessment Plan

Upon approval by the Board, the 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 contracts as set forth in the attachments to the minutes of your Committee’s meeting.

Approved with the roll call vote on the Reports of the Standing Committees.

* * * * *

(Item 9) Action on Monthly Facilities Matters: FMS Award of Professional Services Contract Recommendation

RFP #20010 2021 Green Infrastructure Upgrades — Academy of Accelerated Learning Elementary School, Allen-Field Elementary, Bay View Montessori Upper Campus, Escuela Fratney Two-way Bilingual Elementary, and North Division High School

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design services for the 2021 green infrastructure upgrades at Academy of Accelerated Learning Elementary School, Allen-Field Elementary, Bay View Montessori Upper Campus, Escuela Fratney Two-way Bilingual Elementary, and North Division High School.

Stormwater Solutions Engineering, LLC, is the selected Firm.

The contract will run from October 30, 2020 through October 29, 2021.

Budget Code: Various.....\$184,918.50

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Professional services contract requested for approval:

- Stormwater Solutions Engineering, LLC, for 2021 green infrastructure upgrades at Academy of Accelerated Learning, Allen-Field School, Bay View Montessori School Upper Campus, La Escuela Fratney, and North Division High School, Various budget codes.....\$184,918.50

Implementation and Assessment Plan

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

Committee’s Recommendation

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

Approved with the roll call vote on the Reports of the Standing Committees.

* * * * *

(Item 10) Action on Negotiated Collective-bargaining Agreement with PAMPS (Psychologists’ Association in the Milwaukee Public Schools) and MTEA (Milwaukee Teachers’ Education Association) — Teachers, Educational Assistants, and Bookkeepers/Accountants

Background

As required by state law, the Milwaukee Board of School Directors (MBSD) has engaged in negotiations with its certified collective-bargaining units on the subject of base wages. Negotiations have been completed between the MBSD and the following bargaining units:

- PAMPS (Psychologists’ Association in the Milwaukee Public Schools);
- MTEA (Milwaukee Teachers’ Education Association)
 - Bookkeepers/Accountants
 - Educational Assistants
 - Teachers.

The agreement has a term of one year (July 1, 2020, through June 30, 2021) and provides for a base-wage increase for the unit of 1.81%.

The 1.81% base wage increase was implemented July 1, 2020.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

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

Fiscal Impact Statement

The funding for these wage increases was approved by the Board in the FY21 budget.

Committee’s Recommendation

Your Committee recommends that the Board approve and adopt the collective-bargaining agreements as highlighted above.

Approved with the roll call vote on the Reports of the Standing Committees.

* * * * *

(Item 11) Action on the 2020-2021 Salary Schedules

Background

On May 28, 2020, the Board approved across-the-board increases, effective July 1, 2020. The salary schedules for 2020-2021 are provided below:

Administrators & Supervisors Salary Schedule

This group includes positions ranging from administrative assistants through cabinet level and can be either classified or certificated.

Salaries range from 200 to 260 days, as indicated by Grade:

A = 260; B = 260 @ 6 hours/day; C = 200; T = 220.

Grade	Job Title	Min	Mid	Max
00A	Assistant	\$36,556	\$41,093	\$45,630
01A	Assistant I	\$45,384	\$53,080	\$60,775
02A	Assistant II, IT Technician I, Paralegal	\$47,086	\$56,200	\$65,314
02C	Assistant II	\$40,747	\$48,606	\$56,466
03A	Assistant III, Associate I, Technician I, IT Technician II, Accountant I	\$48,916	\$59,566	\$70,217
04A	Associate II, Technician II, Accountant II, Performance Auditor I	\$52,599	\$64,071	\$75,542
05A	Associate III, Analyst I, Accountant III	\$56,502	\$68,899	\$81,296
06A	Coordinator I, Analyst II, Accountant IV, Performance Auditor II	\$63,410	\$77,370	\$91,331
06C	Coordinator I, Analyst II, Accountant IV, Performance Auditor II	\$54,749	\$66,748	\$78,748
07A	Coordinator II, Analyst III	\$66,428	\$81,073	\$95,718
07C	Coordinator II, Analyst III	\$57,332	\$69,918	\$82,505
08A	Coordinator III, Specialist I	\$69,609	\$84,976	\$100,343
08B	Coordinator III, Specialist I (6 hours)	\$51,473	\$63,530	\$75,588
08C	Coordinator III, Specialist I	\$60,071	\$73,271	\$86,471
09A	Supervisor I, Specialist II	\$72,997	\$89,088	\$105,179
09C	Supervisor I, Specialist II	\$62,920	\$76,767	\$90,614
10A	Supervisor II, Specialist III	\$76,439	\$93,347	\$110,254
10C	AP I - Elem, Supervisor II, Specialist III	\$65,912	\$80,434	\$94,955
11A	Manager I, Specialist IV	\$80,105	\$97,844	\$115,582
11C	AP II - MS, Manager I, Specialist IV	\$69,054	\$84,287	\$99,520
12A	Manager II	\$83,959	\$102,570	\$121,180
12C	Manager II, AP III - HS	\$72,324	\$88,301	\$104,278
13A	Manager III	\$88,001	\$107,528	\$127,056
13T	Principal I - K-6, Principal I -K-8	\$83,365	\$101,830	\$120,295
14A	Director I, Principal I - 9-12, Principal I - K-12	\$92,251	\$112,739	\$133,226
14T	Principal I - 6-8, Principal II -K-8	\$86,761	\$106,433	\$126,104
15A	Director II, Comptroller, Principal II - 9-12, Principal II - K-12	\$96,705	\$118,204	\$139,703
16A	Sr. Director, Regional Superintendent	\$101,388	\$123,946	\$146,504
18A	Chief	\$143,104	\$157,159	\$171,214
19A	Deputy Superintendent	\$148,776	\$163,393	\$178,010
4R	Management Intern (2 year) Superintendent	\$35,716	\$36,704	\$37,692 Contract

Teacher Unit

Steps	Bachelor's	Master's	Physical	Occupational	Speech	Nurses	School	Traveling
	191	191	Therapist	Therapist	Language		Social	Music
	Days	Days	191	191	Pathologist	200	Worker	Teacher
			Days	Days	191	Days	200	191
					Days		Days	Days
99	\$44,325	\$47,379	\$51,009	\$47,516	\$49,887	\$50,905	\$55,639	\$22.26
1	\$45,954	\$49,161	\$52,791	\$49,298	\$51,669	\$52,687	\$57,421	\$23.19
2	\$47,583	\$50,943	\$54,572	\$51,080	\$53,450	\$54,468	\$59,203	\$24.11
3	\$49,212	\$52,724	\$56,354	\$52,861	\$55,232	\$56,250	\$60,984	\$25.04
4	\$50,841	\$54,506	\$58,136	\$54,643	\$57,014	\$58,032	\$62,766	\$25.97
5	\$52,470	\$56,288	\$59,917	\$56,425	\$58,795	\$59,813	\$64,548	\$26.89
6	\$54,099	\$58,069	\$61,699	\$58,206	\$60,577	\$61,595	\$66,329	\$27.82
7	\$55,728	\$59,851	\$63,481	\$59,988	\$62,359	\$63,377	\$68,111	\$28.74
8	\$57,357	\$61,633	\$65,262	\$61,770	\$64,140	\$65,158	\$69,893	\$29.67
9	\$58,986	\$63,414	\$67,044	\$63,552	\$65,922	\$66,940	\$71,674	\$30.60
10	\$60,615	\$65,196	\$68,826	\$65,333	\$67,704	\$68,722	\$73,456	\$31.52
11	\$62,244	\$66,978	\$70,607	\$67,115	\$69,485	\$70,503	\$75,238	\$32.45
12	\$63,873	\$68,759	\$72,389	\$68,897	\$71,267	\$72,285	\$77,019	\$33.38
13	\$65,501	\$70,541	\$74,171	\$70,678	\$73,049	\$74,067	\$78,801	\$34.30
14	\$67,130	\$72,323	\$75,952	\$72,460	\$74,830	\$75,848	\$80,583	\$35.23
15	\$68,759	\$74,104	\$77,734	\$74,242	\$76,612	\$77,630	\$82,364	\$36.16
16	\$70,388	\$75,886	\$79,516	\$76,023	\$78,394	\$79,412	\$84,146	\$37.08
17		\$77,668	\$81,298	\$77,805	\$80,175	\$81,193	\$85,928	
18		\$79,449	\$83,079	\$79,587	\$81,957	\$82,975	\$87,709	
19		\$81,231	\$84,861	\$81,368	\$83,739	\$84,757	\$89,491	
20		\$83,013	\$86,643	\$83,150	\$85,520	\$86,539	\$91,273	

