





Speech Contest Winners	
<i>Grades 9-10</i>	
1 <sup>st</sup> Place	Angela Gorton, 10th Grade School Ronald Wilson Reagan College Preparatory High School Teacher Kristoffer Puddicombe
2 <sup>nd</sup> Place	Malcolm Bishop, 9th Grade School Harold S. Vincent High School Teacher Jennifer M. Koss
<i>Grades 11-12</i>	
2 <sup>nd</sup> Place	Niahni Shelton-Moss, 11th Grade School Ronald Wilson Reagan College Prep. High School Teacher Kurt Dillman
3 <sup>rd</sup> Place	Derrick Taylor, 11th Grade School Golda Meir School, Upper Campus Teacher Tiffany Smith

Art Contest Winners	
<i>Grades K-2</i>	
1 <sup>st</sup> Place	JC Seha Vang, 2nd Grade School Luther Burbank School Teacher Anna Peterson
3 <sup>rd</sup> Place	Jesus Graika, 2nd Grade School Milwaukee Spanish Immersion School

Art Contest Winners	
Teacher Tracy Matel	
<i>Grades 3-5</i>	
1 <sup>st</sup> Place	Carlos Mazaba, 4th Grade School Golda Meir School Teacher Joan Fecteau
2 <sup>nd</sup> Place	Maxwell E. Simons, 4th Grade School Fairview Elementary School Teacher Kari George
3 <sup>rd</sup> Place	Ruby Sanchez, 3rd Grade School Milwaukee Spanish Immersion School Teacher Tracy Matel
<i>Grades 6-8</i>	
1 <sup>st</sup> Place	Grace Collins, 8th Grade School Fernwood Montessori School Teacher Laura Makula Zimmerman
2 <sup>nd</sup> Place	Caitlinn Jones, 7th Grade School Roosevelt Middle School of the Arts Teacher Greg Haut
3 <sup>rd</sup> Place	Julie N. Xiong, 7th Grade School Wedgewood Park International School Teacher Maggie Curtis

\* \* \* \* \*

**APPROVAL OF MINUTES**

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

\* \* \* \* \*

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

**(Item 1) Action on a Request to Approve Candidate Recommendations for the Milwaukee Public Schools Foundation, Inc., Board of Directors**

**Background**

In 1997 the Milwaukee Board of School Directors (MBSD) approved the establishment of the Milwaukee Public Schools Foundation, Inc., (Foundation) with the mission to promote educational excellence and to strengthen philanthropic community engagement in supporting student achievement.

In 2015, the Foundation was reconstituted as a separate 501(c)(3) tax-exempt charitable organization under the federal tax code. The MBSD approved the Foundation's initial board members after the executive committee had been established. The current board roster comprises the following individuals:

- Tina Chang, CEO, SysLogic, Inc.
- Peter Feigin, President, Milwaukee Bucks
- Stephen Francaviglia, Chief Project Officer, Milwaukee Health Care Partnership
- Jacqueline Herd-Barber, Community Volunteer
- John Kersey, Executive Vice President, Zilber, Ltd.
- H. Carl Mueller, Chairman/CEO, Mueller Communications
- Mark Sabljak, Principal, Sabljak & Budisch
- Christina Fiasca, Community Volunteer

- James Friedman, Attorney/Shareholder, Godfrey & Kahn, S.C.
- Fred Tabak, President, Tabak Law
- Anthony Smith, Community Relations Executive, Marcus Center for the Performing Arts
- Heidi Schneider, Managing Director – Asset Management, Robert W. Baird

The following individuals serve as *ex officio* members of the Foundation's Board of Directors:

- Dr. Keith P. Posley, MPS Superintendent of Schools
- Wendell Willis, Executive Director, MPS Foundation

Over the last 24 months, and due to professional and personal competing priorities, some board members have needed to step down. In an effort to add to this diverse and distinguished board, the MPS Foundation's Executive Committee has approved the following individuals for final presentation and confirmation:

- Vincent Lyles, Vice President, Community Relations, Advocate Aurora
- Joel Haubrich, Manager, Wisconsin Government Affairs, We Energies
- Paula Phillips, Medical College of Wisconsin and Milwaukee Board of School Directors (replacing former director Carol Voss as the MBSD's liaison).

### **Strategic Plan Compatibility Statement**

Goal 2, Student, Family and Community Engagement

### **Fiscal Impact Statement**

This item does not authorize expenditures.

### **Committee's Recommendation**

The Administration recommends that the Board approve the following candidates for the MPS Foundation Board of Directors:

- Vincent Lyles, Vice President, Community Relations, Advocate Aurora
- Joel Haubrich, Manager, Wisconsin Government Affairs, We Energies
- Paula Phillips, Medical College of Wisconsin and Milwaukee Board of School Directors (replacing former director Carol Voss as the MBSD's liaison).

Director Taylor moved approval of the candidate recommendations for the MPS Foundation's Board of Directors. The motion passed, the vote being as follows:

Ayes — Directors Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller —  
7.  
Noes — None — 0.

\* \* \* \* \*

## **(Item 2) Monthly Report of the Superintendent of Schools**

### **Background**

The Superintendent's Report is designed to provide the Milwaukee Board of School Directors and the MPS community with an update on current activities underway to support the District 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.

### **School Visits**

School visits remain a priority and serve as an excellent mechanism for gathering feedback to support District improvement efforts. This month, I had the opportunity to visit Milwaukee High School of the Arts, North Division High School, MacDowell Montessori, and Milwaukee German Immersion School.

### **MPS Observes National Black Lives Matter Week of Action**

---

The Milwaukee community had opportunities to listen, to learn, and add to their voices to the Black Lives Matter (BLM) narrative to bring about positive change. Leading off Black History Month, the National Black Lives Matter Week of Action, February 3-7, was designed to engage the community in topics that address four national demands and foster discussions and solutions to current issues.

The National Demands of the Week of Action are:

- end zero tolerance
- mandate Black History and ethnic studies course
- hire more Black teachers
- fund counselors, not cops.

Milwaukee Public Schools and its partners — United Way of Greater Milwaukee & Waukesha County, Leaders Igniting Transformation (LIT), Milwaukee Inner-City Congregations Allied for Hope (MICAH), Milwaukee Metropolitan Alliance of Black School Educators (MMABSE), Milwaukee Teachers Education Association (MTEA), MTEA Black Educators Caucus, Showing up for Racial Justice (SURJ), and the MPS Department of Black & Latino Male Achievement — hosted public events focused on the national demands and BLM principles.

Below is an overview of the events that took place during Black Lives Matter Week of Action:

- February 3: Student-Led Discussion and Live Broadcast
- February 4: Pushout: The Criminalization of Black Girls in School – Movie Screening and Talk-Back
- February 5: Black Lives Matter Poetry Open Mic Night
- February 6: Intergenerational Snack and Kick-Back Night – Games and Conversations
- February 7: Black Lives Matter: A Storytelling Social and Awards Night

These daily events were designed to promote exploration and discussion of important topics.

### **MPS Students Showcase Black Lives Matter Projects**

February has been a busy month in Milwaukee Public Schools as students have spent time researching, designing, and showcasing projects celebrating Black History Month. During the first week of February, the District recognized the national Black Lives Matter in School Week of Action with public events and classroom activities.

Maple Tree School held an exciting, interactive event attended by parents and filmed by TMJ4. Students researched famous Black Americans, then stepped into their roles by portraying their subjects as figures in a wax museum. Visitors could press buttons to make students come to life and tell the stories of their chosen historic figures. Students learned about the accomplishments of their subjects and also about the struggles and challenges they overcame on the road to success.

At Fernwood Montessori, younger students studied Black inventors and explored the many devices that have changed our world and improved our lives, including electronics, computer parts, cosmetics, the red-yellow-green stop light, and peanut butter. Older students researched Dr. Martin Luther King, Jr., and collaborated to create a large banner with messages about peace and justice.

Students at Curtin Leadership Academy explored the lives of a variety of Black Americans and discussed the impact of their contributions on daily life. They hosted an event for families and the community to view their work, to ask questions, and to enjoy a lengthy timeline highlighting the impact of Black Americans throughout history.

Forest Home Avenue School welcomed players from the Marquette University men's basketball team, who read to third-graders and talked about their personal journeys through school that led them to Marquette. Students were inspired to ask many excellent questions about college and playing sports at a high level.

Teachers at Bethune Academy served as role models for their students by proudly wearing their college t-shirts representing historically black colleges and universities (HBCUs). They shared their college experiences with students and encouraged them to follow their dreams to college and career.

### **National School Counseling Week**

---

Ask a school counselor about a typical day, and he or she will tell you that every day is unique, just as every student is unique. Each day, school counselors show their patience, respect, caring, negotiation skills, and ability to support students through triumph and tragedy. School counselors promote success by seeing each child for his or her own needs and taking steps to meet those needs, whether it is a new backpack or comfort after the loss of a loved one.

National School Counseling Week, sponsored by the American School Counselor Association (ASCA), took place February 3-7, 2020. This was an opportunity to focus public attention on the unique contributions of professional school counselors in helping students achieve in school and plan for a career.

During a typical school year, counselors are actively engaged in working with parents to understand their children's personal situations; in focusing on positive ways to enhance students' social/personal, educational, and career development; and in working with teachers and other educators so students can realize their potential and set healthy aspirations for themselves. The training and experience of school counselors makes them an integral part of the total education program.

MPS is appreciative of the work being done every day by school counselors to help students achieve in school and support their personal well-being. Thank you, counselors!

### **Students Prepare to Renovate Historic Eagleknit Building**

---

A group of sophomores and juniors from Lynde and Harry Bradley Technology and Trade School are embarking on a historic project that will help students gain valuable job skills in the construction trades. Wangard Partners is committed to providing on-the-job training for a group of students who will help convert the 91-year-old Eagle Knitting Mills building, located at 507 S. 2<sup>nd</sup> Street in the Walker's Point neighborhood of Milwaukee, from manufacturing into modern office space.

Career-and-technical education is a major focus in Milwaukee Public Schools, especially at Bradley Tech, where construction, welding, manufacturing, engineering, and design are part of the curriculum. MPS has developed strong relationships with partners such as Wangard in high-demand job areas. Students gain advanced training in careers before graduation, and employers who train students help build a pipeline of skilled youth who are ready to work.

The Eagle Knitting Mills building, now known as Eagleknit, was constructed in 1928 and features cream-city brick, wood floors, large steel windows, and concrete columns. Many of the design elements will be retained to keep the historic atmosphere of the structure. A new 30,000-square-foot expansion is also planned.

Partners in the renovation project include J.H. Findorff & Son Inc., the project's building contractor, and the Building2Learn Consortium, a nonprofit focused on introducing students to careers in skilled trades. Mentors and classroom coaches have also been provided by Lemberg Electric Company, Inc., All Hands Boatworks, Gensler Architecture, and Southeastern Carpenters Regional Council.

When completed, the Eagleknit Innovation Hub will be home to Building2Learn, IC Stars — a nonprofit focused on training young adults for technology careers — as well as other tenants.

### **Lincoln Avenue Receives City Grant to Improve Safety**

---

With more than 500 students coming to school every day, safety is a top concern at Lincoln Avenue School. To enhance safety for students who walk to school, Lincoln was recently selected for the Safe Routes to School (SRTS) initiative by the City of Milwaukee. Of the 159 schools in MPS, Lincoln has the fourth-largest number of students who walk each day. Many students live within one mile of the school, which means they are not eligible for bus transportation.

Lincoln has been proactive about ensuring that students arrive at school safely. For more than two years, parents and volunteers have organized "walking school buses" to help students reach school safely: Two days per week, an adult walks to school, picking up children along a preset route so students can walk as a group with a volunteer chaperone. The walking school bus program helps children watch traffic, cross streets safely, and avoid the risks of walking alone or taking secluded shortcuts. Lincoln's attention to students' safety was a factor in being selected for the Safe Routes to School grant.