Teacher “Plus” Schedules

Steps	Bachelor’s					Master’s				
	1A ¹	1C ²	1E ³	1G ⁴	2F ⁵	1A ⁶	1C ⁷	1E ⁸	1G ⁹	2F ¹⁰
	200	191	260	191	200	200	191	260	191	200
	Days	Days	Days	Days	Days	Days	Days	Days	Days	Days
0	\$49,030	\$48,868	\$54,517	\$46,541	\$46,414	\$52,409	\$52,236	\$58,274	\$49,748	\$49,612
1	\$50,832	\$50,664	\$56,521	\$48,252	\$48,119	\$54,379	\$54,200	\$60,465	\$51,619	\$51,477
2	\$52,634	\$52,460	\$58,524	\$49,962	\$49,825	\$56,350	\$56,164	\$62,657	\$53,490	\$53,343
3	\$54,436	\$54,256	\$60,528	\$51,672	\$51,531	\$58,321	\$58,129	\$64,848	\$55,361	\$55,209
4	\$56,238	\$56,052	\$62,532	\$53,383	\$53,237	\$60,292	\$60,093	\$67,039	\$57,231	\$57,074
5	\$58,039	\$57,848	\$64,535	\$55,093	\$54,942	\$62,263	\$62,057	\$69,231	\$59,102	\$58,940
6	\$59,841	\$59,644	\$66,539	\$56,804	\$56,648	\$64,233	\$64,021	\$71,422	\$60,973	\$60,806
7	\$61,643	\$61,440	\$68,542	\$58,514	\$58,354	\$66,204	\$65,986	\$73,614	\$62,844	\$62,671
8	\$63,445	\$63,236	\$70,546	\$60,225	\$60,059	\$68,175	\$67,950	\$75,805	\$64,714	\$64,537
9	\$65,247	\$65,032	\$72,549	\$61,935	\$61,765	\$70,146	\$69,914	\$77,996	\$66,585	\$66,403
10	\$67,049	\$66,828	\$74,553	\$63,645	\$63,471	\$72,117	\$71,879	\$80,188	\$68,456	\$68,268
11	\$68,851	\$68,624	\$76,556	\$65,356	\$65,177	\$74,087	\$73,843	\$82,379	\$70,327	\$70,134
12	\$70,653	\$70,419	\$78,560	\$67,066	\$66,882	\$76,058	\$75,807	\$84,570	\$72,197	\$71,999
13	\$72,454	\$72,215	\$80,563	\$68,777	\$68,588	\$78,029	\$77,772	\$86,762	\$74,068	\$73,865
14	\$74,256	\$74,011	\$82,567	\$70,487	\$70,294	\$80,000	\$79,736	\$88,953	\$75,939	\$75,731
15	\$76,058	\$75,807	\$84,570	\$72,197	\$71,999	\$81,971	\$81,700	\$91,145	\$77,810	\$77,596
16	\$77,860	\$77,603	\$86,574	\$73,908	\$73,705	\$83,941	\$83,664	\$93,336	\$79,680	\$79,462
17	\$—	\$—	\$—	\$—	\$—	\$85,912	\$85,629	\$95,527	\$81,551	\$81,328
18	\$—	\$—	\$—	\$—	\$—	\$87,883	\$87,593	\$97,719	\$83,422	\$83,193
19	\$—	\$—	\$—	\$—	\$—	\$89,854	\$89,557	\$99,910	\$85,293	\$85,059
20	\$—	\$—	\$—	\$—	\$—	\$91,825	\$91,522	\$102,101	\$87,163	\$86,924

¹This list includes District Mentor, Teacher Mentor, Innovation Coach, Positive Behavior, Interventions & Support, (PBIS) Coach

²This list includes Emp Tr Specialist, Literacy Leader, Teacher Leader, Math/Sci Spec

³This list includes 12-month Teacher

⁴This list includes Orientation & Mobility Teacher

⁵This list includes Library Media Spec and Teacher Trauma Spec

⁶This list includes District Mentor, Teacher Mentor, Innovation Coach, Positive Behavior, Interventions & Support, (PBIS) Coach

⁷This list includes Emp Tr Specialist, Literacy Leader, Teacher Leader, Math/Sci Spec

⁸This list includes 12-month Teacher

⁹This list includes Orientation and Mobility Teacher

¹⁰This list includes Library Media Spec and Teacher Trauma Spec

*Substitute Teachers are paid \$20.93/hr.

Permit/Intern Teachers — 191 days

Step	98	99	1
Salary	\$43,537	\$44,325	\$ 45,954

New permit/intern professionals start at step 98. After one full year in that role, they will move to step 99. Upon approved DPI licensure, they will move to step 1 on the teacher schedule.

Psychologist — 200 days

Step	Salary	Step	Salary	Step	Salary	Step	Salary
99	\$57,141	4	\$66,644	8	\$76,146	12	\$85,648
1	\$59,517	5	\$69,019	9	\$78,521	13	\$88,024
2	\$61,892	6	\$71,394	10	\$80,897	14	\$90,399
3	\$64,268	7	\$73,771	11	\$83,272	15	\$92,774

Psychometric Assistant: \$32.08/hr.

Original Step Placement and Onboarding Schedule

Years	Step	Years	Step	Years	Step	Years	Step	Years	Step
0	99	2	2	4	4	6	6	8	8
1	1	3	3	5	5	7	7	9	9

<u>Years</u>	<u>Step</u>	<u>Years</u>	<u>Step</u>	<u>Years</u>	<u>Step</u>	<u>Years</u>	<u>Step</u>
10	10	13	13	16	15	19	15
11	11	14	14	17	15	20	15
12	12	15	15	18	15		

Paraprofessional — 187 days

<u>Steps</u>	<u>Hourly</u>	<u>6-hour</u>	<u>6.5-hour</u>	<u>7-hour</u>	<u>7.5-hour</u>	<u>8-hour</u>
	<u>Grade</u>					
	<u>GEN 04E</u>	<u>GEN 4A1</u>	<u>GEN 4A2</u>	<u>GEN 4A3</u>	<u>GEN 4A8</u>	<u>GEN 4A4</u>
99	\$16.62	\$18,642	\$20,196	\$21,750	\$23,303	\$24,857
1	\$17.02	\$19,099	\$20,691	\$22,283	\$23,874	\$25,466
2	\$17.63	\$19,785	\$21,434	\$23,082	\$24,731	\$26,380
3	\$18.24	\$20,470	\$22,176	\$23,882	\$25,588	\$27,294
4	\$18.86	\$21,156	\$22,919	\$24,681	\$26,444	\$28,207
5	\$19.47	\$21,841	\$23,661	\$25,481	\$27,301	\$29,121
6	\$20.08	\$22,526	\$24,404	\$26,281	\$28,158	\$30,035
7	\$20.69	\$23,212	\$25,146	\$27,080	\$29,015	\$30,949
8	\$21.30	\$23,897	\$25,889	\$27,880	\$29,871	\$31,863
9	\$21.91	\$24,582	\$26,631	\$28,680	\$30,728	\$32,777
10	\$22.52	\$25,268	\$27,374	\$29,479	\$31,585	\$33,690

Gen Ed Asst: \$15/hr. Child Care Worker: \$15/hr.

School Nursing Associate —189 days

7.5 Hours, Annual

<u>Step</u>	<u>Hourly</u>	<u>Grade</u> <u>MM BIA</u>	<u>Step</u>	<u>Hourly</u>	<u>Grade</u> <u>MM BIA</u>	<u>Step</u>	<u>Hourly</u>	<u>Grade</u> <u>MM BIA</u>	<u>Step</u>	<u>Hourly</u>	<u>Grade</u> <u>MM BIA</u>
99	\$23.43	\$33,207	3	\$25.72	\$36,454	6	\$28.01	\$39,701	9	\$30.30	\$42,948
1	\$24.19	\$34,289	4	\$26.48	\$37,537	7	\$28.77	\$40,784	10	\$31.06	\$44,031
2	\$24.95	\$35,372	5	\$27.24	\$38,619	8	\$29.54	\$41,866			

Original Step Placement and Onboarding Schedule

<u>Years</u>	<u>Step</u>	<u>Years</u>	<u>Step</u>	<u>Years</u>	<u>Step</u>	<u>Years</u>	<u>Step</u>	<u>Years</u>	<u>Step</u>
0	99	5	3	10	6	15	8	20	10
1	1	6	4	11	6	16	8		
2	2	7	4	12	7	17	9		
3	2	8	5	13	7	18	9		
4	3	9	5	14	8	19	9		

Interpreter — 187 days

<u>Step</u>	<u>Salary</u>	<u>Step</u>	<u>Salary</u>	<u>Step</u>	<u>Salary</u>	<u>Step</u>	<u>Salary</u>	<u>Step</u>	<u>Salary</u>
99	\$32,579	3	\$36,550	6	\$40,520	9	\$44,491	12	\$48,462
1	\$33,903	4	\$37,873	7	\$41,844	10	\$45,815		
2	\$35,226	5	\$39,197	8	\$43,167	11	\$47,138		

Original Step Placement and Onboarding Schedule

<u>Years</u>	<u>Step</u>	<u>Years</u>	<u>Step</u>	<u>Years</u>	<u>Step</u>	<u>Years</u>	<u>Step</u>	<u>Years</u>	<u>Step</u>
0	99	3	3	6	6	9	9	12	12
1	1	4	4	7	7	10	10		
2	2	5	5	8	8	11	11		

Children’s Health Assistant — 189 days

<u>Step</u>	<u>Hourly</u>	<u>Annual</u>				<u>Step</u>	<u>Hourly</u>	<u>Annual</u>			
		<u>6-hour</u>	<u>6.5-hour</u>	<u>7-hour</u>	<u>8-hour</u>			<u>6-hour</u>	<u>6.5-hour</u>	<u>7-hour</u>	<u>8-hour</u>
		<u>Grade</u>						<u>Grade</u>			
		<u>MM</u>	<u>MM</u>	<u>MM</u>	<u>MM</u>		<u>MM</u>	<u>MM</u>	<u>MM</u>	<u>MM</u>	
		<u>B9A</u>	<u>B9C</u>	<u>B9B</u>	<u>MM B9</u>		<u>B9A</u>	<u>B9C</u>	<u>B9B</u>	<u>MM B9</u>	
99	\$15.80	\$17,918	\$19,411	\$20,905	\$23,891	2	\$16.82	\$19,073	\$20,662	\$22,252	\$25,430
1	\$16.31	\$18,495	\$20,037	\$21,578	\$24,661	3	\$17.33	\$19,650	\$21,288	\$22,925	\$26,200

Annual					Annual						
Grade					Grade						
Step	Hourly	MM B9A	MM B9C	MM B9B	MM B9	Step	Hourly	MM B9A	MM B9C	MM B9B	MM B9
4	\$17.84	\$20,227	\$21,913	\$23,598	\$26,970	8	\$19.87	\$22,536	\$24,414	\$26,292	\$30,048
5	\$18.35	\$20,805	\$22,538	\$24,272	\$27,739	9	\$20.38	\$23,114	\$25,040	\$26,966	\$30,818
6	\$18.86	\$21,382	\$23,164	\$24,945	\$28,509	10	\$20.89	\$23,691	\$25,665	\$27,639	\$31,588
7	\$19.36	\$21,959	\$23,789	\$25,619	\$29,279						

Original Step Placement and Onboarding Schedule

Year	Step	Year	Step	Year	Step	Year	Step	Year	Step
0	99	5	3	10	6	15	8	20	10
1	1	6	4	11	6	16	8		
2	2	7	4	12	7	17	9		
3	2	8	5	13	7	18	9		
4	3	9	5	14	8	19	9		

School Bookkeeper

10-month				12-month				10-month				12-month			
Hourly Rate		Annual		Hourly Rate		Annual		Hourly Rate		Annual		Hourly Rate		Annual	
Step	Days	Grade	FLT 44	Step	Days	Grade	FLT 43	Step	Days	Grade	FLT 44	Step	Days	Grade	FLT 43
99	\$19.99	200	\$31,976	6	\$23.80	260	\$38,085	6	\$23.80	260	\$38,085	6	\$21.97	260	\$45,699
1	\$20.63	200	\$33,003	7	\$24.44	260	\$39,111	7	\$24.44	260	\$39,111	7	\$22.56	260	\$46,927
2	\$21.26	200	\$34,013	8	\$25.08	260	\$40,121	8	\$25.08	260	\$40,121	8	\$23.15	260	\$48,155
3	\$21.90	200	\$35,039	9	\$25.72	260	\$41,148	9	\$25.72	260	\$41,148	9	\$23.73	260	\$49,362
4	\$22.53	200	\$36,049	10	\$26.35	260	\$42,157	10	\$26.35	260	\$42,157	10	\$24.32	260	\$50,591
5	\$23.17	200	\$37,075												

Original Step Placement and Onboarding Schedule

Year	Step	Year	Step	Year	Step	Year	Step	Year	Step
0	99	5	3	10	6	15	8	20	10
1	1	6	4	11	6	16	8		
2	2	7	4	12	7	17	9		
3	2	8	5	13	7	18	9		
4	3	9	5	14	8	19	9		

Engineers — 260 days

Step	Boiler Trainee	Boiler Attendant	School Engineer I	School Engineer II	School Engineer III	School Engineer III+	School Engineer IV
99	\$36,652	\$41,742	\$46,833	\$51,923	\$57,014	\$61,086	\$66,177
1	\$37,670	\$42,760	\$47,851	\$52,941	\$58,032	\$62,104	\$67,195
2	\$38,688	\$43,778	\$48,869	\$53,959	\$59,050	\$63,122	\$68,213
3	\$39,706	\$44,796	\$49,887	\$54,977	\$60,068	\$64,140	\$69,231
4	\$40,724	\$45,815	\$50,905	\$55,996	\$61,086	\$65,158	\$70,249
5	\$41,742	\$46,833	\$51,923	\$57,014	\$62,104	\$66,177	\$71,267
6	\$42,760	\$47,851	\$52,941	\$58,032	\$63,122	\$67,195	\$72,285
7	\$43,778	\$48,869	\$53,959	\$59,050	\$64,140	\$68,213	\$73,303
8	\$44,796	\$49,887	\$54,977	\$60,068	\$65,158	\$69,231	\$74,321
9	\$45,815	\$50,905	\$55,996	\$61,086	\$66,177	\$70,249	\$75,339
10	\$46,833	\$51,923	\$57,014	\$62,104	\$67,195	\$71,267	\$76,358

Original Step Placement and Onboarding Schedule

Year	Step	Year	Step	Year	Step	Year	Step	Year	Step
0	99	4	4	8	8	12	10	16	10
1	1	5	5	9	9	13	10	17	10
2	2	6	6	10	10	14	10	18	10
3	3	7	7	11	10	15	10	19	10

Year	Step
20	10

Building Service Helper (BSH) I and 1 — 260 Days

BSH I			BSH II		BSH I			BSH II	
Step	Hourly Rate	Annual	Hourly Rate	Annual	Step	Hourly Rate	Annual	Hourly Rate	Annual
	Grade			Grade		Grade			Grade
	FLT E9		FLT E1			FLT E9		FLT E1	
99	\$13.36	\$27,783.54	\$16.54	\$34,412	6	\$16.41	\$34,136.49	\$19.60	\$40,765
1	\$13.87	\$28,842.37	\$17.05	\$35,471	7	\$16.92	\$35,195.31	\$20.11	\$41,824
2	\$14.38	\$29,901.19	\$17.56	\$36,529	8	\$17.43	\$36,254.13	\$20.62	\$42,882
3	\$14.88	\$30,960.01	\$18.07	\$37,588	9	\$17.94	\$37,312.96	\$21.13	\$43,941
4	\$15.39	\$32,018.84	\$18.58	\$38,647	10	\$18.45	\$38,371.78	\$21.63	\$45,000
5	\$15.90	\$33,077.66	\$19.09	\$39,706					

Original Step Placement and Onboarding Schedule

Years	Step	Years	Step	Years	Step	Years	Step
0	99	6	4	12	7	18	9
1	1	7	4	13	7	19	9
2	2	8	5	14	8	20	10
3	2	9	5	15	8		
4	3	10	6	16	8		
5	3	11	6	17	9		

Safety Assistant — 187 days

Step	Annual		Step	Annual		Step	Annual	
	Hourly Rate	Grade		Hourly Rate	Grade		Hourly Rate	Grade
	MM	Q3		MM	Q3		MM	Q3
99	\$15.53	\$23,227	4	\$17.68	\$26,456	8	\$20.05	\$29,989
1	\$15.91	\$23,806	5	\$18.27	\$27,339	9	\$20.64	\$30,873
2	\$16.50	\$24,689	6	\$18.87	\$28,223	10	\$21.23	\$31,756
3	\$17.09	\$25,572	7	\$19.46	\$29,106			

Safety Asst II: \$29,114-\$37,848

Original Step Placement and Onboarding Schedule

Years	Step	Years	Step	Years	Step	Years	Step	Years	Step
0	99	5	3	10	6	15	8	20	10
1	1	6	4	11	6	16	8		
2	2	7	4	12	7	17	9		
3	2	8	5	13	7	18	9		
4	3	9	5	14	8	19	9		

Food Service Assistant (FSA), School Kitchen Manager (SKM), Central Kitchen Manager (CKM) — 191 days

Step	FSA		SKM Trainee	SKM I		Step	FSA		SKM Trainee	SKM I	
	Hourly Rate	Grade		Hourly Rate	Grade		Hourly Rate	Grade		Hourly Rate	Grade
	GEN BS	GEN BSA	GEN B6	Rate	FLT Bl		GEN BS	GEN BSA	GEN B6	Rate	FLT Bl
99	\$13.17	\$13.58	\$13.68	\$15.27	\$23,335	6	\$16.23	\$16.64	\$16.74	\$18.33	\$28,002
1	\$13.68	\$14.09	\$14.19	\$15.78	\$24,113	7	\$16.74	\$17.14	\$17.25	\$18.83	\$28,780
2	\$14.19	\$14.60	\$14.70	\$16.29	\$24,891	8	\$17.25	\$17.65	\$17.76	\$19.34	\$29,557
3	\$14.70	\$15.11	\$15.21	\$16.80	\$25,668	9	\$17.76	\$18.16	\$18.26	\$19.85	\$30,335
4	\$15.21	\$15.62	\$15.72	\$17.31	\$26,446	10	\$18.26	\$18.67	\$18.77	\$20.36	\$31,113
5	\$15.72	\$16.13	\$16.23	\$17.82	\$27,224						

Step	SKM II		SKM III		CKM II		Step	SKM II		SKM III		CKM II	
	Annual		Annual		Annual			Annual		Annual		Annual	
	Hourly Rate	Grade FLT B1	Hourly Rate	Grade FLT BS	Hourly Rate	Grade FLT B6		Hourly Rate	Grade FLT B1	Hourly Rate	Grade FLT BS	Hourly Rate	Grade FLT B6
99	\$16.29	\$24,891	\$17.82	\$27,224	\$19.34	\$29,557	6	\$19.50	\$29,791	\$21.02	\$32,124	\$22.55	\$34,458
1	\$16.82	\$25,707	\$18.35	\$28,041	\$19.88	\$30,374	7	\$20.03	\$30,608	\$21.56	\$32,941	\$23.09	\$35,275
2	\$17.36	\$26,524	\$18.89	\$28,857	\$20.41	\$31,191	8	\$20.57	\$31,424	\$22.09	\$33,758	\$23.62	\$36,091
3	\$17.89	\$27,341	\$19.42	\$29,674	\$20.95	\$32,008	9	\$21.10	\$32,241	\$22.63	\$34,574	\$24.15	\$36,908
4	\$18.43	\$28,157	\$19.95	\$30,491	\$21.48	\$32,824	10	\$21.63	\$33,058	\$23.16	\$35,391	\$24.69	\$37,725
5	\$18.96	\$28,974	\$20.49	\$31,308	\$22.02	\$33,641							

Original Step Placement and Onboarding Schedule

Years	Steps	Years	Steps	Years	Steps	Years	Steps
0	99	6	4	12	7	18	9
1	1	7	4	13	7	19	9
2	2	8	5	14	8	20	10
3	2	9	5	15	8		
4	3	10	6	16	8		
5	3	11	6	17	9		

1616 — Support Staff

Step	IT Tech I	IT Tech II	Social Work Aide II	Truck Driver, Inventory, Supply Clerk	Groundskeeper	Instrument Spec, Small Engine Mechanic	Information Specialist	Kitchen Driver
	260	260	187	260	260	260	260	260
Step	Days	Days	Days	Days	Days	Days	Days	Days
99	\$50,689	\$51,955	\$17,183	\$47,280	\$45,705	\$41,309	\$37,894	\$21.39
1	\$51,693	\$52,985	\$17,683	\$48,219	\$46,612	\$42,136	\$39,145	\$21.82
2	\$52,698	\$54,015	\$18,183	\$49,157	\$47,520	\$42,962	\$40,395	\$22.25
3	\$53,703	\$55,045	\$18,683	\$50,095	\$48,427	\$43,788	\$41,646	\$22.68
4	\$54,708	\$56,075	\$19,183	\$51,033	\$49,335	\$44,614	\$42,896	\$23.10
5	\$55,713	\$57,105	\$19,684	\$51,972	\$50,242	\$45,440	\$44,147	\$23.53
6	\$56,717	\$58,135	\$20,184	\$52,910	\$51,150	\$46,267	\$45,397	\$23.96
7	\$57,722	\$59,165	\$20,684	\$53,848	\$52,057	\$47,093	\$46,648	\$24.39
8	\$58,727	\$60,195	\$21,184	\$54,786	\$52,965	\$47,919	\$47,898	\$24.82
9	\$59,732	\$61,224	\$21,684	\$55,725	\$53,872	\$48,745	\$49,149	\$25.25
10	\$60,736	\$62,254	\$22,184	\$56,663	\$54,780	\$49,571	\$50,399	\$25.68