Safe Routes to School is an international movement meant to improve safety conditions along routes to school and to encourage walking and bicycling. The City of Milwaukee is developing a citywide SRTS

policy plan expected to be finalized in 2020. Having received a federal grant to create street improvements around eight schools, the City held the first public workshop for Lincoln on January 14, 2020. Input was gathered from Lincoln's families, staff, concerned community members, and local police officers about areas of concern and ways to correct infrastructure. The City will present design ideas at a future community meeting, at which attendees will vote on options, and improvements totaling \$75,000 will be implemented in 2021.

### **MPS Kindergarten Enrollment Fair a Success**

MPS hosted its annual Kindergarten Enrollment Fair on February 1, 2020, at Milwaukee High School of the Arts. The Fair was successful in helping families explore schools, make choices, and enroll students for fall 2020.

All MPS schools that offer Head Start and kindergarten were present to answer questions from families and to help them identify the best options for their children. Families were able to speak directly with school staff and get help filling out enrollment forms. Parents were encouraged to bring their children to the fair so they could begin experiencing a school setting and be ready to attend in fall.

### **Congratulations to MPS 2020 Winter Graduates**

Milwaukee Public Schools honored 56 students who completed graduation requirements during the fall semester and earned the right to wear caps and gowns. The auditorium at South Division High School was filled with proud parents, families, and friends who cheered for graduates as they crossed the stage. Even a light snowfall could not discourage the excitement of the graduates and their supporters.

Students wore their own school colors and created a rainbow of gowns that represented nearly every high school in the District. Along with diplomas, every graduate was presented with an MPS alumni pin representing their membership in the MPS Forever Family. Graduates are encouraged to stay connected with their schools as they advance through their careers.

MPS is proud to send these students on their personal journeys ready for college and career!

### **Milwaukee Teens Earn More Than \$5 Million in Scholarships at Empower Me Tour**

The results are in! Milwaukee high-school seniors earned 142 scholarships, valued at \$5,294,800, during the Fall 2019 Empower Me Tour (EMT), hosted by the United Negro College Fund (UNCF). More than 1,200 Milwaukee high-school seniors and parents filled the Wisconsin Center in September to take part in the event. EMT is a free, traveling college-and-career-readiness roadshow that provides a platform for high-school students to earn on-site scholarships and admission to the nation's top historically black colleges and universities (HBCUs). The EMT also resulted in 390 students receiving acceptance letters to participating universities.

Thanks to UNCF, MPS alum and Riverside University High School graduate Derell Garth graduated from Clark Atlanta University (CAU) in 2018. CAU was Garth's dream school, but paying for it was a big challenge. After visiting his financial aid office, he applied for and won the First Generation Coca Cola Scholarship and the Toyota Scholarship, which covered the cost of all four years in college. "The scholarships allowed me to turn my dreams into reality by helping me pay for school and allowing me to become the first ever in my family to graduate from college," he said. Since graduating, Garth has returned home to Milwaukee and works for Northwestern Mutual.

UNCF is the largest scholarship provider to students of color, awarding \$100 million annually in scholarships to more than 10,000 students across the country. Through partnerships with Milwaukee Public Schools, parents, national sponsors Wells Fargo, Target, P&G, Disney, and FedEx, and a host of strong local sponsors, EMT offers access to information and recruiters from HBCUs, college prep workshops, dynamic presenters, and award-winning education experts. Students took advantage of on-the-spot opportunities to apply for college admission, financial aid, and scholarships, including the EMT Merit Scholarship.

### **King Cheer Team Proves Resilience in Return to State Tournament**

On Saturday, February 1, the Rufus King varsity cheer team finished second in the Game Day division at the Brookfield Blast Cheerleading competition. Over 40 schools competed at Brookfield Central High

School. King, a first-time competitor in the Game Day division, put together a routine that not only was recognized by the Universal Cheer Association judges on hand, but also earned the Generals an invitation to the 2021 UCA Nationals Cheer competition.

In the meantime, King will take their talents to the WACPC State Tournament on February 21-22 in Watertown, Wisconsin. King has now qualified for 10 straight state tournaments, including a fourth-place finish in the Cheer Dance division at state last year. King took first in the Cheer Dance division in both 2016 and 2017. King will join 18 other schools from around Wisconsin in the 2020 Cheer Dance division.

The King Cheer team is truly a family environment. The entire coaching staff consists of King alumni, including Bohannon, assistant coach Robin Anderson, junior varsity coach Jamisha Gladney, and junior varsity assistant coach Ryonna Hendricks. By establishing a blue-and-gold pipeline from the mat to the sidelines, King Cheer has been able to build on its past successes.

## **Announcements**

---

### **Students Encouraged to Apply for PEOPLE Program to Prepare for UW-Madison**

The University of Wisconsin–Madison’s Precollege Enrichment Opportunity Program for Learning Excellence, known as PEOPLE, is now accepting applications for fall 2020. MPS’s eighth-grade students should apply to take part in this program through all four years of high school.

PEOPLE started 20 years ago with 66 high-school students from Milwaukee. It has graduated 526 students, of which 253 attended Milwaukee Public Schools. The PEOPLE journey prepares first-generation and low-income students to be ready for college, to apply for admission, and to enroll at UW System institutions, with an emphasis on UW-Madison.

Upon enrollment in this program, each student is assigned a precollege advisor and receives support through all four years of high school. Students also get help with the college-application process. Those who are accepted at UW-Madison may be eligible for a four-year tuition scholarship and support services from the PEOPLE College Scholars Program.

### **MPS Student Job Fair is March 11, 2020**

Getting a first job is a huge step in the life of a teenager. To help students explore jobs, meet hiring managers, and succeed in the world of work, Milwaukee Public Schools will host its third annual Job Fair on March 11, 2020. Approximately 800 students are expected to attend in search of summer and year-round work. Employers are invited to register for the fair, which will take place in the University of Wisconsin-Milwaukee’s Student Union.

Following the first job fair in 2018, MPS received an overwhelming response from employers, who hired hundreds of students and begged for the job fair to become an annual event. Space has been expanded to include more employers and to provide more options for students.

In addition to searching for immediate jobs, students have the chance to explore new fields that may lead to lifelong careers, including automotive, construction, health care, law enforcement, manufacturing, and more.

Students who have completed a work-readiness session at their schools are eligible to attend the job fair. Work-readiness sessions help prepare students to fill out job applications, to interview, and to be ready for the world of work. Students can speak with their counselors or stop in any College and Career Center with questions and to receive permission slips. Bus transportation will be provided for students to attend the job fair.

\* \* \* \* \*

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

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

#### **Background**

---

On Tuesday, February 11, the majority party of the Wisconsin State Legislature in essence vetoed \$130 million of property-tax relief by refusing to increase K-12 equalization funding. In doing so, they



refused the opportunity to achieve their long-stated goal of providing 2/3 state funding, “vetoed” additional and much needed support for students with disabilities, and failed to support additional funds for rural schools in the form of sparsity aid.

Through the use of surplus funds, the Governor’s plan would have moved the reimbursement rate for students with disabilities to 34%. Current projections have the reimbursement falling short of the stated goal of 30%.

At a meeting of the Joint Committee on Finance on February 18, multiple members of the public referenced the policy recommendations of the Speaker’s Blue Ribbon Task Force on K-12 education. Instead of taking the opportunity to support some of those recommendations, the Committee voted to approve a package that would reduce available revenue by approximately \$270 million annually.

As of this writing, multiple education-related bills are awaiting scheduling for possible action by February 20, 2020. Updates on those bills will be provided.

### **Strategic Plan Compatibility Statement**

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

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

Board Governance Policy 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.

\* \* \* \* \*

## **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’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 January through mid-February.

#### **Strategic Planning**

The Office of Accountability and Efficiency continues to make progress on a broad strategic-planning process, which began in July 2019. Having completed work on office-structuring and strategic-alignment analysis, the Office of Accountability and Efficiency continues to make progress on the development of the OAE’s Fiscal Year 2021 (FY21) Work Plan. The Plan, which will include work to be completed during FY21, anticipated outcomes, and means of assessment, will continue to be developed throughout the first

quarter of 2020. The Plan will be transmitted to the Board during the second quarter of 2020 to ensure that work can begin on July 1, 2020.

**Accountability and Efficiency Services**

---

Between January 22, 2020 and February 18, 2020, Accountability and Efficiency Services fulfilled seven requests for information. One of the requests included completion of a mapping project to support the MPS Department of Research, Assessment, and Data in gathering information for inclusion in grant-funding applications.

Also during the reporting period, Accountability and Efficiency Services conducted an analysis of the District’s fund balances as reported in the 2019 Comprehensive Annual Financial Report (CAFR). This analysis is conducted annually in alignment with Board Governance Policies 3.01 and 3.08, which charge the Office of Accountability and Efficiency with evaluating the fiscal performance of the MPS.

Additionally, Accountability and Efficiency Services fulfilled six constituent inquiries, satisfied three independent hearing officer (IHO) assignment requests, and completed four process-improvement projects.

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

**Contract Compliance Services**

---

During the reporting period, Contract Compliance Services began work on an employment-training road map aligned with Administrative Policy 3.13, Communities in Need. The road map will be inclusive of industry and community partners. This work is being conducted in response to a request made by the Board’s Committee on Accountability, Finance, and Personnel at its January 2020 meeting. Contract Compliance Services anticipates bringing an update on the outcomes of this work to the Board during the April 2020 board cycle.

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 Statement**

---

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

\* \* \* \* \*

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

The Board Clerk presented 12 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Peterson moved to accept the reports of the Independent Hearing Officers of January 31 and February 3, 12, 14, 19, 21, and 24, 2020.

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

Ayes — Directors Herndon, O’Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 7  
Noes — None — 0.

\* \* \* \* \*

## REPORTS OF STANDING COMMITTEES

Item Two, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, Limited-Term Employment (LTE) Contracts Exceeding Sixty Days, was been set aside as it was forwarded to the Board without recommendation.

Director Peterson moved approval of the balance of the Committees' Reports. The motion passed, the vote being as follows:

Ayes — Directors Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller —  
7.  
Noes — None — 0.

### COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

**(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, and Affirmative Action Report**

#### **Classified Personnel Transactions**

Codes	Name	Position	Salary	Date
<i>New Hires</i>				
2	Anthony Baldwin, Jr.	Building Service Helper I	\$13.12/hr.	01/27/2020
2	Destinie Benton	Building Service Helper I	\$13.12/hr.	01/27/2020
2	Rasia Gilchrist	Building Service Helper I	\$13.12/hr.	01/27/2020
2	Imani Nathan	Building Service Helper I	\$13.12/hr.	01/27/2020
5	Dalton Danowski	Boiler Attendant Trainee	\$34,520.32	01/27/2020
2	Courtney Mays	Boiler Attendant Trainee	\$34,520.32	01/27/2020
2	Janika Brown	Children's Health Assistant	\$17,599.68	01/06/2020
2	Terresa Linton	Children's Health Assistant	\$17,599.68	01/06/2020
2	Shirley Tolliver Hudson	Children's Health Assistant	\$17,599.68	01/21/2020
2	Katie Brooks	Food Service Assistant	\$12.94/hr.	01/16/2020
2	Qiana Holder	Food Service Assistant	\$12.94/hr.	01/22/2020
4	Brenda Martinez	Food Service Assistant	\$12.94/hr.	01/27/2020
2	Donna Washington	Food Service Assistant	\$12.94/hr.	01/21/2020
5	Noah Fritschler	IT Service Technician	\$49,787.51	01/21/2020
5	Dawn Sampson	Nutrition Technician	\$36,966.96	01/06/2020
5	Jason Duchac	Painter	\$32.95/hr.	01/06/2020
2	Kennedy Holliman Nappier	Para – Parent Involvement	\$19,433.04	01/06/2020
5	Kay Hurley	Para – Parent Involvement	\$18,311.04	01/06/2020
5	Emily Shaw	Para – Parent Involvement	\$18,311.04	01/21/2020
2	SirG Albritton	Para Ed Assistant	\$18,311.04	01/09/2020
2	Famo Ali	Para Ed Assistant	\$18,311.04	01/03/2020
5	Claire Bernatz	Para Ed Assistant	\$18,311.04	01/15/2020
5	Thomas Blain	Para Ed Assistant	\$18,311.04	01/27/2020
5	Brianna Blundon	Para Ed Assistant	\$19,433.04	01/03/2020
5	Jaymee Bolander	Para Ed Assistant	\$20,779.44	01/27/2020
5	Nicole Brown	Para Ed Assistant	\$18,311.04	01/03/2020
4	Jesus Bruno	Para Ed Assistant	\$18,311.04	01/03/2020
4	Maria De Leon	Para Ed Assistant	\$18,311.04	01/03/2020