Step	Nutrition Tech	Nutrition Tech — 6 Hours	Seasonal Laborer	Engine Mechanic	Auto Mechanic	Auto Mechanic Foreman
	260 Days					
99	\$29,733	\$18,112	\$16.74	\$42,926	\$48,523	\$53,375
1	\$30,606	\$18,609	\$17.07	\$44,207	\$49,969	\$54,965
2	\$31,479	\$19,105	\$17.41	\$45,487	\$51,415	\$56,556
3	\$32,352	\$19,602	\$17.74	\$46,768	\$52,860	\$58,146
4	\$33,224	\$20,098	\$18.08	\$48,049	\$54,306	\$59,736
5	\$34,097	\$20,594	\$18.41	\$49,330	\$55,752	\$61,327
6	\$34,970	\$21,091	\$18.75	\$50,611	\$57,198	\$62,917
7	\$35,843	\$21,587	\$19.08	\$51,891	\$58,644	\$64,508
8	\$36,715	\$22,084	\$19.42	\$53,172	\$60,089	\$66,098
9	\$37,588	\$22,580	\$19.75	\$54,453	\$61,535	\$67,688
10	\$38,461	\$23,077	\$20.09	\$55,734	\$62,981	\$69,279

Original Step Placement and Onboarding Schedule

Years	Step	Years	Step	Years	Step	Years	Step	Years	Step
0	99	4	3	8	5	12	7	16	8
1	1	5	3	9	5	13	7	17	9
2	2	6	4	10	6	14	8	18	9
3	2	7	4	11	6	15	8	19	9

Years Step
20 10

Clerical Staff (non-ASC)

Step	22C	A3B 10-month	A3E Month	A3A		A4E	
	Hourly Rate	Annual 200 Days	Annual 220 Days	Hourly Rate	Annual 260 Days	Hourly	Annual 260 Days
99	\$15.53	\$24,841.64	\$27,325.80	\$15.00	\$31,200.00	\$16.63	\$34,581.19
1	\$16.12	\$25,786.44	\$28,365.08	\$15.35	\$31,934.13	\$17.30	\$35,985.19
2	\$16.71	\$26,731.23	\$29,404.36	\$15.94	\$33,162.37	\$17.98	\$37,389.19
3	\$17.30	\$27,676.03	\$30,443.63	\$16.53	\$34,390.60	\$18.65	\$38,793.19
4	\$17.89	\$28,620.83	\$31,482.91	\$17.12	\$35,618.84	\$19.33	\$40,197.19
5	\$18.48	\$29,565.62	\$32,522.19	\$17.71	\$36,847.08	\$20.00	\$41,601.19
6	\$19.07	\$30,510.42	\$33,561.46	\$18.31	\$38,075.31	\$20.68	\$43,005.20
7	\$19.66	\$31,455.22	\$34,600.74	\$18.90	\$39,303.55	\$21.35	\$44,409.20
8	\$20.25	\$32,400.01	\$35,640.02	\$19.49	\$40,531.78	\$22.03	\$45,813.20
9	\$20.84	\$33,344.81	\$36,679.29	\$20.08	\$41,760.02	\$22.70	\$47,217.20
10	\$21.43	\$34,289.61	\$37,718.57	\$20.67	\$42,988.25	\$23.38	\$48,621.20
This group includes: Sch Secretary (hourly) — 10-month Sch Secretary I — 10-month Sch Secretary I — 11-month			This group includes: Sch Secretary I — 12-month Dupl Equip Operator I Telephone Operator		This group includes: Secretary II Dupl Equip Operator II Contracts Clerk		

Step	AF3		AF5		AF7	
	Hourly Rate	Annual 260 days	Hourly Rate	Annual 260 days	Hourly Rate	Annual 260 days
99	\$16.05	\$33,374.13	\$18.54	\$38,562.37	\$22.43	\$46,651.79
1	\$16.61	\$34,543.07	\$19.19	\$39,911.31	\$23.02	\$47,890.61
2	\$17.17	\$35,712.02	\$19.84	\$41,260.25	\$23.62	\$49,129.43
3	\$17.73	\$36,880.96	\$20.49	\$42,609.20	\$24.22	\$50,368.26
4	\$18.29	\$38,049.90	\$21.13	\$43,958.14	\$24.81	\$51,607.08
5	\$18.86	\$39,218.84	\$21.78	\$45,307.08	\$25.41	\$52,845.91
6	\$19.42	\$40,387.78	\$22.43	\$46,656.02	\$26.00	\$54,084.73
7	\$19.98	\$41,556.72	\$23.08	\$48,004.96	\$26.60	\$55,323.55
8	\$20.54	\$42,725.67	\$23.73	\$49,353.90	\$27.19	\$56,562.38
9	\$21.10	\$43,894.61	\$24.38	\$50,702.85	\$27.79	\$57,801.20
10	\$21.67	\$45,063.55	\$25.02	\$52,051.79	\$28.38	\$59,040.03
This group includes: Accounting Assistant I Human Resources Assistant Payroll Assistant I			This group includes: Account Clerk II Accounting Assistant II Payroll Assistant II Data Support Assistant		This group includes: Accounting Assistant III	

Original Step Placement and Onboarding Schedule

Years	Step	Years	Step	Years	Step	Years	Step
0	99	6	4	12	7	18	9
1	1	7	4	13	7	19	9
2	2	8	5	14	8	20	10
3	2	9	5	15	8		
4	3	10	6	16	8		
5	3	11	6	17	9		

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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

Administrative Policy 6.21, Salary Schedules: Staff

Fiscal Impact Statement

The total cost for the approved salary increases for FY21 is \$15,562,094.53, which was previously approved in the FY21 budget.

Committee’s Recommendation

Your Committee recommends the Board approve the 2020-2021 Salary Schedules as presented.

Approved with the roll call vote on the Reports of the Standing Committees.

* * * * *

(Item 12) Report with Possible Action on Central Region Staffing

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

Background

On 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.

The Board discussed this resolution at its meetings on July 30 and September 24, 2020, at which time the Administration provided additional analysis as requested by the Board.

At the its meeting on September 24, 2020, the Board approved a motion to send the resolution back to committee. The motion also included direction to the Administration to form a task force 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.

The Administration has worked to begin formation of the task force, which includes the following:

- Annie Woodward, Board Member, District #4
- Mr. Calvin Fermin, Deputy Superintendent (Chair)
- Dr. Carletta Noland, Regional Superintendent, Central Region (Vice-chair)
- Ms. Felice Beal, Instructional Leadership Director, Central Region
- Ms. Kirsten Brown, Principal, Gaenslen School
- Parent, Gaenslen School
- Mr. Keith Carrington, Principal, North Division High School
- Parent, North Division High School
- Student, North Division High School
- Ms. Tiffany Fisher, Principal, Roosevelt Middle School
- Parent, Roosevelt Middle School
- Student, Roosevelt Middle School
- Dr. Christlyn Frederick-Stanley, Principal, Keefe Avenue School
- Parent, Keefe Avenue School
- Ms. Rhoda Jones-Goodwin, Principal, Manitoba School
- Parent, Manitoba School
- Ms. Debra Rash, Principal, Maple Tree School
- Parent, Maple Tree School
- Mr. Ben Ward, Milwaukee Teachers' Education Association
- Ms. Pepper LaMothe, Manager, Talent Management
- Ms. Bernadine Cosey, Talent Management Specialist

The first virtual meeting of the task force is scheduled for later in October. The focus of the first meeting will be to familiarize participants with the resolution and the focus of the task force as detailed in the motion that was approved by the Milwaukee Board of School Directors on September 24, 2020. The Administration will continue to report to the Board on a monthly basis.

Strategic Plan Compatibility Statement

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

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

Administrative Policy 6.23, Recruitment and Hiring: Staff

Fiscal Impact Statement

N/A

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(Item 13) Report with Possible Action on the School Nutrition 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

On December 21, 2017, the Board adopted Resolution 1718R-004 regarding the MPS School Nutrition Program and directed that updates on the implementation of the resolution be shared with the Board. In addition, on October 31, 2019, the Board adopted Resolution 1920R-002, also regarding the MPS School Nutrition Program, and directed that annual updates on breakfast participation be brought to the Board.

Despite the COVID-19 pandemic, School Nutrition Services remained focused on serving students with healthy, nutritious meals through the district’s Stop, Grab & Go distribution sites. The district has increased the number of distribution site locations from 25 in Spring 2020, to 50 starting with the 2020-21 school year. We have also expanded the meal-distribution time since the beginning of the 2020-21 school year to allow greater flexibility for families. In addition, we are continuing to explore options to extend the meal distribution times.

School Nutrition Services (SNS) has served more than 1.6 million meals since March 15, 2020. Additionally, we have helped various organizations with distributing a variety of donations, including food boxes, masks, and hygienic items.

School Nutrition Services proudly participates in the USDA’s Fresh Fruit & Vegetable Program (FFVP), in which MPS students and children under 18 can participate. During October 2020, different cultures are being celebrated through the Fresh Fruit & Vegetable Program. Produce bags with nutritional facts and recipes are being distributed to families.

Administration’s Report

Stop, Grab & Go Sites

25 locations opened on March 15, 2020. This was increased to 50 locations on September 1, 2020. Service hours initially were 11:00 a.m.-1:00 p.m., then were extended to 11:00 a.m.-1:30 p.m.

Meals Distributed

1,680,146 meals have been served since March 15, 2020.