Codes	Name	Position	Salary	Date
2	Sherrika Edwards	Para Ed Assistant	\$18,311.04	01/07/2020
2	Ashaunte Goodman	Para Ed Assistant	\$18,311.04	01/20/2020
2	Myie Grandberry	Para Ed Assistant	\$18,759.84	01/28/2020
2	Arsenio Gully	Para Ed Assistant	\$18,311.04	01/27/2020
2	Dandre Hogan	Para Ed Assistant	\$18,311.04	01/06/2020
2	Sonja Hurt	Para Ed Assistant	\$18,311.04	01/03/2020
2	Sabrina Jackson	Para Ed Assistant	\$18,311.04	01/27/2020
2	Zheniah Jackson	Para Ed Assistant	\$18,311.04	01/07/2020
2	Verlincia Jackson Cross	Para Ed Assistant	\$21,452.64	01/27/2020
2	Shaquan Jefferson	Para Ed Assistant	\$18,311.04	01/27/2020
2	Estelle Kuevi	Para Ed Assistant	\$18,311.04	01/03/2020
5	Christopher Leopold	Para Ed Assistant	\$18,311.04	01/03/2020
5	Lora Loke	Para Ed Assistant	\$18,311.04	01/03/2020
2	Tiarra Lowe	Para Ed Assistant	\$18,311.04	01/27/2020
2	Sydnee Matthew	Para Ed Assistant	\$18,311.04	01/16/2020
2	Chantela McGahee	Para Ed Assistant	\$18,311.04	01/27/2020
4	Yanira Miranda	Para Ed Assistant	\$18,311.04	01/15/2020
2	Tiara Mobley	Para Ed Assistant	\$18,311.04	01/03/2020
2	Breanna Moore	Para Ed Assistant	\$19,433.04	01/03/2020
2	Keosha Nelson	Para Ed Assistant	\$19,836.96	01/03/2020
4	Selma Ornelas	Para Ed Assistant	\$18,311.04	01/07/2020
4	Olga Ortiz	Para Ed Assistant	\$22,125.84	01/21/2020
2	Ethel Parker	Para Ed Assistant	\$18,311.04	01/03/2020
2	Lea Patterson	Para Ed Assistant	\$18,311.04	01/03/2020
2	Benita Pickett	Para Ed Assistant	\$20,106.24	01/06/2020
4	Rebecca Pritzlaff	Para Ed Assistant	\$18,311.04	01/15/2020
2	Ashley Selkridge	Para Ed Assistant	\$18,311.04	01/06/2020
2	Dayanara Soto	Para Ed Assistant	\$18,311.04	01/15/2020
2	Kahdedra Taylor	Para Ed Assistant	\$18,311.04	01/13/2020
4	Karelys Vega	Para Ed Assistant	\$18,311.04	01/15/2020
4	Deana Velazquez	Para Ed Assistant	\$18,311.04	01/20/2020
2	Courtney Winzer	Para Ed Assistant	\$21,052.46	01/27/2020
2	Natalie Wood Johnson	Para Ed Assistant	\$18,311.04	01/03/2020
5	Patrick Bohmann	Plumber Journeyman	\$43.65/hr.	01/21/2020
5	Heather Bory	School Bookkeeper — 10 MO	\$31,408.00	01/02/2020
2	Lucinda Saxton	School Nursing Associate	\$41,121.68	01/08/2020
2	Laporchia Jackson	School Secretary I — 10 Month	\$24,440.00	01/02/2020
5	Amada De Leon	School Secretary I — 11 Month	\$26,840.00	01/06/2020
2	Carolyn Dillard	School Secretary I — 11 Month	\$28,881.60	01/27/2020
2	Dajanae Maxwell	School Secretary I — 11 Month	\$26,840.00	01/02/2020
4	Ashley Medina	School Secretary I — 11 Month	\$27,860.80	01/21/2020
2	Tashonda Harris	School Secretary I — 12 Month	\$33,779.20	01/02/2020
2	LaDashia Cannon	School Kitchen Manager Trainee	\$13.44/hr.	01/06/2020
1	RC Old Coyote	School Kitchen Manager Trainee	\$15.44/hr.	01/27/2020
2	Tracy Townsend	School Kitchen Manager Trainee	\$13.44/hr.	01/06/2020
<i>Promotions</i>				
2	Anthony Bentley	Boiler Attendant Trainee	\$35,931.15	01/26/2020
2	Monica Brinkley	Boiler Attendant Trainee	\$35,931.15	01/26/2020
2	Miracle Brown	Boiler Attendant Trainee	\$35,931.15	01/26/2020
5	Richard Desjardin	Boiler Attendant Trainee	\$35,931.15	01/27/2020
2	Tiara Jones	Boiler Attendant Trainee	\$35,931.15	01/12/2020
5	Jennifer Keizer	Boiler Attendant Trainee	\$35,931.15	01/27/2020
4	Jose Roman	Boiler Attendant Trainee	\$35,931.15	01/26/2020
2	Matthew Thomas	Boiler Attendant Trainee	\$35,931.15	01/13/2020
2	Biron Yates	Boiler Attendant Trainee	\$37,341.98	01/27/2020
4	Charles Jones	Boiler Attendant	\$38,311.85	01/26/2020
2	Tammy Rhymes Beck	School Bookkeeper — 10 MO	\$31,408.00	01/02/2020
4	Yahaira Rodriguez	School Bookkeeper — 10 MO	\$31,408.00	01/02/2020
4	Rosa Salem	School Bookkeeper — 10 MO	\$31,408.00	01/02/2020
2	Shaketa Winters	School Bookkeeper — 10 MO	\$31,408.00	01/02/2020
2	Jimise Foreman	School Bookkeeper — 12 MO	\$41,288.00	01/02/2020

Codes	Name	Position	Salary	Date
4	Natasha Fuentes Brooks	School Kitchen Manager I	\$24,448.00	01/10/2020
4	Marcia Ponce Torres	School Kitchen Manager I	\$24,448.00	01/10/2020
5	David Galaszewski	School Kitchen Manager II	\$30,865.60	01/24/2020
5	Timothy Marks	School Kitchen Manager II	\$32,470.00	01/24/2020
5	Shelly Godoy	School Kitchen Manager III	\$33,959.80	01/24/2020
4	Iliana Hernandez	School Kitchen Manager III	\$31,553.20	01/24/2020
2	Giovonni Brackens	School Kitchen Manager Trainee	\$16.44/hr.	01/13/2020
2	Sylvia Headd	Secretary II	\$39,482.56	01/27/2020
<i>Rehires</i>				
2	Brittany Smith	Children's Health Assistant	\$17,599.68	01/06/2020
2	Mysonie Taylor	Children's Health Assistant	\$17,599.68	01/21/2020
2	Ismael Donzo	IT Service Technician	\$49,787.51	01/21/2020
4	Paula Hernandez	Para Ed Assistant	\$20,106.24	01/27/2020
2	Victoria Jacocks	Para Ed Assistant	\$18,311.04	01/21/2020
2	Laterrica Ramsey	Para Ed Assistant	\$18,311.04	01/03/2020
2	Brian Sylvas	Para Ed Assistant	\$22,799.04	01/03/2020
2	Fareedah Washington	Para Ed Assistant	\$18,311.04	01/03/2020
5	David Helm	School Engineer I	\$41,908.56	01/27/2020

### Certificated Appointments

Codes	Name	Appointment	Salary	Date
<b>School Support Teacher</b>				
5, nr	Koepke, Keri H	School Support Teacher	\$65,507.84	1/6/2020
Teacher				
5, nr	Cooke, Brenna M	Gen Elem & K8 — All Grades	\$43,537.00	1/20/2020
2, r	Crosby, Elserita R	General Operations	\$81,537.00	1/28/2020
5, nr	Fares Ishag, Christine	Regular (five-year-old) Kindergarten	\$43,537.00	1/27/2020
5, r	Harmon, Jesse	C.S. — Visually Impaired	\$43,537.00	1/13/2020
5, nr	Hill, Robert L	Gen Elem & K8 — All Grades	\$50,976.94	1/6/2020
6, nr	Nicholds, Julie	Multicateg. Comp. Sen	\$43,537.00	1/21/2020
5, nr	Pedriana, Christy	Gen Elem & K8 — All Grades	\$43,537.00	1/2/2020
5, nr	Prudhom, Ashley D	Gen Elem & K8 — All Grades	\$43,537.00	1/21/2020
5, nr	Reddick, Amber M	General Operations	\$43,537.00	1/13/2020
5, nr	Seidl, Lisa C	Early Childhood- Spec Ed	\$43,537.00	1/14/2020
5, nr	Stempihar, Alexa Paige	Early Childhood- Spec Ed	\$43,537.00	1/28/2020
<b>Permit Teacher</b>				
2, r	Clark, Michele	Gen Elem & K8 — All Grades	\$43,537.00	1/13/2020
5, r	Quirk, Emily P	Gen Elem & K8 — All Grades	\$43,537.00	1/21/2020
2, r	Robinson Jr, James Earl	Sage	\$43,537.00	2/10/2020
<b>School Counselor</b>				
2, nr	Mclain, Nedra S	Guidance	\$46,537.00	1/28/2020
<b>Teacher, Early Start</b>				
2, r	Bonds, Isaiah Jahi	Multicateg. Comp. Sen	\$48,337.00	1/31/2020
5, nr	Cram, Linda L	Science	\$67,537.00	1/7/2020
5, nr	Dworschack Kinter, Paul S	English	\$43,537.00	1/21/2020
2, r	Fall, Mackala	Foreign Language	\$52,291.75	1/21/2020
5, nr	Jacobs, Jonathan D	Mathematics	\$55,476.94	1/27/2020
5, r	Jagodzinski, Roman E	Day-to-day Teacher	\$43,537.00	1/21/2020
5, nr	Jensen Rugaber, Sharon	Social Studies	\$65,507.84	1/2/2020
2, r	Jimenez, Richard David	Foreign Language	\$67,537.00	1/8/2020
5, nr	Molinski, Alyssa	Three-year-old Kindergarten	\$43,537.00	1/21/2020
5, r	Shafer, Anthony J	English	\$65,507.84	1/10/2020
5, nr	Steinbach Holtz, Kristin Ann	Trade & Tech Ed	\$58,952.00	1/6/2020
4, nr	Wojciechowski, Christine	Foreign Language	\$48,394.76	1/21/2020

Codes	Name	Appointment	Salary	Date
<b>Permit Teacher, Early Start</b>				
5, nr	Cieplewski, Robert J	AMP HPE	\$43,537.00	1/2/2020
<b>School Counselor, Early Start</b>				
4, r	Rodriguez, Ivonne	Guidance	\$46,537.00	1/21/2020

Codes

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

Counts	Male	Female	1	2	3	4	5	6	7
Teachers	10	18	0	6	0	1	20	1	0
SSW's	0	0	0	0	0	0	0	0	0
Psychologists	0	0	0	0	0	0	0	0	0
Other	0	2	0	1	0	1	0	0	0
<b>TOTAL</b>	<b>10</b>	<b>20</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>2</b>	<b>20</b>	<b>1</b>	<b>0</b>

**Leaves of Absence**

	<u>Present Assignment</u>	<u>Effective From</u>
Illness Leave, December 2019 Season Marron (Revised Approval)	Clarke	12/10/2019
Illness Leave, January 2019 Shantale Kimber	Longfellow	01/21/2020
Personal Leave, October 2019 Amy Captain	Wausau Bldg. (DSS)	10/29/2019
Personal Leave, February 2020 Chadd Daugherty	Reagan	2/18/2020
Season Marron	Currently on Leave	2/12/2020