Meal	Number Served
Breakfast	657,508
Lunch	667,551
Snack	338,861
Dinner	16,226

Additional Family Supports

Stop, Grab & Go Sites have provided additional support for families through donations.

Item	Donor	Item	Donor
Food items	Feeding America Klement’s Miller Baking Ready Nutrition	Masks	MKE Mask Molina Healthcare of Wisconsin Rebel Converting
Hygiene kits	MPS Foundation		

Item	Donor	Item	Donor
Books	Milwaukee Public Library Penworthy Company American Heart Association	Funding	GENYOUth, Inc. Life Time Foundation Richard Zaffiro
Jump ropes	American Heart Association	Informational handouts	Hunger Task Force Children’s Wisconsin

Fresh Fruit & Vegetable Program (FFVP)

For MPS students and children under 18

Produce bags are available for pick up every Thursday during the month of October at our distribution sites

Each week, we celebrate a different culture through the FFVP.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 4.05, School Nutrition Management

Fiscal Impact Statement

N/A

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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 Family & Community Engagement Initiatives

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 purpose of this item is to provide the Committee with an update on the role of Parent Coordinators and the District Advisory Council (DAC) on the support they are providing to families during Phase 1 of the School Reopening Plan.

Administration’s Report

Family & Community Engagement in MPS

- Schools are welcoming and culturally relevant environments
- Schools are connected to the community
- Schools have tools and knowledge needed to build relationships with families and the community
- Families have avenues through which to serve as leaders
- Families have tools and knowledge needed to be active in their children’s education
- Families have opportunities to build peer networks

Parent Coordinators

Phase One Essentials

- Align the district's goals with relevant activities to support families
- Communicate updates and concerns
- Host virtual family meetings
- Provide technological support and safety protocols
- Contact students who are not engaged or who have attendance Issues

District Advisory Council (DAC)

The purpose of the DAC is to assist in improving educational programs for the children in MPS by:

- providing opportunities for families to serve as leaders;
- offering input on current issues facing MPS;
- informing families and the community about policies and practices at MPS;

FACE (Family and Community Engagement) team offers support for the DAC.

[The Administration's full presentation is attached to the minutes of your Committee's meeting.]

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 9.11, School Engagement Councils

Fiscal Impact Statement

No Fiscal Impact

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(Item 2) Report with Possible Action Regarding Bilingual Education and the District Multicultural Multilingual Advisory Council (DMMAC)

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

Background

In June 2014, the Milwaukee Board of School Directors adopted Resolution 1415R-003 regarding bilingual multicultural education. The Board's action promotes bilingualism through the implementation of essential aspects to enhance our one-way and two-way dual-language programs.

Our goals related to bilingual education are that students graduate academically prepared in English and Spanish, conversant in other languages, and capitalize on the cultural and linguistic backgrounds of all English Learner students (ELs).

Another important component of the Board's action is encouraging the participation of parents, staff, and other community stakeholders. To that end, the District Multicultural Multilingual Advisory Council (DMMAC) is supporting these efforts.

Since the Board's action, district staff has been working with the community to implement the resolution. The following presentation will provide a brief overview regarding progress and next steps as well as a DMMAC update.

Administration's Report

MPS Bilingual Schools

- 13,026 students
- 20 schools
- 35.3% English-language learners

- 23.1% students with disabilities
- 79.5% economically-disadvantaged
- 0.4% American Indian
- 4.0% Asian
- 21.9% Black
- 68.0% Hispanic
- 0.1% HI/PI
- 1.8% Two or More
- 3.8% White

Bilingual Multicultural Education Department

Mission

The mission of the Department of Bilingual Multicultural Education is to provide equitable access to quality multilingual and multicultural programming in Milwaukee Public Schools.

Vision

MPS students graduate with strong cultural and linguistic identities, leveraging these assets to navigate college, career, and life as global citizens in an inclusive society.

Fundamentals: Resolution 1415R-003

- Bilingual expansion and programming
- Parent engagement and marketing
- District Multicultural Multilingual Advisory Council (DMMAC)
- Seal of Biliteracy
- Professional development to schools
- Bilingual support during Phase 1

Expansion Update

Expansion	Work in Progress	Next Steps
Hamilton High School	Support with bilingual program implementation.	Set dates for teachers’ professional development and support plan for the entire school year. Dates and support plan will be submitted by end of October. Work to recruit students to the program.
Riverside University High School	Meeting with principal to discuss continued growth of bilingual program.	Meet with principal to continue conversation about the needs for the school to grow the bilingual program into 11 th and 12 th grades.
Morgandale School	Exploring options for adding dual-language program at the K4 level and growing to 8 th grade.	Meet with principal and explore best program options for expansion. Review current staff and third-Friday enrollment data. Develop survey and begin sharing with the community.
Kagel	Expansion has begun successfully in K4.	Addition of K5 two-way dual-language class. Explore the addition of 6 th -grade bilingual classroom to allow those students already enrolled to remain as the program grows.
Riley	Expansion has already taken place at K3 through 1 st grade.	Addition of 2 nd -grade Montessori two-way dual language.
Lincoln Avenue	Conversations to grow the existing program.	Addition of a K4 bilingual classroom. This addition has occurred. Monitor enrollment data to adjust program as needed.

Updates

Item Update	Work in Progress	Next Steps
District Multicultural Multilingual Advisory Committee (DMMAC)	DMMAC has met four times and will continue to meet in the fall. Professional development (PD) was planned, but due to COVID 19, was postponed.	DMMAC will continue to meet and provide PD and information to members of the community. The next meeting will be October 21, 2020.
Parental Engagement and Marketing	Bilingual department worked with Student Services to make changes to the online registration process to assist families with language needs.	Meet with student services to discuss the effectiveness of the changes and review any further updates prior to next enrollment window.
Bilingual Task Force	The Bilingual Task Force, which had its first meeting on January 16, 2020, includes parents, community members, and MPS staff. There was an update sent to all members on July 2, 2020.	The Task Force will schedule a meeting for late October. Meetings will be held monthly until the requirements of the resolution are met.
Seal of Biliteracy	Professional development for the Seal of Biliteracy’s coordinators and advisors on implementation.	To support coordinators and advisors through the implementation process. Promote the Seal of Biliteracy to all qualifying students.
Bilingual professional development (PD) to schools around new online resources for Spanish literacy.	Weekly support sessions for teachers and as needed. Additional PD specific to new bilingual teachers.	Grade-level professional development sessions and one-on-one coaching.
English as a Second Language (ESL): Refugee Mentoring Grant and Refugee School Impact Grant	One-on-one or small-group support. English-language-development lessons to English learners. Orientation to new ESL teachers, as well as ongoing support to all ESL teachers in the district. Professional development sessions were uploaded to the Learning Management System (LMS).	Renew both grants. To continue small-group support and coaching on an as-needed basis. Teachers will continue to be encouraged to participate in these professional development sessions and to promote them to their colleagues.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.15, Bilingual Instruction and Bicultural Education

Fiscal Impact Statement

N/A

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(Item 3) Report with Possible Action Regarding Data and Progress Associated with the Office of Civil Rights (OCR) Report

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

Background

In 2014-15, the U.S. Department of Education's Office for Civil Rights (OCR) conducted a biennial review of data and discovered a disproportionality of African American students having received referrals, suspensions, and other disciplinary actions.

The Administration has been working with the OCR to fulfill ten agreed-upon action items to ensure the equity of discipline measures within the District and 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 any recipient of federal financial assistance.

At your Committee's meeting on September 8, 2020, the Administration provided a report regarding the submission of the district's end-of-year report to the OCR. At its regular meeting on September 24, 2020, the Board took action to direct the Administration to report monthly on progress relative to the ten agreed-upon action items, as well as to report on suspensions, expulsions, and referrals. The requested information can be found below.

Administration's Report

Below you will find an update of activities within each of the 10 requirements with Resolution #05-14-5003 with The Office of Civil Rights.

Requirement — Designation of Responsible Employee

Completed.

Requirement 2 — Early Identification of Students At-risk for Behavioral Difficulties and Early Intervention

Ongoing implementation of the multi-tiered system of behavioral support continues districtwide in an effort to identify students at risk for behavioral difficulties. All schools are documenting behaviors and supports within PLP Classroom Behavior in Infinite Campus. Schools utilize this data to identify school-wide supports and individual students who are in need of greater support.

Requirement 3 —Outreach to Students

All schools were informed through the district's Thursday Updates that they were required to establish a Student Discipline Committee. On August 28, 2020, during their monthly collaboration meeting, middle- and high-school principals were given a brief overview of the discipline committees' role and expectations for the year. Student Discipline Committees' facilitators received professional development on expectations for the committees and best practices on August 28, 2020. Additionally, a make-up session for committee facilitators was offered on September 2, 2020.

The committees' facilitators are supported by the District Discipline Manager, as well as the following departments: Black and Latino Male Achievement (BLMA); Equity and Inclusion; Student Services; and, Violence Prevention. A Student Discipline Committee Facilitators' networking site has been created with links to best practices, examples, mini lessons, articles, and other districtwide supports.

As of October 9, 2020, each traditional middle and high school has established a Student Discipline Committee. All schools have submitted the name of their committee facilitators and details of how students were recruited in alignment with the resolution agreement with the Office of Civil Rights. During the month of September, 14 schools held meetings of their Student Discipline Committees, also in alignment with the resolution agreement with the Office of Civil Rights.

The fall Student Leadership Summit will occur virtually on November 13, 2020. This is one of two Leadership Summits planned for the 2020-2021 school year.

Requirement 4 — Outreach to District Staff

Schools were instructed to establish Discipline Work Groups to address disproportionality, school climate, and culture. Each school was required to identify a Discipline Champion to serve as the facilitator of the group.

The Discipline Work Group and Discipline Champions are supported by the District Discipline Manager as well as by the following departments: Black and Latino Male Achievement (BLMA); Equity and Inclusion; Student Services; and, Violence Prevention. Discipline Champions consistently receive a monthly informational update and a weekly email with best practices as an effort of continuous support.