**Certificated Resignations and Classified Retirements**

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
--------	---------	-------------	------	----------	----------	----------------

**Certificated Resignations**

Retire	22.0	5	Michael Bromberek	Teacher	West Side Acad	02/07/2020
Retire	21.0	5	Daniel Busch	Teacher	Ronald Reagan	05/22/2020
Personal	0.4	5	Penelope Della	Teacher	Brown Street	01/02/2020
Retire	32.5	5	Margaret Desch	Teacher	Central Svcs	06/12/2020
Retire	31.0	5	Dean Drews	Teacher	HS of the Arts	05/22/2020
Personal	0.4	5	Bridy Garnon	Teacher	Sherman	01/20/2020
Personal	11.4	5	Katie Gathings	Teacher	Riverwest	01/08/2020
Personal	11.0	5	Calie Herbst	Teacher	Ronald Reagan	06/12/2020
Personal	16.0	2	Corey Kanady	Teacher	Pratt	01/10/2020
Retire	29.3	5	Steven Krey	Teacher	Congress	05/22/2020
Retire	34.0	5	Stephen Minik	Teacher	Rufus King HS	05/23/2020
Retire	31.0	5	Teresa Mitchell	SST	Rogers Street Acad	06/15/2020
Other Dist	3.4	5	Elizabeth Moore	Teacher	Marshall	01/05/2020
Retire	30.0	2	Ava Morris	Principal	Brown Street	06/12/2020
Retire	32.0	5	Teresa Potter	Teacher	Central Svcs	05/22/2020

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Retire	29.0	5	Roxane Reszel	Teacher	Cooper	06/12/2020
Retire	39.0	2	Stephania Sampson Taylor	Teacher	Obama SCTE	05/22/2020
Retire	32.0	5	Angela Smith	Principal	Burbank	06/24/2020
Retire	23.0	2	Relious Stepherson	Teacher	Wedgewood Park	05/21/2020
Retire	20.0	5	Tracy Weiser	Teacher	AAL	06/12/2020
Retire	30.3	5	Laura Werner	Teacher	Burbank	06/12/2020
Personal	2.4	4	Joseph Westerfield	Teacher	French Imm	01/05/2020
Retire	24.0	5	Elizabeth Zellmer	Teacher	Spanish Imm	06/15/2020

### **Classified Retirements**

Retire	21.5	5	Robert Banaszak	Carpenter	Carpenter Shop	01/24/2020
Retire	27.3	5	Patricia Biel	Para	Gaenslen	01/17/2020
Retire	20.2	6	Denise Davis	Para	Grantosa	01/10/2020
Retire	18.7	5	Susan Lieblein	BSH I	Green Tree Prep	01/02/2020
Retire	15.2	4	Lydia Martinez	Secretary I	Fairview	01/02/2020
Retire	18.4	2	Darlene Pullom	Boiler Att	Bradley Tech	01/10/2020

### **Monthly Affirmative Action Report**

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

### **Committee's Recommendation**

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

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

\* \* \* \* \*

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

### **Recommended Appointments**

The Superintendent 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
4, r	Lorena Gueny	Director I — Bilingual/Multicultural Education	Office of the Chief of Academics	03	14A	\$127,144
5, r	James Dunn	Employment Relations Specialist III	Office of the Chief of Human Resources	03	10A	\$106,993
2, r	Patricia Ellis	Interim Director I — Equity and Inclusion	Office of the Chief of Communications & School Performance	03	14A	\$95,592
2, nr	Jeremiah Jackson	Director I — Black & Latino Males	Office of the Chief of School Administration	03	14A	\$91,000
5, r	Larry Coté	Employment Relations Specialist III	Office of the Chief of Human Resources	03	10A	\$90,387
5, nr	Abigail Bosworth	Assistant Principal I, Parkside Elementary	Office of the Chief of School Administration	03	10C	\$90,192
4, nr	Clarissa Ramos	Head Start Program Supervisor I	Office of the Chief of Academics	03	09A	\$84,065

Codes	Name	Appointment	Assignment	Salary		
				Sched	Range	Amount
5, r	Alla Kadadha	Grants Coordinator I	Office of the Chief of Communications & School Performance	03	06A	\$82,791
5, nr	Kerrie McCullough	Head Start Program Coordinator II	Office of the Chief of Academics	03	07A	\$81,344
5, r	Nicole Jacobson	Recreation District Coordinator II	Office of the Chief of Finance	03	07A	\$79,853
2, r	Valerie Merriweather	Assistant Principal High School — Project Stay	Office of the Chief of School Administration	03	12C	\$78,762
5, r	Patrice Cannestra	Senior Program Analyst	Office of the Chief of Communications & School Performance	03	05A	\$78,573
2, r	Earl Arms	Media Manager	Office of the Chief of Communications & School Performance	03	10A	\$73,780
5, r	Elizabeth Herrick	Employment Relations Specialist II	Office of the Chief of Human Resources	03	09A	\$73,799
4, r	Tricia Young	Assistant Principal III High School IB — Rufus King	Office of the Chief of School Administration	03	12C	\$69,738
5, r	Justyce Blankenship	Internal Communications Coordinator I	Office of the Chief of Communications & School Performance	03	06A	\$61,005
2, r	Michele Wilborn	Financial Planning & Budget Analyst I	Office of the Chief of Finance	03	05A	\$54,220
2, r	Jacquay Eichelberger	Programmer/Technician II	Office of the Chief of Communications & School Performance	03	04A	\$50,387
2, r	Kecia Jenkins	Administrative Assistant III	Office of the Chief of School Administration	03	03A	\$48,069

**Recommended Reassignments**

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

Codes	Name	Appointment	Assignment	Salary		
				Sched	Range	Amount
2, r	Daryl Burns	Principal on Special Assignment — Carson	Office of the Chief of School Administration	03	15A	\$120,315
2, r	Cynthia Dismuke	Assistant Principal IB — King Middle School	Office of the Chief of School Administration	03	11C	\$101,897

**Recommended Reclassification**

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

Codes	Name	Appointment	Assignment	Salary		
				Sched	Range	Amount
2, r	Felecia Jasper-Mitchell	School Bookkeeper Supervisor II	Office of the Chief of Finance	03	10A	\$88,193

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

The Superintendent recommends that the Board review and approve the following LTE Contracts exceeding sixty days, pursuant to Administrative Policies 6.23(4)(b) and 6.37(5).

Codes	Name	Appointment	Assignment	Salary	Dates
5, r	Brenda Scharping	School Psychologist	Office of the Chief of Academics	\$50.00/hr.	01/06/20-06/19/20



Codes	Name	Appointment	Assignment	Salary	Dates
2, r	Teresa Adams	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	\$40.00/hr.	01/01/20-06/30/20
2, r	Jeri Agee	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	\$40.00/hr.	01/01/20-06/30/20
5, r	Susan Apps	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	\$40.00/hr.	01/01/20-06/30/20
5, r	Linda Bolin	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	\$40.00/hr.	01/01/20-06/30/20
2, r	Rose Carr	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	\$40.00/hr.	01/01/20-06/30/20
2, r	Beverly Conner	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	\$40.00/hr.	01/01/20-06/30/20
2, r	Jennie Dorsey	Instructional Coach	Office of the Chief of School Administration	\$40.00/hr.	12/15/19-05/15/20
5, r	Patricia Engbring	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	\$40.00/hr.	01/01/20-06/30/20
2, r	Thyra Handford	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	\$40.00/hr.	01/01/20-06/30/20
5, r	Joseph Hartlaub	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	\$40.00/hr.	01/01/20-06/30/20
6, r	Ali Hatab	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	\$40.00/hr.	01/01/20-06/30/20
2, r	Janie Hatton	Instructional Coach	Office of the Chief of School Administration	\$40.00/hr.	12/15/19-05/15/20
5, r	Jeffrey Krupar	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	\$40.00/hr.	01/01/20-06/30/20
5, r	James Lawton	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	\$40.00/hr.	01/01/20-06/30/20
5, r	Virginia McFadden	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	\$40.00/hr.	01/01/20-06/30/20
5, r	Marybeth Sandvig	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	\$40.00/hr.	01/01/20-06/30/20
5, r	James Sonnenberg	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	\$40.00/hr.	01/01/20-06/30/20
2, r	Peggie Swift	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	\$40.00/hr.	01/01/20-06/30/20
2, r	Winifred Tidmore	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	\$40.00/hr.	01/01/20-06/30/20
4, r	Tatiana Joseph	Liaison for District Multilingual Multicultural Advisory Council	Office of the Chief of Academics	\$35.00/hr.	12/01/19-06/30/20
2, r	Payton Anderson	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00/hr.	01/07/20-05/15/20
2, r	Eria Caldwell	Reading Interventionist	Office of the Chief of School Administration	\$30.00/hr.	01/13/20-06/13/20
6, r	Gloria Cervantes	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00/hr.	01/07/20-05/15/20
2, r	Jackie Day	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00/hr.	01/07/20-05/15/20
2, r	Sheila Dewalt	Reading Tutor	Office of the Chief of School Administration	\$30.00/hr.	01/06/20-06/12/20
2, r	Kimberly Eubanks	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00/hr.	01/07/20-05/15/20
2, nr	Dyonna Ferguson	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00/hr.	01/07/20-05/15/20
5, r	Dale Garman	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00/hr.	01/07/20-05/15/20
2, r	James Gordon	Independent Hearing Officer	Office of the Chief of School Administration	\$30.00/hr.	12/02/19-06/02/20
5, nr	Delphine Gurzynski	Substitute Benefit Associate	Office of the Chief of Human Resources	\$30.00/hr.	01/21/20-07/21/20

Codes	Name	Appointment	Assignment	Salary	Dates
2, r	Mary Ann Hall	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00/hr.	01/07/20-05/15/20
2, r	Karen Hampton	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00/hr.	01/07/20-05/15/20
2, r	Joyce Hopson	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00/hr.	01/07/20-05/15/20
2, r	Archie Ivy	Independent Hearing Officer	Office of the Chief of School Administration	\$30.00/hr.	12/02/19-06/02/20
6, r	Kathleen Krug	Academic Services to Expelled Students	Office of the Chief of School Administration	\$30.00/hr.	01/10/20-06/09/20
4, nr	Diane Ludwig	Induction Specialist	Office of the Chief of Academics	\$30.00/hr.	01/06/20-06/30/20
2, r	Gloria McGee	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00/hr.	01/07/20-05/15/20
2, r	Charlotte Patterson	Induction Specialist	Office of the Chief of Academics	\$30.00/hr.	01/06/20-06/30/20
4, r	Kenneth Perez	DJ Club Advisor	Office of the Chief of School Administration	\$30.00/hr.	01/01/20-05/22/20
5, r	Maria Porn	Tier 2/3 Support	Office of the Chief of School Administration	\$30.00/hr.	12/07/19-06/07/20
2, r	Nobie Reed	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00/hr.	01/07/20-05/15/20
2, r	Valerie Rivas	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00/hr.	01/07/20-05/15/20
4, r	Aida Roman Cortes	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00/hr.	01/07/20-05/15/20
2, r	Loleta Sherman	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00/hr.	01/07/20-05/15/20
5, nr	David Siekman	Math Counts Coach	Office of the Chief of Academics	\$30.00/hr.	02/02/20-05/30/20
2, r	Janice Smith	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00/hr.	01/07/20-05/15/20
2, r	LaVonda Stewart-Whitley	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00/hr.	01/07/20-05/15/20
2, r	Nadine Williams	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00/hr.	01/07/20-05/15/20
2, r	Ouida Williams	Regional Attendance Support Liaison	Office of the Chief of School Administration	\$30.00/hr.	01/07/20-05/15/20
5, r	Nina Zealy	InSPIRE Grant RENEW Facilitator	Office of the Chief of Academics	\$30.00/hr.	01/06/20-06/19/20
2, r	Jacqueline Davis	Substitute Administrative Assistant	Office of the Chief of Human Resources	\$25.00/hr.	01/21/20-07/21/20
4, r	Blanca Aviles	Special Project	Office of the Chief of Academics	\$23.90/hr.	10/03/19-04/03/20
5, r	Jeanette Norwood	Payroll Transition Support	Office of the Chief of Finance	\$22.42/hr.	11/30/19-05/30/20
5, r	Salvator Gauthier	Math Support	Office of the Chief of School Administration	\$20.00/hr.	01/06/20-05/14/20
5, nr	Naziha Cherchali	Immersion Support Assistant	Office of the Chief of School Administration	\$15.00/hr.	02/01/20-06/30/20
5, r	Cindy Flechner	Special Projects Coordinator	Office of the Chief of School Administration	\$15.00/hr.	02/27/20-06/15/20
5, r	Nancy McGrew	K4/K5 Assistant	Office of the Chief of School Administration	\$15.00/hr.	01/01/20-06/30/20
5, nr	Eric Neuman	Wisconsin Improvement Program (WIP) Associate	Office of the Chief of Communications & School Performance	*\$4,500	01/06/20-06/11/20
5, r	Sheila O'Leary	Wisconsin Improvement Program (WIP) Associate	Office of the Chief of Communications & School Performance	*\$4,500	01/06/20-06/11/20

\*Stipend

### **Committee's Recommendation**

---

Your Committee is forwarding this item to the Board without recommendation.

Director Peterson moved to retire to executive session. The motion passed, the vote being as follows:

Ayes — Directors Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller — 7  
Noes — None — 0.

The Board retired to Executive Session at 7:38 P.M. and reconvened in open session at 9:15 P.M.

Director Peterson moved to approve the item, with the exception of the director-level positions. The motion passed, the vote being as follows:

Ayes — Directors Herndon, O'Halloran, Peterson, Siemsen, Taylor, and President Miller — 6  
Noes — Director Phillips — 1.

\* \* \* \* \*

### **(Item 3) Report with Possible Action Regarding the Task Force on Strategies and Guidelines to Develop Capacity in Attracting, Retaining, and Developing Bilingual Teachers and Support Staff**

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 December 2019 meeting, the Board took action to direct the Administration to establish a special task force to develop capacity in attracting, retaining and developing bilingual teachers and support staff. Since December 2019, there have been two meetings of the task force: January 16 and February 11, 2020. As part of the Board's December 2019 action, the Administration is providing an update on the Task Force's efforts thus far.

At the Task Force's meeting on January 16, 2020, an overview of the original motion by President Miller and Director Baéz aligned to the Board's action was provided. In addition, there was a request for those in attendance to participate in a steering committee to help establish a structure for the Task Force and to set future meeting dates.

The steering committee met on January 28, 2020, to set dates for future meetings. During that meeting, the group suggested adopting a structure that established co-chairs, who would facilitate the work of the Task Force. That co-chair group would comprise two school-level administrators and two parents. There was a meeting on February 4, 2020, to finalize the agenda for the full Task Force's meeting to be held on Tuesday, February 11, 2020.

The February 11, 2020, meeting focused on organizing the seven main points of the Board's December 2019 action to facilitate Bilingual Task Force work groups completing the necessary steps to accomplish the goal of creating a strategic plan aligned to the Board's action. The plan, when completed, will be shared with the Administration and the Board.

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

---

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

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

---

Administrative Policy 6.23, Recruitment and Hiring: Staff

\* \* \* \* \*

**(Item 4) Action on Monthly Finance Matters: Reports on Change Orders in Excess of \$25,000 and Cumulative Purchases in Excess of \$50,000; Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Administrative and School Fund Transfers; Report on Contracts Under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations**

**Purchases**

B5762 Authorization to Extend a Blanket Agreement with Fabricare Specialists of Wisconsin, Inc., d/b/a Carriage Cleaners, for Laundry Services

The Administration is requesting authorization to extend a blanket contract with Carriage Cleaners for laundry services. This vendor will be used to deliver clean Smart towels and bakers’ pads and to pick up dirty Smart towels and bakers’ pads to designated schools on a weekly basis.

Not all school kitchens have access to on-site washers and dryers; therefore, we use this vendor to provide Smart towels and bakers’ pads to various schools.

Contractor was chosen pursuant to RFB 5762, which closed on January 9, 2018. The extension will run from March 1, 2020, through January 31, 2021 (the “Second Extension”).

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

Budget Code: 000-0-0-000-BL-ECTS (Varies by Location).....\$125,000

Carriage Cleaners

Prime Contractor Information

Certified HUB Contractor? .....	No
Total # of Employees .....	43
Total # of Minorities .....	38
Total # of Women .....	32

HUB Participation

Required.....	NA
Proposed .....	NA
\$ Value .....	NA

Student Engagement (hours per 12-month contract)

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

OMNIA Authorization to Purchase with Mythics, Inc., for Oracle Server Hardware Cooperative

The Administration requests authorization to make a one-time purchase from Mythics Inc., (“Mythics”) of servers, storage units, and enclosures. These items comprise two each web/app servers and two each database servers to be located at each of MPS’s two data centers. This hardware will be used to support this District’s PeopleSoft system moving forward. The current Oracle application and database hardware have reached end-of-life, and annual support costs have exceeded costs of purchasing new hardware.

This purchase is made under OMNIA (formerly known as U.S. Communities) Contract #180233-002.

The total cost of goods purchased from Dell will not exceed \$181,427.06.

Budget Code: TSV-0-0-TLN-DW-EEQ5 (Technology — Capital Equipment).....\$181,427.06

Mythics Inc.

HUB Participation

Required.....	0%
Proposed .....	0%
\$ Value.....	NA

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

**Routine Monthly Reports**

The report on change orders in excess of \$25,000 and cumulative purchases of \$50,000; revenues and expenses; monthly expenditure control report; report on administrative and school fund transfers; report on contracts under \$50,000 and cumulative total report; and report on monthly grant awards are attached to the minutes of your Committee’s meeting. These are informational items, and no action is required.

**Donations**

Location	Donor	Amount	Gift or Purpose
<i>Monetary Donations Over \$5,000</i>			
Gaenslen School	Carl & Jeanne Schmidt	\$8,006.18	General School Supplies
German Immersion School	Consulate General of Germany	\$16,731.00	General School Supplies
German Immersion School	MGIS PTA	\$5,000.00	Water Filling Station
<i>Total Monetary Donations Over \$5,000</i>		<i>\$29,737.18</i>	
<i>Monetary Donations</i>			
Academy of Accelerated Learning.	General Mills/Box Tops For Education	\$324.00	General School Supplies
Academy of Accelerated Learning.	Noodles & Company	\$260.18	General School Supplies & Field Trip
ALBA	Target Corporation	\$1,000.00	Soccer Donation
Alliance High School	G/L Community Fund, Inc.	\$150.00	LGBT Program Donation
Alliance High School	Milwaukee Gay Sports Network, Inc.	\$2,323.00	Athletic Donation
Audubon High School	Kingfish Solutions, LLC.	\$353.65	Athletic Donation
Auer Avenue School	Mount Carmel Lutheran Church (ELCA)	\$1,395.00	Athletic Donation
Bay View High School	V & T Trucking, LLC	\$600.00	Basketball Program Donation
Bethune Academy	Riveredge Nature Center, Inc.	\$530.00	Transportation Donation
Bryant School	General Mills/Box Tops For Education	\$145.40	General School Supplies
Bryant School	Target Corporation*	\$1,000.00	Soccer Donation
Eighty-First Street School	Walmart	\$500.00	General School Supplies
Eighty-First Street School	General Mills/Box Tops For Education	\$40.80	General School Supplies
Emerson School	General Mills/Box Tops For Education	\$100.00	General School Supplies
French Immersion School	Susan R. Podjaski	\$100.00	Mad Hot Ballroom Concert Donation
Garland School	Garland PTA	\$1,600.00	Field Trip, Art, Gym & Music Donation
German Immersion School	YourCause, LLC	\$8.24	General School Supplies
German Immersion School	German Fest Milwaukee, Inc.	\$1,428.00	General School Supplies
Greenfield School	Target Corporation	\$1,000.00	Soccer Donation
Hamilton High School	Benjamin A. Braun	\$200.00	Boys Basketball Donation
Hamilton High School	Educators Credit Union	\$1,000.00	Boys Basketball Donation
Holmes School	Milwaukee Urban League	\$2,072.48	STEM Supplies
Honey Creek Elementary School	Target Corporation	\$1,000.00	Soccer Donation
Kagel School	Edward F. Elton	\$1,610.00	Field Trips & Supplies Donation
Kilbourn School	First Choice Outreach Services, Inc.	\$265.00	1st & 2nd Grade Field Trip Donation
King High School	Samuel P. Leichtling & Lindsey R. Tauber*	\$250.00	IB Diploma Program Donation
King High School	Dean Muller	\$100.00	Music Donation
Kluge School	Milwaukee Ballaz Elite*	\$150.00	Staff Incentives
Lincoln Middle School	Milwaukee Ballaz Elite*	\$200.00	Staff Incentives

Location	Donor	Amount	Gift or Purpose
MacDowell Montessori	General Mills/Box Tops For Education	\$277.80	General School Supplies
MacDowell Montessori	Juneau Letter Winners Alumni Association*	\$2,000.00	Airborne Athletics Basketball Program
Maple Tree School	Valencia Drew-Westmoreland	\$60.00	Pizza Party Donation
Maryland Avenue School	Friends of Villa Terrace Decorative	\$100.00	Library Donation
Milw. Sch. of Languages	Phiengphone & Patrick A. Callahan	\$25.00	Computer Lab Donation
Milw. Sch. of Languages	Janet Friestad & Sherri Manning	\$30.00	Computer Lab Donation
Milw. Sch. of Languages	Lynn A. & Jerome Johnson	\$100.00	Boys Basketball Donation
North Division High School	Ella Dunbar	\$50.00	Staff & Student Meeting
Ronald Reagan High School	Joey Oberdorf & US Bank	\$50.00	Football Program Donation
Trowbridge School	Direct Supply Foundation	\$735.00	General School Supplies
<i>Total Monetary Donations</i>		\$23,133.55	
Non-Monetary Donations			
Franklin School	Linda's Kids, Inc.	\$30.00	New Gloves & Pants
Gaenslen School	Linda's Kids, Inc.	\$40.00	Soccer Team Donations
Honey Creek Elementary School	Donors Choose	\$609.12	Flexible Seating
Kilbourn School	Donors Choose	\$504.05	Classroom Supplies
Kluge School	Donors Choose	\$211.79	Legos & Blocks
Kluge School	Donors Choose	\$470.55	Puzzles & Games
MacDowell Montessori	Donors Choose	\$129.27	Garden Supplies
MacDowell Montessori	Donors Choose	\$121.30	Books
MacDowell Montessori	Donors Choose	\$129.76	STEM Supplies
MacDowell Montessori	Donors Choose	\$134.58	STEM Supplies
MacDowell Montessori	Donors Choose	\$180.96	Chalk/Bubbles
MacDowell Montessori	Donors Choose	\$654.50	Sense Supplies
MacDowell Montessori	Donors Choose	\$1,045.30	Bead Supplies
MacDowell Montessori	Donors Choose	\$112.35	Pencil Sharpener
MacDowell Montessori	Donors Choose	\$690.80	Geometric Learning
Maple Tree School	Donors Choose	\$288.69	Healthy Snacks & Treats
Meir School	Donors Choose	\$285.60	English Books
Ralph Metcalfe School	Donors Choose	\$709.15	General School Supplies
Ronald Reagan High School	Donors Choose	\$581.82	ELA Books
Siefert School	Donors Choose	\$156.62	Books & Notebooks
Spanish Immersion School	Donors Choose	\$300.00	General School Supplies
Thurston Woods	Donors Choose	\$164.00	STEM Supplies
Thurston Woods	Donors Choose	\$534.00	Writing Materials
Trowbridge School	Donors Choose	\$951.69	General School Supplies
Trowbridge School	Donors Choose	\$277.04	General School Supplies
Whitman School	Donors Choose	\$551.04	Flexible Seating
Wisconsin Conservatory	Donors Choose	\$165.68	Personal Development Books
Wisconsin Conservatory	Donors Choose	\$467.95	Snacks
Wisconsin Conservatory	Donors Choose	\$370.20	Healthy Snacks & Pens
<i>Total Non-Monetary Donations</i>		\$10,867.81	
Total Value of Donations for February 2020		\$63,738.54	
<i>*Donations from MPS Alumni</i>		\$3,600.00	

### **Committee's Recommendation**

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

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

\* \* \* \* \*

**(Item 5) Report with Possible Action on Limited-term Employees, July-December 2019**

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**

Per Administrative Policy 6.37, the Administration, on a semi-annual basis, in August and February, shall present a report on all limited-term employees (LTEs) active during that period, their life-to-date earnings as LTEs, and an indicator of how long each individual has served as an LTE.