Discipline Champions can seek support during the Discipline Manager's weekly office hours or seek guidance/support from the following departments: Black and Latino Male Achievement (BLMA); Equity and Inclusion; Student Services; and, Violence Prevention. An online networking site has been established to provide ongoing support and resources.

Requirement 5 — Outreach to Community Members

A draft flyer for community conversations has been created, with the first community conversation to be held on November 4, 2020, at 6:00 p.m. The conversations will be virtual, with a short presentation regarding updates with the resolution work and then a discussion on the following questions:

- What about our progress excites you? What concerns you?
- Where do you see opportunities to impact this work?
- What supports should be brought to the table to assist our students/staff/community in this work?

In collaboration with a grant with the Wisconsin Humanities Council's Project Community CARE (Collaboration Around Racial Equity), the district will be launching a variety of activities throughout the 2020-2021 school year. The first collaborative activity will be a virtual screening of the documentary *Milwaukee 53206*, followed by a solutions-based roundtable discussion on November 11, 2020. Community members will also have the opportunity to join a book cohort reading either *Educating Milwaukee* or *Pushout: The Criminalization of Black Girls in Schools*.

Requirement 6 — Policies, Practices and Procedures

Updates to our district code of conduct were submitted to Office for Civil Rights in February 2019, and we are awaiting response from their office.

Requirement 7 — Staff Training

The district informed all Discipline Champions, principals, and school leaders through Thursday Updates that they were required to watch a self-paced introductory module, Addressing Disproportionality of Discipline Introduction, to prepare for the opening week of professional development associated with the 2020-2021 school year.

All school leaders were required to provide time during opening week for all staff members to complete the self-guided modules and the check for understanding. Content included directions for documenting students' behaviors, understanding disproportionality, and the five best practices for reducing disproportionality.

Requirement 8 — Data Collection

Completed

Requirement 9 — Data Evaluation

Below are all behavior events documented across the district as of October 12, 2020. The column on the far left lists administrator resolutions used by school leaders. Some behavior events may have more than one administrator resolution.

Behavior Event	Hispanic	American	Asian	Black	Pacific	White	2+ Races	Grand Total	Administrator Resolutions Used
Bullying Due to Disability				1				1	10
Bullying Due to Sex				1				1	9,10
Chronic Disruption or Violation of School Rules	5			9		2		16	3,9,18
Disorderly Conduct	1	2	1	2				6	3,4,9,13,14,17,18
Endangerment of Physical Safety/Mental Well-being						1		1	18
Inappropriate Personal Property				1				1	18
Inappropriate use of electronic communication devices	6			25		3	2	36	1,4,5,6,7,9,14,16,17,18
Personal Threat				4				4	4,9,17,18
Possession/Ownership/Use of Gun	1			3				4	6,7,8,9,11,17
Sexual Assault						1		1	9,10,17
Substantial Environmental Disruption	1			4				5	3, 9
Use of Tobacco, Including Chewing	2					1		3	3, 13
Vandalism				1				1	9
Verbal Abuse/Profanity/Harassment	2			2		3		7	2,3,9,10,12,15,18
Grand Total	18	2	1	53		11	2	87	

Resolution	Key Code	Resolution	Key Code
Behavioral Probation	1	Police Involvement	10
Conference	2	Preliminary Expulsion Hearing	11
Counsel	3	Referral- BIT	12
CS Conference Scheduled	4	Referral School Social Worker	13
Handled at Local Level	5	Remain Present School	14
IEP Review	6	Suspension	15
Investigative Review	7	Suspension Pending	16
Alternative School Reassignment	8	Virtual Discipline Process	17
Parent Contact	9	N/A	18

Requirement 10 — Implementation Plan

The following departments have been collaborating on the Implementation Plan: Black and Latino Male Achievement (BLMA); Equity and Inclusion; Student Services; and, Violence Prevention. A monthly District Discipline Disproportionality Leadership Team has been meeting to review monthly data, to discuss updates from all departments, and to create next steps.

There are multiple cohorts of staff members — including school administrators, centralized staff members, and several school-based cohorts — engaging in a book study on Glenn Singleton’s *Courageous Conversations About Race*. Another cohort is reading and discussing Ibram X Kendi’s book *How to Be an Antiracist*. Eighteen new educators will start a monthly cohort in October using *The New Teacher Book* published by Rethinking Schools.

All schools are continuing implementation of the Wisconsin Department of Public Instruction’s Culturally-responsive Problem-solving model. This includes the creation of a variety of standard operating procedures for teams to utilize to implement the model and to interrupt bias in data-based decision making.

Self-paced modules focused on the five research-based best practices were created for staff members to engage in through Google Classroom. During the opening week of the 2020-2021 school year, all school psychologists completed the five modules. A presentation regarding the role of bias and systemic racism in discipline was presented to all school social workers and social work assistants.

A self-paced comprehensive module going over the Antiracist Universal Supports has been created for interested staff members districtwide. In addition, staff members can sign up through LMS to attend an all-day virtual professional development session.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.17, Student Rights, Responsibilities, and Discipline

Fiscal Impact Statement

N/A

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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 Approval of Areas to be Opened for Textbook Study for the 2021-2022 School Year

Background

MPS Administrative Policy 7.26 and Administrative Procedure 7.26, Textbooks/Instructional Materials Adoption, provides that, as adoptions near expiration, the Administration shall report the subject areas, along with the titles of the textbooks/instructional materials for which adopted textbooks/instructional materials have been in use seven years or more and may be discontinued at the end of the following school year.

In order to provide for inclusion and alignment to the district’s Ambitious Instruction 3.0 plan, general criteria for the evaluation of textbooks/instructional materials are provided to the textbooks/instructional materials-evaluation committees. These criteria include availability of Spanish partner language and high-quality materials for use in bilingual classrooms; alignment to the district’s literacy and language-development goals; and alignment to adopted standards and graduation requirements. In addition, each evaluation committee will develop its own specific criteria applicable to the subject area under consideration.

The Administration may also recommend opening any subject areas for adoption study in which no textbook adoption is in effect, but in which an adoption is considered desirable.

Every student has the need for, and right to, textbooks/instructional materials that support learning and achievement. Since 2018, MPS has worked to develop and refine a comprehensive plan to improve student outcomes. The plan has two main elements: Five Priorities for Success, a series of organizational-wide strategies to reinforce key efforts; and a regional development effort to increase the number of high-performing seats throughout the district while creating learning pathways for students and families and also improving the capacity of quality community-support activities. The Milwaukee Board of School Directors’ goals — Student Achievement and School Improvement; Parent and Community Engagement, and Strategic Planning and Budget — guide all district efforts.

The Administration is recommending opening the following subject areas for adoption study during the 2020-21 school year, as these proposed science resources are obsolete for the grade levels and courses indicated:

- science (gr. k-8)
- high-school anatomy and physiology
- high-school biology
- high-school botany
- high-school chemistry
- high-school earth science
- Advanced Placement biology
- International Baccalaureate biology 1 & 2

Due to the significant number of students with print disabilities, MPS needs to ensure that alternative formats (audio, large print, Braille, digital, accessible web-based, site license for electronic access), as well as supplemental intervention resources, are available at the time of the adoption of new textbook/instructional materials. Publishers will be requested to provide information about availability of the abovementioned formats.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.26, Textbooks/Instructional Materials Adoption

Fiscal Impact Statement

This item does not authorize expenditures. The estimated cost of implementing the textbook adoption for these areas is \$16,435,600.

Implementation and Assessment Plan

The procedures listed below will be implemented following the Board's action with respect to opening subject areas for textbook adoption study.

When a subject area is to be opened for adoption, an evaluation committee led by a curriculum specialist, shall be established to study and evaluate available materials and make recommendations to the Superintendent concerning textbook/instructional materials adoptions for the subject areas.

1. Principals and teachers will be notified.
2. Parents will be notified and invited to serve on the parent advisory committee for the evaluation of textbook/instructional materials. In addition, community organizations such as the District Advisory Committee, La Causa, United Community Center, NAACP and Urban League will be invited to send parent representatives. In an effort to further increase parental involvement in the process of the evaluation of textbook/instructional materials, the Administration will also solicit parents through school governance councils.
3. Publishers will be notified.
4. Teacher nominations and expressions of interest in serving on textbook/instructional materials-evaluation committees for the various subject areas will be obtained.
5. Textbook/instructional materials-evaluation committees will be appointed.
6. Curriculum specialists will provide training for textbook/instructional material-evaluation committees' members on selecting culturally-responsive materials that promote critical thinking.
7. Textbook/instructional materials-evaluation committees will establish criteria for evaluating materials, based on the most recent literature and research related to instruction in that area. The committees will obtain and evaluate available materials; meet with parents, publishers, representatives; and solicit reactions and assistance from other teachers, department chairpersons, curriculum committees, etc.
8. Curriculum Specialists and the Department of Procurement will review the proposals submitted by the textbook/instructional materials' publishers.
9. Textbook/instructional materials-evaluation committees will formulate recommendations with respect to the subject areas and the materials under evaluation for possible adoption. The Textbook/instructional materials-evaluation committee may recommend a single adoption for a subject/course or it may recommend delaying adoption, pending further study.
10. Recommendations from the textbook/instructional materials-evaluation committees will be reviewed by the Director of Curriculum and Instruction, who will then forward them to the Superintendent. The Administration then submits recommendations to the Board for approval.

Committee's Recommendation

Your Committee recommends that the Board approve the following areas to be opened for textbook study for texts to be used during the 2021-2022 school year:

- science (gr. k-8)
- high-school anatomy and physiology
- high-school biology
- high-school botany
- high-school chemistry
- high-school earth science
- Advanced Placement biology
- International Baccalaureate biology 1 & 2

Approved with the roll call vote on the Reports of the Standing Committees.

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(Item 2) Report with Possible Action Regarding the 53206 Initiative

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

Background

To better serve the community in the 53206 ZIP code, the Board approved implementation of the 53206 Initiative. The Principals' Cohort — consisting of eight school leaders from North Division, Andrew Douglas, Auer Avenue, Benjamin Franklin, Hopkins-Lloyd, Gwen T. Jackson, Keefe Avenue, and Lafollette — continues to meet regularly to further discuss the needs in 53206 schools.