The current list of LTEs active during July-December 2019 is attached to the minutes of your Committee’s meeting.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Administrative Policy 6.37, Limited-term Employment Positions

**Fiscal Impact Statement**

This item does not authorize expenditures.

\* \* \* \* \*

**(Item 6) Action on Monthly Facilities Matters: FMS Award of Construction Contracts, Professional Services Contracts, and Material Purchases Committee’s Recommendation**

**Contracts**

The contract award recommendations for the February 2020 regular board meeting are listed below for your review. Adequate funding is available in the accounts as noted.

**Construction Contracts**

*Mechanical and Lighting Upgrades*

Wedgewood Park Complex

Prime Contractor

Butters-Fetting Co., Inc.  
1669 South 1<sup>st</sup> Street  
Milwaukee, WI 53204

Low Bidder, Base Bid of.....\$3,248,000.00

HUB Participation

Certified HUB Vendor? .....	No
Total # of Employees .....	314
Total # of Minorities .....	19
Total # of Women .....	13
Required.....	10%
Submitted.....	13%
\$ Value.....	\$428,000.00

COIN Participation

Required.....	15%
---------------	-----

Student Engagement	
Paid Employment (required hours) .....	400
Career-education Activity (required hours) .....	10

Funds are available for the Mechanical and lighting upgrades project from account code FAR 00 MMQ BE ECNC HVA8 (Project No. 2353). The project start date is scheduled for February 28, 2020, and completion date is July 31, 2020.

*Chimney Liner and Masonry Repairs*

Burdick School

Prime Contractor

Berglund Construction Company  
8410 S. South Chicago Avenue  
Chicago, IL 60617

Low Bidder, Base Bid of.....\$97,500.00

HUB Participation	
Certified HUB Vendor? .....	No
Total # of Employees .....	250
Total # of Minorities .....	63
Total # of Women .....	24
Required.....	0%
Submitted.....	0%
\$ Value.....	\$0.00

COIN Participation	
Required.....	0%

Student Engagement	
Paid Employment (required hours) .....	0
Career-education Activity (required hours) .....	0

Funds are available for the Chimney Liner and Masonry Repairs project from account code FAR 00 MMQ BD ECNC GND8 (Project No. 4291). The project start date is scheduled for February 28, 2020, and completion date is February 27, 2021.

*Boiler Replacements*

Pulaski High School

Prime Contractor

Total Mechanical  
W234 N2830 Paul Road  
Pewaukee, WI 53072

Low Bidder, Base Bid of.....\$953,451.00

HUB Participation	
Certified HUB Vendor? .....	No
Total # of Employees .....	300
Total # of Minorities .....	20
Total # of Women .....	28
Required.....	15%
Submitted.....	17%
\$ Value.....	\$164,235.00

COIN Participation	
Required.....	15%



Student Engagement

Paid Employment (required hours) .....	200
Career-education Activity (required hours) .....	10

Funds are available for the Boiler Replacements project from account code FAR 00 MMQ PK ECNC HVA8 (Project No. 2638). The project start date is scheduled for February 28, 2020, and completion date is August 21, 2020.

*Fan Replacement*

South Division High School

Prime Contractor

Butters-Fetting Co., Inc.  
1669 South 1<sup>st</sup> Street  
Milwaukee, WI 53204

Low Bidder, Base Bid of.....\$126,500.00

HUB Participation

Certified HUB Vendor? .....	No
Total # of Employees .....	314
Total # of Minorities .....	19
Total # of Women .....	13
Required.....	15%
Submitted.....	45.50%
\$ Value.....	\$57,563.00

COIN Participation

Required.....	15%
---------------	-----

Student Engagement

Paid Employment (required hours) .....	100
Career-education Activity (required hours) .....	10

Funds are available for the Replacement of RF-2-77 with Fan Array project from account code FAR 00 MM2 SD ECNC (Project No. 6183). The project start date is scheduled for February 28, 2020, and completion date is June 26, 2020.

*Parking Lot Improvements*

Lancaster Elementary School

Prime Contractor

Poblocki Paving Corporation  
525 South 116<sup>th</sup> Street  
West Allis, WI 53214

Low Bidder, Base Bid of.....\$775,425.00

HUB Participation

Certified HUB Vendor? .....	No
Total # of Employees .....	160
Total # of Minorities .....	58
Total # of Women .....	9
Required.....	10%
Submitted.....	15.47%
\$ Value.....	\$120,000.00

COIN Participation

Required.....	15%
---------------	-----

Student Engagement

Paid Employment (required hours) .....	400
Career-education Activity (required hours) .....	0

Funds are available for the Parking Lot Improvements project from account code FAR 00 MMQ LA ECNC GND8 (Project No. 2312). The project start date is scheduled for February 28, 2020, and completion date is August 7, 2020.

*Construction Summary*

Total construction contract dollars awarded.....	\$5,200,876.00
Total dollars HUB participation .....	\$769,798.00
% of HUB participation.....	14.8%
% Minority employees within company.....	10.83%
% Women employees within company .....	5.16%

**Professional Services Contracts**

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

**RFP #6232 Track and Field Improvements — Washington High School**

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide track-and-field-improvements design at Washington High School.

Selected firm..... Inspec, Inc.  
 Contract Amount..... \$95,900.00  
 Contract Period..... February 28, 2020-September 24, 2021

Budget Code: FCM 0S 5D0IT EMTC

**RFP #6246 Field House Renovations — Recreation Grounds**

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design for field house renovations — recreation grounds.

Selected firm..... Foundation Architects, LLC  
 Contract Amount..... \$102,400.00  
 Contract Period..... February 28, 2020-May 28, 2021

Budget Code: STS 00 RFI RC ECNC

**Material Purchase**

*Heating Plant Equipment — Division 1*

Pulaski High School

Prime Contractor  
 Fluid Handling  
 W140 N9061 Lilly Road  
 Menomonee Falls, WI 53051

Low Bidder, Base Bid of.....\$402,278.00

Funds are available for the Heating Plant Equipment project, account code FAR 00 MMQ PK ECNC HVA8 (Project No. 2638).

*Heating Plant Equipment — Division 2*

Pulaski High School

Prime Contractor  
 PBBS Equipment Corporation  
 N59 W16500 Greenway Circle  
 Menomonee Falls, WI 53051

Low Bidder, Base Bid of .....\$101,743.00

Funds are available for the Heating Plant Equipment project account code FAR 00 MMQ PK ECNC HVA8 (Project No. 2638).

*HVAC Filters*

Various MPS Sites

Prime Contractor

Fastenal Company  
2001 Theurer Boulevard  
Winona, MN 55987

Authorization to approve a blanket contract for the purchase of HVAC filters for various MPS sites. Blanket Contract Amount: \$480,000.00

Term: February 28, 2020-January 30, 2023

Funds are available for the HVAC Filter Purchases from account code BLD 00 BOP DW ESUP.

**Fiscal Impact Statement**

---

The item authorizes expenditures for:

- Total Construction Contracts Requested ..... \$5,200,876.00
- Total Professional Services Contracts Requested ..... \$198,300.00
- Total Material Purchases Requested (over a three-year term)..... \$984,021.00

**Implementation and Assessment Plan**

---

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

**Committee’s Recommendation**

---

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

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

\* \* \* \* \*

**(Item 7) Action on a Request to Approve a *Lis Pendens* and Petition to Vacate the Northwest-Southeast Alley Directly Adjacent to Lancaster School in Order to Make Better Use of the Site as Part of the Planned Parking Lot Reconstruction Project**

**Background**

---

As part of the original freeway-expansion project adjacent to Lancaster School, a portion of the alley in the block bounded by West Fond du Lac Avenue, West Lancaster Avenue, North 68<sup>th</sup> Street, and North 69<sup>th</sup> Street was formally vacated as a public right-of-way. The Administration is requesting approval of a *Lis Pendens* [notice of a pending lawsuit which concerns real property] and Petition to Vacate which authorizes the formal request to the Common Council to have the remaining portion of the alley vacated as a public right-of-way to allow the District to make better use of the site as part of the planned parking lot reconstruction project at Lancaster School.

The proposed *Lis Pendens* and Petition to Vacate are attached to the minutes of your Committee’s meeting.

**Strategic Plan Compatibility Statement**

---

Goal 1, Academic Achievement

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

---

Administrative Policy 5.02, Use of School Facilities

**Fiscal Impact Statement**

---

There are no expenditures associated with this item.

**Implementation and Assessment Plan**

---

Upon the Board's approval, the Administration will work with the City of Milwaukee to vacate the alley from the State of Wisconsin.

**Committee's Recommendation**

---

Your Committee recommends that the Board approve the request to approve a lis pendens and petition to vacate the northwest-southeast alley directly adjacent to the Lancaster School in order to make better use of the site as part of the planned parking lot reconstruction project.

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

\* \* \* \* \*

**(Item 8) Action on a Request to Approve Technical Amendments to the Professional Services Contract with Sedgwick Claims Management Services, Inc., formerly known as York Risk Services Group. Inc.**

**Background**

---

On August 29, 2019, the Milwaukee Board of School Directors approved the professional services contract with York Risk Services Group. Inc., ("York") for Family Medical Leave Act (FMLA) administration. On September 3, 2019, Sedgwick Claims Management Services, Inc. ("Sedgwick") completed its purchase of York. The professional services contract with York had not been executed prior to Sedgwick's acquisition. The Administration received a request from Sedgwick to make amendments to their contract to replace reference to *York* with *Sedgwick*.

The proposed amendments to the contract are contained in the redline contract that is attached to the minutes of your Committee's meeting. The requested revisions are being submitted as technical amendments to ensure compliance of administrative policies and procedures.

**Strategic Plan Compatibility Statement**

---

Goal 3, Effective and Efficient Operations

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

---

Administrative Policy 3.09, Purchasing and Bidding Requirements

**Fiscal Impact Statement**

---

This item does not authorize expenditures.

**Implementation and Assessment Plan**

---

Upon approval by the Board, the amended 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 approve the technical amendments professional services contract as set forth in the attachments to the minutes of your Committee's meeting.

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

\* \* \* \* \*

**(Item 9) Action on the Award of Exception-to-bid Contracts**

Exception Authorization to Contract with Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin Milwaukee for Teacher Professional Development

The Administration is requesting authorization to enter into a contract with Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin Milwaukee ("UWM") for teacher professional development services as stated in the Margaret A. Cargill Philanthropies grant "MPS Arts: New Teacher Support." UWM will be used to provide five mentors to support new arts teachers. These mentors (four visual arts and one music) will mentor those teachers in the first five years of service. UWM will also support those MPS arts teachers in the Art Teacher Certification Cohort (ATCC) through coaching, observation, and stipends to support professional development, student field trips, and classroom resources. There are currently 16 teacher in this cohort.

Lastly, UWM will provide arts-integration opportunities as supported through Lynden Sculpture Garden, also working in conjunction with the Cargill program. This will include teacher support through the Lynden summer institute, teacher reconvenes, artist workshops, field trips, and residencies. This will provide support to MPS general education teachers as well as to arts teachers.

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 a grant (Administrative Policy 3.09(2)(c)).

The contract will run from March 1, 2020, through February 28, 2021, (the "Initial Term") with two additional one-year options to extend based on mutual consent and the Board's approval.

The total cost of the contract in the Initial Term will not exceed \$85,000.

Budget Code: SDV-0-S-VD0-CI-ECTS ( New Teacher Support — Contracted Services) .....\$85,000

Board of Regents of the University of Wisconsin System

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

Exception Authorization to Contract with Arts at Large, Inc., for Teacher Professional Development

The Administration is requesting authorization to enter into a contract with Arts at Large, Inc. Margaret A. Cargill Philanthropies (MACP) has awarded a partnership grant that benefits MPS. One portion of the grant focuses upon the partnership of UWM and Lynden Sculpture Garden. The other grant focuses upon MPS and Arts @ Large. The grants support arts integration, arts educators, and, more specifically, the development of teachers, from pre-service through year five, in order to increase retention within MPS.

During the 2018-2019 school year, MPS received funding from MACP to expand and deepen this work. In order to be successful and to follow the objectives of the grant, MPS will continue to partner with UW-Milwaukee in providing the services through a contract. This is a three-year grant that will continue through February 28, 2022.

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 a grant (Administrative Policy 3.09(2)(c)).

The contract will run from March 1, 2020, through February 28, 2021, (the “Initial Term”) with two additional one-year options to extend based on mutual consent and the Board’s approval.

The total cost of the contract in the Initial Term will not exceed \$118,928.40

Budget Code: SDV-0-S-VD0-CI-ECTS (Aiming for Quality Arts — Contracted Services) .....\$118,928.40

Arts at Large, Inc.

Table with 2 columns: Description and Amount/Percentage. Rows include HUB Participation (Required, Proposed, \$ Value) and Student Engagement (hours per 12-month contract) (Paid Student Employment-hour Commitment, Student Career-awareness Commitment).

V.A.L.U.E. Authorization to Extend a Blanket Agreement with Veritiv Operating Company for Purchase of Copy Paper

The Administration requests authorization to extend a blanket agreement with Veritiv Operating Company, formerly known as Unisource Worldwide, Inc., to provide copy paper using a piggyback contract (#PB18002) In accordance with Administrative Policy 3.09(7)(E)1a, this blanket agreement is based on the Volume Acquisition and Large Uniform Expenditures (V.A.L.U.E.) Bid #2017-01. V.A.L.U.E. is an organization of various governmental entities in Southeastern Wisconsin with cooperative bids to take advantage of volume discounting. Purchases will be made by various MPS schools and departments throughout the District as needed.

This final extension will run from March 1, 2020, through December 31, 2020 (“Year 3”).

The total cost of the blanket agreement will not exceed \$800,000 during Year 3 of the blanket agreement.

Budget Code Varies by Location Ordering Goods .....\$800,000

Veritiv Operating Company

Table with 2 columns: Description and Amount/Percentage. Rows include HUB Participation (Required, Proposed, \$ Value) and Student Engagement (hours per 12-month contract) (Paid Student Employment-hour Commitment, Student Career-awareness Commitment).

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

### **Implementation and Assessment Plan**

---

Upon approval by the Board, the contracts will begin.

### **Committee's Recommendation**

---

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

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

\* \* \* \* \*

## **COMMITTEE ON LEGISLATION, RULES AND POLICIES**

Director Herndon presented the following report for the Committee on Legislation, Rules and Policies:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Legislation, Rules and Policies presents the following report:

### **(Item 1) Action on Communication 1920C-004 Regarding Consideration of a Proposed Policy on Art Education**

#### **Background**

---

At its January 2020 meeting, the Board referred Communication 1920C-004 from Art Action Milwaukee regarding a proposed art education policy to the Administration for follow up. The communication reads:

To the Milwaukee Board of School Directors:

We request that the Board consider approval and development of the attached Milwaukee Public Schools Art Education Policy presented by current practicing art teachers organized as the Milwaukee Art Educator Committee of the Milwaukee Teacher Education Association.

We believe that every MPS student deserves an equitable developmentally appropriate art education that is responsive to their diverse cultural and lived experiences. The arts celebrate multiple perspectives, problem-solving, creative risk-taking, dialogue, self-reflection, personal expression, perseverance and envisioning solutions. Art has the potential to help students cope with trauma and empower their voice and agency. We believe that, "...the arts are a particularly potent way to activate imagination and a broader understanding of injustice, its consequences, and the range of alternative possibilities." (Bell and Desai, 2011). We wish to support the success and retention of early career teachers, especially those whose own identities mirror the demographic of our students. Accomplishing these goals will require trust and cooperation between all vested players in the work of educating our students, the future citizens of Milwaukee. This includes teachers as the frontline practitioners, District administrators, and partnerships with local universities and arts organizations. The staffing of full-time, well prepared and licensed art teachers who are permanent members of the schools in which they serve will help us to achieve these goals.

We believe that not only MPS, but Milwaukee, is worth fighting for. We celebrate the people, energy, arts and culture that are flagships for the State of Wisconsin. We also recognize the overwhelming need to be advocates in the fight against the segregation and socio-economic hardships that persist in our City. We wish to work together to equip our students to be successful citizens and future leaders in our communities.

The authors of this MPS Art Education Policy Proposal are both early career and veteran teachers, elementary through high school, and from all regions in the City of Milwaukee. Not only are we MPS teachers, we are also artists, patrons of the arts, neighbors, voters, homeowners and parents of MPS students. Most importantly, we aspire to be fierce advocates for our students and their families. As workers for the largest employer in Milwaukee, we share a common cause with our students, as their learning conditions are our working conditions. Following the successful Board resolution for music

education and in advance of voting for the MPS referendum, now is the time for us to speak out as advocates for strong and equitable art programs for all of the students of MPS.

### **Administration's Analysis**

Similar to the process utilized in the development of the MPS music policy, the Administration recommends formation of a committee to discuss and to explore the proposed art education policy. Membership of the committee will include MPS art educators, MTEA, board members, and the Offices of Academics, Accountability and Efficiency, Board Governance, Finance, and School Administration. This will allow a collaborative approach that includes a fiscal analysis and feedback from the Office of the City Attorney before a proposal is brought before the Board for consideration. It will also allow discussion to take place relative to alignment with other areas such as music and physical education, as well as how and when a proposed policy may be phased in.

### **Strategic Plan Compatibility Statement**

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

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

Administrative Policy 3.01, Annual Operating Budget

### **Fiscal Impact Statement**

This item does not authorize expenditures.

### **Implementation and Assessment Plan**

Upon approval by the Board, the Administration will form a collaborative committee to review and to finalize the proposed policy for consideration at a future meeting of the Board's Committee on Legislation, Rules and Policies. Similar to the development of the MPS music policy, membership of the committee will include MPS art educators, MTEA, board members, and the Offices of Academics, Accountability and Efficiency, Board Governance, Finance, and School Administration.

### **Committee's Recommendation**

Your Committee recommends that the Board direct the Administration to form a collaborative committee to explore a proposed policy and to consider combining the proposed arts policy with existing policies for greater efficiency and consistency and that the proposed policy include a fiscal analysis and a financial impact statement that includes a phase-in plan over four or five years; and that the proposed policy be submitted to the Board through the next meeting of the Committee on Legislation, Rules and Policies.

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

\* \* \* \* \*

## **COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT**

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



TO THE BOARD OF SCHOOL DIRECTORS:

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

**(Item 1) Report with Possible Action Regarding a Resolution Agreement with the Office for Civil Rights**

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

**Background**

Milwaukee Public Schools is dedicated to creating a safe and welcoming school and district climate for all students. In 2017, the District voluntarily entered into a resolution agreement with the Office for Civil Rights after an initial report found disparities in discipline practices dating back to 2014-2015. In reaching this agreement, the District seeks to improve current disciplinary practices. As a result of this work, staff members are gaining the mindset and skill sets to better support all students throughout the District. Staff members are taking the time to reflect on their classroom practices through the lens of race. Students are receiving more support and intervention in the classroom from their teachers and opportunities to reflect on their behavior prior to being removed from the educational setting for behavioral concerns. Students are being identified early for intervention and support before behaviors escalate.

Some of the steps which we have made to continue making progress in the identified areas are as follows:

- The MPS Parent/Student Handbook on Rights, Responsibilities, and Discipline was updated based on feedback from a working group composed of teachers, students, administrators, and community members.
- An Administrators' Addendum was created to define specific behaviors and to provide administrators suggestions to appropriate responses to specific behaviors.
- During opening week, all schools conducted professional development on documenting behavioral concerns and research-based best practices to address disproportionality.
- Throughout the school year, staff members may sign up for additional professional development opportunities on a variety of topics or view modules online.
- There are a variety of cohorts doing a book study with Courageous Conversations about Race. These cohorts meet to discuss and practice research-based protocols to address the role of race in our lives and schools.
- Working with The Wisconsin Disproportionality Network, 300 individuals have attended Beyond Diversity and 55 staff have piloted an Educational Equity series.
- All staff members are documenting classroom-managed behaviors that do not threaten staff or student safety in Infinite Campus. School Positive Behavioral Interventions & Supports (PBIS) Tier 1 teams use this data to identify trends of overall data and to identify students in need of further intervention.
- All schools also have Building Intervention Teams (BITs) that monitor specific students in need of further support with behaviors. These teams are supported by the District's PBIS team composed of five PBIS Coaches.
- Each month all school facilitators receive a newsletter with updates from the District, best practices to support climate, updated District data on disproportionality, and a best practice to address disproportionality.
- All traditional middle and high schools have Student Discipline Committees that discuss students' concerns and recommendations about school climate and discipline. All Student Discipline Committees attended a Student Leadership Summit in the Fall, and there will be another summit in April 2020.
- A discussion of concerns and recommendations about climate and discipline was part of the District Advisory Council. There have also been four community conversations in January and February.
- A District Restorative Practices (RP) Team of a supervisor and four coaches has been created. This team is currently training all school-based principals.

- Each school has identified specific action steps in its School Improvement Plan to address disproportionality, with all schools identifying specific school-wide community-building activities, and while looking at its behavioral data, has identified specific staff-member strategies to address specific behavioral concerns.

Additional information is attached to the minutes of your Committee’s meeting.

**Strategic Plan Compatibility Statement**

---

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

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

---

Administrative Policy 8.28, Student Discipline

**Fiscal Impact Statement**

---

NA

\* \* \* \* \*

**(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 53206 community, the Board approved implementation of the 53206 Initiative. The Principal’s Cohort, consisting of nine school leaders from North Division, Andrew Douglas, Auer Avenue, Benjamin Franklin, Hopkins-Lloyd, Success Center, Gwen T. Jackson, Keefe Avenue, and Lafollette, continue to meet regularly to further discuss the needs in 53206 schools.

Currently there are 2,132 students in these eight schools. 28.4% are students with disabilities, and 93.2% are economically disadvantaged.

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

The presentation attached to the minutes of your Committee’s meeting provides an overview of the progress that has been made to date. Work in progress includes the development of the 53206 Steering Committee, development of a strategic plan that encompasses the five tenets and a logic model for said plan, completing a Community Partnership Inventory, conducting listening sessions, and the exploration of community learning center opportunities in each 53206 school.

Additionally, this item highlights Family Engagement and Community Partnerships in one of the nine schools — Hopkins Lloyd Community School — which was recently recognized in our local media for its Homework Diner Event. Principal Natosha Harris will share highlights from the event during the 53206 presentation.

**Strategic Plan Compatibility Statement**

---

Goal 1, Academic Achievement

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

---

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

**Fiscal Impact Statement**

---

N/A

\* \* \* \* \*

**(Item 3) Report with Possible Action on the East Region Showcase**

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

**Background**

At the Board's direction, the structure of the 2019-2020 monthly region showcase item has been enhanced to provide a thorough picture of each region as it is presented on a monthly basis. This will include goals as well as 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 East Region is featured. The region, which serves approximately 10,051 students this year, comprises 21 traditional K-8 schools, K-5 schools, arts, instrumentality charter, language-immersion, Montessori, and STEM-focused schools. The schools include the following: Bay View Montessori, Burdick, Carver, Cass, Clement, Cooper, Fernwood Montessori, Fratney, Gaenslen, Garland, Hartford, Holmes, Humboldt Park, I.D.E.A.L., Dr. Martin Luther King, Jr., Maryland Montessori, Parkside, Siefert, Trowbridge, Victory, and Whittier. Student diversity is our biggest strength in the East Region.

The East Region showcase will also highlight the programs and progress of I.D.E.A.L. School at the February meeting. We will share points of pride from the work of the innovative staff, the successes of our students, and the unique features the school program offers.

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

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

**Fiscal Impact Statement**

N/A

\* \* \* \* \*

**COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION**

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

**(Item 1) Action on a Recommendation for Renewal of the Non-instrumentality Charter School Contract with Mother Kathryn Daniels Conference Center, Inc., for Kathryn T. Daniels University Preparatory Academy (KT Daniels)****Background**

Kathryn T. Daniels University Preparatory Academy (KT Daniels) was established as a non-instrumentality charter school beginning with the 2011-2012 school year. The current contract is for up to a maximum of 250 full-time-equivalent (FTE) pupils in grades K4 through 8. Kathryn T. Daniels is located at 4834 North Mother Daniels Way. KT Daniels has received two-year contract renewals in each year of its renewal cycle.

KT Daniels's mission is to design a rigorous college-preparatory program with highly-skilled teachers and an unwavering commitment to utilize the most powerful instructional techniques and methodologies. KT Daniels's vision is to create a rich learning environment that integrates the study of performing arts, sciences, and humanities to unleash the intellectual, creative, and leadership talents of students.

In July 2019, representatives from KT Daniels submitted the Charter Renewal Intent Cover Sheet. Then, in August 2019, the Charter School Contract Review Process was initiated by the Department of Contracted School Services. On September 13, 2019, KT Daniels submitted its Charter Renewal Application to seek renewal of the charter school contract.

On December 6, 2019, the Charter School Contract Review Team (Team) conducted a full-day site visit at KT Daniels. The Team examined the school's performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team also reviewed any additional responses and information provided by the school as well as student and parent focus groups. In addition, the Team conducted classroom observations.

Based on a thorough review of the school's application and data, school presentation, and site visit, the Charter School Contract Review Team has recommended a one-year renewal of the non-instrumentality charter school contract with KT Daniels. The recommendation was based on the school leadership's commitment to making progress towards meeting the educational goals and strong support from families, students, and the community. The Superintendent has reviewed the performance summary and concurs with the recommendation for contract renewal.

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

### **Strategic Plan Compatibility Statement**

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

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

Administrative Policy 9.12, Charter Schools

### **Fiscal Impact Statement**

Adoption of this item alone does not authorize expenditures. School allocations are approved annually by the Milwaukee Board of School Directors as part of the Superintendent's proposed budget. Pending approval of the contract, the funds for the 2020-21 charter school contract will be authorized as a part of the FY21 budget process.

### **Implementation and Assessment Plan**

Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of Mother Kathryn Daniels Conference Center, Inc. for Kathryn T. Daniels University Preparatory Academy (KT Daniels) in consultation with the Board's designee and the Office of the City Attorney in anticipation of developing a renewed charter contract to be presented to the Board.

### **Committee's Recommendation**

Your Committee recommends that the Board:

1. approve the renewal of a one-year non-instrumentality charter school contract with Mother Kathryn Daniels Conference Center, Inc., for Kathryn T. Daniels University Preparatory Academy (KT Daniels); and
2. authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney to enter into negotiations with representatives of Mother Kathryn Daniels Conference Center, Inc. for Kathryn T. Daniels University Preparatory Academy (KT Daniels) and to draft a renewed non-instrumentality charter school contract to begin with the start of 2020-2021 school year and to end with the last regularly scheduled day of the 2020-2021 school year.

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

\* \* \* \* \*

**(Item 2) Report with Possible Action on 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**

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. The first five years (or 1,825 days) of life for a child are the most important when it comes to the child's education and development. 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 have a direct impact on 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.

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

**Progress on MPS/MKE Early Childhood 1,825 Initiative****Completed Work**

- Kindergarten Enrollment Fair
- EC Initiative members registered to become community presenters
- Frog Street Level-1 training for MPS new K3 and K4 teachers being held monthly
- New Frog Street Level-2 training being offered monthly to all K3 and K4 teachers

**Current Work**

- Registering families for "Countdown to Kindergarten" activities
- Training all Parent Coordinators on accessing EC information for families on the MPS App
- Update MPS Head Start enrollment process
- Fidelity checks on Frog Street curriculum implementation

**Future Work**

- Provide PD for community childcare centers on trauma
- Joining with the MTEA EC group to work on early learning in MPS
- Create regional childcare maps for families for 3+ star options
- Develop transition activities for schools
- Identify family readiness activities for summer

**MPS/MKE Early Childhood Initiative Timeline****February 2020**

- Kindergarten Enrollment Fair
- "Countdown to Kindergarten" launch
- The Registry training for community PD providers
- Frog Street Training for new staff (Level 1) and existing staff (Level 2)
- Classroom-management/SEL PD for teachers

**March 2020**

- "Countdown to Kindergarten" school visits
- "Countdown to Kindergarten" family registration begins
- Provide community PD on trauma (session 1)
- Connect 53206 Child Care providers and Schools
- Frog Street Training for new staff (Level 1) and existing staff (Level 2)

**April 2020**

- "Countdown to Kindergarten" school-based transition activities begin
- Provide community PD on trauma (session 2)
- Develop "Countdown to Kindergarten" summer activities
- Develop next community PD series
- Frog Street Training for new staff (Level 1) and existing staff (Level 2)
- Classroom Management/SEL PD for teachers

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 7.01, Teaching and Learning Goals

**Fiscal Impact Statement**

N/A

\* \* \* \* \*

**(Item 3) Report with Possible Action on Bilingual Education**

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 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 parent, 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 the Resolution's essential aspects, programs that are housed in the Bilingual Multicultural Department, progress, and next steps.

**Report**

**Bilingual Schools**

*Demographics 2019-20*

- 13,589 Students
- 20 Schools
- 37.9% English-language Learners
- 23.1% Students with disabilities
- 89.9% Economically Disadvantaged

*Ethnicity*

- Hispanic 67.7%
- Black .....22.0%
- White .....4.1%
- Asian .....3.8%
- Two or More .....1.8%
- Native American .....0.4%
- Hawaiian Islanders/Pacific Islanders .....0.4%

**Bilingual Multicultural Education**

*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/MPS — Update**

- Bilingual expansion and programing
- Parental engagement and marketing
- DMMAC — District Multicultural Multilingual Advisory Council
- Bilingual Task Force was started. First meeting was held on January 16, 2020.
- Seal of Biliteracy
- Professional development to schools

**Implementation: Bilingual Pedagogical Framework Data**

*Teacher — Language of Instruction — 183 Responses*

Year	Level of Use		
	Ideal	Acceptable	Insufficient
2017-18	24%	45%	31%
2018-19	26%	54%	20%

**Expansion Update**

Expansion	Ongoing	Next Steps
Hamilton High School	Meeting with principal to decide high school-programming for next year	In the process of hiring two bilingual teachers in the core academic areas to meet the requirements set by the state to be recognized as a bilingual/bicultural program
Riverside University High School	Meeting with principal to discuss possibilities on growing the bilingual program	Meet with principal to program and begin hiring process for an additional bilingual staff for 11 <sup>th</sup> and 12 <sup>th</sup> grades
Morgandale School (K-8)	Explore options for adding a dual-language program at the K4 level and growing to 8 <sup>th</sup> grade	Meet with principal and explore best program options for expansion
Kagel	Expansion has begun successfully in K4	Addition of K5 two-way dual-language class
Riley	Expansion has already taken place at K3-1 <sup>st</sup> grade	Addition of second-grade Montessori two-way dual-language class
Lincoln Avenue	Conversations to grow the existing program	Addition of a K4 bilingual classroom
Wedgewood, Green Tree, Andrew Douglas, Morgandale	continue to offer world language class through proximity learning/face-to-face	Continue to collaboration with the Office of Human Resources to hire world language

**Updates**

Update Item	Ongoing	Next Steps
DMMAC (District Multicultural Multilingual Advisory Committee) — parental engagement and marketing Seal of Biliteracy	DMMAC has met twice and will continue to meet. Part of the strategic plan will be to market the bilingual program. DMMAC representatives were at the Language Summit on December 7 Trainings to coordinators and advisors regarding criteria and logistics	DMMAC will continue to meet and will present its strategic plan to the Board at a future meeting  Coordinators and advisors will share data on the number of students that successfully have met the criteria to earn the Seal of Biliteracy
Bilingual Task Force	The Bilingual Task Force had its first meeting on January 16, 2020. This group includes parents, community members, MPS staff, and administration	The Bilingual Task Force will be meeting monthly to develop a strategic plan to address the Board's action on promoting bilingual workforce's development

Update Item	Ongoing	Next Steps
Professional Development to Schools	Professional development on the Teaching for Biliteracy and English as a Second Language (ESL) to all schools	Professional development around collaboration between ESL and bilingual teachers
District Professional Development	Professional development for all ESL teachers on January 2, 2020	Another ESL session will be offered to high-school ESL staff on February 18, 2020

**DMMAC Update**

- Members: 15 schools represented
- Meeting dates/time: 2/26/20, 3/25/20, 4/22/20, 5/27/20, 6/24/20, from 5:30 p.m. until 7:00 p.m. at Central Services/Room 103.

*Strategic Plan Highlights*

**Budget Analysis**

Purpose: To help parents understand how budgeting in education/MPS works. Also, to help parents analyze/suggest ways to better the budget around issues of multilingualism

**Advocacy training**

Purpose: To host a morning/afternoon training session for families around the topic of advocacy

**Family-engagement Activity**

Purpose: To unify district families to celebrate multilingualism and multiculturalism — not around a particular holiday, but as a particular theme

**District-by-district Information Session**

Purpose: To reach families in different districts to help them learn/understand what multilingualism is and how the opportunity to learn another language benefits their children

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 7.15, Bilingual Instruction and Bicultural Education

**Fiscal Impact Statement**

N/A

\* \* \* \* \*

**(Item 4) Report with Possible Action Regarding American Indian Studies — Wisconsin Act 31**

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

**Background**

The Administration was asked to provide an update on the District's efforts regarding Wisconsin Act 31. American Indian Studies in Wisconsin, often referred to as Wisconsin Act 31, refers to the requirement that all public school districts and pre-service education programs provide instruction on the history, culture, and tribal sovereignty of Wisconsin's eleven federally-recognized American Indian nations and tribal communities.

In alignment with Wisconsin Act 31, First Nations Studies, MPS, has leveraged resources and has collaborated with numerous entities in the tribal communities and the university communities to meet the



goals of the program and to meet the Title VI requirements as set forth by the Office of Indian Education. First Nations Studies, MPS, has 13 solid community partnerships that support the program's efforts.

The goals of the District's First Nation's Studies include providing instruction that gives students an appreciation and understanding of different value systems and cultures, as well as an understanding of human relations.

The Administration will provide an overview of its efforts as they align to Act 31 and Title VI at the the meeting of the Committee on Student Achievement and School Innovation.

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 7.15, Bilingual Instruction and Bicultural Education

\* \* \* \* \*

**(Item 5) Report with Possible Action on MPS's 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 3,500 students.

An update on the implementation of the Montessori Strategic Plan, covering items that have been completed, what is being worked on at this time, and providing an outline of future work, is presented below. Included is the MPSU's pathways for Montessori training and the updated Montessori-marketing efforts.

**Report**

**Montessori Strategic Plan's Progress**

*Completed Work*

- Provided Montessori-specific, districtwide professional development
- Presented paraprofessional-onboarding professional development
- Observed Montessori school in Minneapolis, MN
- Held Montessori Summit at MacDowell Montessori
- Targeted marketing: Barbee, Craig, Riley
- Updated and reformatted Montessori information on the MPS website

*Current Work*

- Establishing consultations through the Wisconsin Montessori Association
- Finalizing Montessori Essential Elements
- Establishing scholarship criteria for MPSU —Montessori trainees

**MPS Demographics 2019-20, as of January 29, 2020**

- 3,500 Students
- 7 (8) Schools (Riley Elementary