The 53206 Initiative is focused on five tenets: High-quality Instructional Practices, Social-emotional Wellbeing, Family Engagement, Community Partnerships, and Teaching and Leadership Development.

The following presentation provides an overview of the progress that has been made to date.

53206 Initiative

Foundational Tenets

- High-quality Instructional Practices
- Social-emotional Wellbeing
- Family Engagement
- Community Partnerships
- Teaching and Leadership Development

2020-2021: Focus Pillars

- Strengthening the 53206 K-12 Narrative
- College and Career Readiness
- Equitable Resources

Strengthening the 53206 K-12 Narrative

Cohort's Vision

The 53206 Cohort envisions a future in which schools are anchors of the community, connected to students, families, and community partners while providing opportunities that build upon existing assets. Each school leverages high expectations, academic rigor, and access points for resources and options that lead every child to become college- and career-successful.

Career Tracks:

- Health Sciences
- Information Technology

- Finance
- Engineering

College and Career Readiness

- College Access Centers
- Post-secondary emphasis
- Partnerships with universities and local businesses
- Academy-related field trips through Learning Journeys

Equitable Resources

- Staffing priorities
- Specialized professional development for leaders and staff
- Pathways for teacher-certification programs
- Flexible curricular material modifications

Measurable Outcomes

Cohort will:

- improve the results of the Essentials of School Culture and Climate (ESCC) survey
 1. 50% or greater response rate of staff
 2. score of 3 or higher in three of five areas
- close the gap between the district and 53206 cohort by 50% in each of the following:
 1. attendance
 2. Spring PALS
 3. WSAS — ACT Aspire, ACT, Forward
 4. the Xello a career and college research and portfolio program

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

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

Fiscal Impact Statement

N/A

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(Item 3) Report with Possible Action on MPS Montessori Strategic Plan

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

Background

The Montessori Strategic Plan, which was adopted on March 28, 2019, is a framework for structural supports for our eight Montessori schools, which educate more than 4,000 students.

The following update on the implementation of the Montessori Strategic Plan covers items that have been completed, what is being worked on at this time, and an outline of future work. Included is the MPSU’s ((Milwaukee Public Schools University’s) pathways for Montessori training and an overview of the Montessori re-opening plan.

Montessori Strategic Plan's Progress

Completed Work

- Established a Montessori Re-opening Team which developed a plan for re-opening
- Provided professional development for schools on the Re-opening Plan
- Solidified secondary Montessori certification's details and began classes
- Presented professional development on updated dual-language Montessori report cards
- Coordinated and developed the six-week virtual curriculum guides, weeks 7-12
- Completed the Montessori Advisory Committee's meeting on October 5

Current Work

- Participating in bi-weekly virtual Montessori school support teachers' meetings
- Holding Montessori principals' virtual monthly meetings
- Providing targeted support for Montessori virtual instruction
- Supporting New Educator Institute — Montessori Focus
- Finalizing setup of MPSU (Milwaukee Public Schools University)-Montessori classroom at Grant Gordon Learning Center
 - Coordinating and developing of the six-week virtual curriculum guides, weeks 13-18

Montessori Re-opening

- Montessori Re-opening Team
- Support and guidance for teachers
- Montessori materials' alternatives at home
- Considerations for students with special education and language needs
- *Montessori Virtual Learning from Home* family guide

Montessori Teacher Pathways

MPSU

- Courses moved online for Autumn 2020
- 47 MPS employees in Montessori training

Secondary Certification at MPSU

- In collaboration with CMSTEP (Cincinnati Montessori Secondary Teacher Education Program)
- Post-baccalaureate program for MPS employees
- Virtual instruction, with in-person instruction planned for summer 2021 at MacDowell Montessori School
 - 16 MPS employees enrolled

Montessori Strategic Plan: Next Steps

November 2020

- Montessori Advisory Committee meeting on November 2, 5:30pm
- Provide ongoing professional development for staff around Montessori virtual instruction
- Provide targeted support for individual schools
- Develop curriculum and support for the Re-opening Plan as needed
- Year two: Montessori scholarships

December 2020

- Montessori Advisory Committee meeting on December 7, 5:30pm
- Support development of Montessori-specific district professional development
- Develop and disseminate a retention survey for Montessori program's employees
- Establish Montessori material-ordering requirements for expansions

January 2021

- Montessori Advisory Committee meeting on January 4, 5:30pm

- Define expectations for the implementation of the Montessori middle- and high-school curricula per the Strategic Plan
- Develop MPSU’s pathway for state licensing support for Montessori teachers completing Montessori certification

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 2.12, Advisory Committees: Administration-originated

Fiscal Impact Statement

This item does not authorize expenditures.

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(Item 4) Report with Possible Action Regarding the MPS/MKE Early Childhood 1,825 Initiative

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

Background

The first five years (or 1,825 days) of life for a child are the most important in a child’s education and development. In November 2018, Milwaukee Public Schools, in collaboration with the City of Milwaukee and other public and private partners, announced an initiative and call to action to improve early childhood education across the city. MPS and city leaders joined together to build on past momentum and to push forward with the MPS/MKE Early Childhood 1,825 Initiative.

The mission of this work is to improve the learning experiences for children ages birth through five years in the city of Milwaukee by ensuring that all educators and childcare providers, who directly impact our students’ learning, possess the understanding, skill set, knowledge base, capacity, and resources needed to provide high-quality instruction to all students participating in early childhood education programs.

This report provides an update on the work, accomplishments, and future tasks of the MPS/MKE Early Childhood 1,825 Initiative.

MPS/MKE Early Childhood 1,825 Initiative Update

Diversity is Our Greatest Strength — Early Childhood

- | | |
|------------------------------------|------------------------|
| • 10,614 students | • 0.3% American Indian |
| • 113 schools | • 4.8% Two or more |
| • 3.9% English language learners | • 7.3%Asian |
| • 16.3% students with disabilities | • 12.0% White |
| • 71.6% economically disadvantaged | • 26.6% Hispanic |
| • 0.1% HI/PI | • 48.9% Black |

Early Childhood Initiative’s Focus and Goals

Early Childhood Staff Development

Provide high-quality professional learning opportunities for all early-childhood care providers and educators

Equitable Resources

Ensure that early-childhood programs are equitably equipped with resources to meet the needs of the children and families they serve

Family Support and Transition

Provide families with support as students transition from early-care centers to MPS

Instruction

Ensure that high-quality, research-based instruction is provided for all early-childhood children and students

Social-emotional Learning and Cultural and Linguistic Needs

Provide support for students to address SEL needs as well as take into consideration the cultural and linguistic needs of students

Completed Work

- Purchased ReadyRosie — a research-based and standards-aligned comprehensive family-engagement resource designed to build on parents’ knowledge to help close the opportunity gap — for pilot study at two school sites
 - Distributed 1,400 Frog Street at Home learning kits to K3 and K4 Head Start families
 - Contributed early-childhood information during a virtual parent-engagement session
 - Completed four Frog Street professional learning courses
 - Purchased materials for packaging of swag bags
 - Participated In civic-, community-, and family-engagement series

Current Work

- Continue pilot study of ReadyRosie
- Distribute 500 swag bags to MPS-enrolled families with pre-K and kindergarten children
- Provide professional development and advertise the MPS/MKE 1,825 Initiative at community virtual conferences such as WECA (Wisconsin Early Childhood Association) and Pathways to Quality
 - Share community resources with MPS community for additional support of early-learning goals
 - Continue partnership work and support toward the Initiative’s goals

Future Work

- Continue pilot study of impact that ReadyRosie has on parental engagement and student learning
- Pursue the inquiry of and possible adoption of a universal screener that can be used with the EC Initiative’s population
 - Roll out Countdown to Kindergarten district-wide process (visit and choose your school, register, meet your school, get ready, start school) for SY21
 - Continue sharing community resources with MPS
 - Continue partnership work and support toward Initiative’s goals (use of Frog Street’s curriculum in childcares, specific professional development for childcares, etc.)

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

N/A

(Item 5) Report with Possible Action Regarding Black Lives Matter Week Campaign and Planning for the 2020-2021 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

At its regular July 2020 meeting, the Board referred Resolution 2021R-010 by Director Miller to the Committee on Student Achievement and School Innovation. At its August 27, 2020, meeting, the Board took action to adopt Resolution 2021R-010 as provided below:

WHEREAS, In April 2015, the Milwaukee Board of School Directors adopted the Black Lives Matter resolution and followed with the Black Lives Matter at School resolutions in 2018 and 2019; and

WHEREAS, The Black Lives Matter resolution identified the need to end racism and to tear down the systems of white supremacy in schooling, policing and much more; and

WHEREAS, The 2019 resolution called for an advisory committee to advance the work which lead to a coalition of the Black Educators Caucus, Milwaukee Teachers Education Association, Metropolitan Milwaukee Alliance of Black School Educators, Milwaukee community Schools Partnership, SURJ Milwaukee, Leaders Igniting Transformation, Black and Latino Male Achievement, the Superintendent's Advisory Council, and Milwaukee Inner-City Congregations Allied for Hope which led to a successful week of action in February of 2020; and

WHEREAS, The national Black Lives Matter movement, in the past, has called for a week of "Black Lives Matter at School Week" to focus on the need to:

- replace harsh zero-tolerance discipline policies, which disproportionately suspend students of color, with a Restorative Justice practices
- establish African American studies and other critical ethnic studies in all schools
- increase the hiring, training and support of Black teachers and other teachers of color
- "fund counselors, not cops;" and

WHEREAS, There has been some success in MPS with—

- ending contracts with the Milwaukee Police Department
- increased funding for counselors, social workers, nurses, psychologist and trauma care specialists
- increased funding for ethnic studies
- increased hiring and training of Black and Brown teachers largely through MPSU
- expansion of training staff in Restorative Justice practices; and

WHEREAS, The progress made in the last 5 years, since the adoption of Black Lives Matter policy, is far short of the anti-racism transformation that was intended and still necessary; and

WHEREAS, A key issue needed to be addressed with MPS's Black Lives Matter work is the reduction of the disciplinary actions of suspensions and expulsions for Black and Brown students; therefore, be it

RESOLVED, That the district again hold a week of action in coordination with the national Black Lives Matter at School movement encouraging dress in BLM attire the first month of school and that there be a review of the BLM at school reflection questions and that school staff begin to draft their school's annual anti-racist action plan in a quarterly report; and be it

FURTHER RESOLVED, That MPS establish a campaign for the whole year, beginning the first week of school, with the purpose of integrating the demands and actions of the Black Lives Matter at School program into every school and classroom; and be it

FURTHER RESOLVED, That MPS will reach out to other movements of people of color fighting racism, to support the week of action and year-long campaign; and be it

FURTHER RESOLVED, That the month of September and each month of the school year be done with educational antiracist, social justice activities celebrating the activists and martyrs (George Floyd, Breonna Taylor, Dontre Hamilton, Joel Acevedo, Earnest Lacy, and many more) of the fight for racial justice; and be it

FURTHER RESOLVED, That MPS aggressively expand the professional development of staff and the training of students in restorative justice practices; and be it

FURTHER RESOLVED, That discussions and trainings targeting racism are to be held at every school throughout the year to include—

- creating safe spaces, community and parent involvement, and involvement of student leaders of all types;
- discussions of biases, racial micro-aggressions, fears, cultural and linguistic ignorance, and stereotypes of Black, Brown, Indigenous, and other youth of color;
- discussions that lead to the professional development of school staffs in methods of de-escalation, mindfulness, creating a culture of trust, and how to weave cultural relevance, ethnic studies and anti-racism into all curricular areas and grade levels in developmentally appropriate ways;
- bringing community into our schools and strengthening schools as centers of support for communities; and be it

FURTHER RESOLVED, That student voice be included in professional development sessions when feasible; and be it

FURTHER RESOLVED, That MPS practice the concept of “Intersectionality” advanced by Black Lives Matter and other leaders which identifies an intersectional approach that acknowledges systemic discrimination due to race, economic status, immigration status, gender and gender identity, sexual orientation and identity, national origin, and ability, and that this systemic discrimination impacts access to opportunity.; and be it

FURTHER RESOLVED, That an advisory committee be established of students, community, community educators, parents, teachers, and school and administrative staff to assist in planning and implementation of the national Black Lives Matter at School program; and be it

FURTHER RESOLVED, That the advisory committee emphasize participation of students in planning that includes youth groups such as Leaders Igniting Transformation (LIT), Youth Empowered in the Struggle (YES), the school-based discipline committees, the ACLU youth committees, the Community Schools Youth groups, and the Superintendent’s Advisory Group; with an invitation to all MPS high schools to send student representation, etc.; and be it

FURTHER RESOLVED, That the Administration report monthly on this work to the Board through the appropriate committee.

Since the Board’s action, the Administration has started implementing the resolution. The Office of School Administration assembled the 2020 Black Lives Matter (BLM) Week of Action and a Year of Purpose Advisory Committee in alignment with the resolution. The resolution items were identified and addressed with the BLM committee, and sub-groups were created that will focus on the following areas: Curriculum & Professional Development; Week in Action; Monthly BLM Projects. All sub-groups include student representation to ensure that students’ voices are heard.

The committee met as a collective twice and met with sub-groups once to identify next steps for implementation. The next meeting, to be held in October, will identify the first phase of implementation for all schools. The Administration will report its progress relative to the implementation of Resolution 2021R-010 monthly.

Administration’s Report

Resolution Action Items

- Integrate Black Lives Matter Curriculum and principles
- Hold a Week of Action
- Expand professional development of staff and students in restorative justice practices
- Discussions and trainings targeting racism are to be held at every school throughout the year (to include identified topics found in the resolution)
 - Students’ voice are to be included in professional development sessions when feasible
 - MPS is to practice the concept of "intersectionality," acknowledging systemic discriminations due to race, economic status, immigration status, gender and gender identity, sexual orientation and identity, national origin, and ability and that this systemic *[sic]*
 - The advisory committee be established of students, community, educators, parents, teachers, and school and administrative staff to assist with planning and implementation of BLM’s initiatives

Core Committee Members

Curriculum and Professional Development

- Dr. Latish Reed, Chair
- Felice Beal, Administrator
- Nuntiata Buck, Co-Chair
- Tanya Evans
- Shauna Perry-Finch
- Paul Moga
- Michelle Wade
- Jeremiah Jackson, Jr.
- Dr. Patricia Ellis
- Stanley McWilliams
- Cendi Trujillo Tena (LIT)
- Student — Johnny Spingola (LIT)
- Student — Zion Rogers

Week of Action

- Angela Harris, Chair
- Felice Beal, Administrator
- Cynthia Wilson, Administrator
- Student — Janiya Williams
- Student — Zion Rogers, Co-Chair
- Student — Nico Schudson (YES)
- Ryan Hurley, United Way
- President Miller
- Patrice Townsend, Paraprofessional
- Director Sequanna Taylor
- Janet Moreno
- Dr. Ebony Davis
- MICAH — Jane Audette

Monthly School BLM Projects

- Ingrid Henry, Walker, Chair
- Dr. Toni Dinkins, Administrator
- Jeremiah Jackson, Co-Chair
- Nina Scott, Paraprofessional
- Erika Ashford
- School Safety
- Derrick Rogers (414)
- Student — Javonte Rodriquez (YES)
- Celeste Ochonogor
- David Valdes (Student Engagement)
- Student — Darrion Whitfield (SSAC)
- Student — Abdul Al Bassam (SSAC)
- Dr. Christlyn Stanley

BLM Curriculum Initiative

- Develop content-area lessons that align with subject matter (focus on social studies/literacy for 2021)
- Develop framework for including culturally-responsive practices in instructional practices and interactions
 - Develop culturally-responsive professional development for educators that will occur monthly
 - Develop instructional lessons that connect to the principles of BLM
 - Develop a BLM Curriculum Fair to be hosted by students

Week of Action

- Create goals for this week that connect to schools, students, and community
- Establish activities and instructional connections that will engage all stakeholders within MPS
- Work directly with student representatives to establish a student forum to address students' concerns, ideas and suggestions
 - Create activities that all MPS schools can engage in each day of the week

Monthly Activities

- Establish suggested list of activities that connect to Principles 1, 2, 4, 9 & 10 of the BLM initiative
- Create suggested monthly activities that can be incorporated into content areas
- Create a Google Doc through which schools can share activities, lessons, and outcomes that can be showcased during the Curriculum Fair

Next Steps

- Continue to research, to develop, and to align BLM's principles with content areas
- Provide staff professional development involving BLM principle #1
- Create sample lessons for grade levels to utilize. First area of focus: social studies
- Plan the Week of Action
- Plan the monthly activities
- Engage all schools in the completion of an anti-racist compact
- Engage all schools in the completion of the MPS BLM survey

- Create monthly BLM learning connections

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

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

Fiscal Impact Statement

N/A

Committee’s Recommendation

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

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(Item 6) Report with Possible Action on the High-school Regional Showcase

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

Background

Based on the Board’s action, the 2020-21 monthly Regional Showcase item will provide a thorough picture of each region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the region and that may be replicated will be included.

This month, the High School Region is featured. The region comprises 25 schools, including Montessori, immersion, International Baccalaureate, bilingual, career and technical education, community schools, alternative and other specialty schools. The High School Region has served more than 20,000 students in diverse settings to meet the varied needs of our students.

Schools in the High School Region include the following:

- | | | |
|---|--|--|
| • Alliance | • Golda Meir | • Pulaski |
| • Audubon MS/HS | • Milwaukee High School of the Arts | • Ronald Reagan |
| • Bay View | • Milwaukee County Youth Education Center | • Riverside |
| • Lynde and Harry Bradley Technology and Trade School | • Milwaukee School of Languages | • Rufus King |
| • Groppi | • North Division | • South Division |
| • Hamilton | • Obama School of Career and Technical Education | • Transition |
| • MacDowell | • Project Stay | • Vincent |
| • Madison | | • Washington High School of Information Technology |
| • Marshall | | • Wisconsin Conservatory of Lifelong Learning. |

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

This report highlights the Lynde and Harry Bradley Technology and Trade School (Bradley Technology and Trade).

Lynde and Harry Bradley Technology and Trade School

Bradley Technology & Trade Data

Enrollment.....	1,021
Economically Disadvantaged	75%

Students with Disabilities	23.9%
Attendance.....	71.1%
ELL.....	6.4%

Bradley Tech and Trade’s Vision

To graduate every student with the necessary skills to build a prosperous future in the technology & trade fields by providing students with grade-appropriate work, strong instruction, deep engagement, and high expectations.

School Programs

- Four Pathways of Tech/Trade
 - construction
 - design
 - manufacturing
 - pre-engineering
- Advanced Placement
- Multi-craft Curriculum
- Internships & Youth Apprenticeships
- Competency-based Curricular Program
- Black and Latino Male Achievement

Points of Pride

	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>
Enrollment	834	899	991	1,021
Four-Year Graduation Rate	61%	70.9%	75%	NA
Promotion Rate of 1 st -time 9 th -Graders	63%	66%	71%	71%
Suspension Rates	24.5%	27%	23.5%	22.5%
Office Discipline Referrals	4,551	3,955	2,994	1,716

School Report Card

- Increase from 30.5 in 2017-18 to 50.1 in 2018-19
- Strength in closing gaps — above the state’s score for ELA and math
- Deduction for absenteeism

Opportunities for Growth

- Attendance
- Graduation rate
- Academic Achievement on ACT
- Career readiness and post-secondary opportunities
- School climate

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

N/A

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board’s Delegates

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

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

Submitted by President Larry Miller

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 October 2020 included the following:

Academic Achievement

Met or had conversations with individuals or groups on:

- Black Lives Matter at Schools
- ASC and MTEA leadership

Effective and Efficient Operations

- Met 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
- Assumed role as Chair of Milwaukee Library Board’s Innovation and Strategy Committee

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The Board adjourned at 7:29 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk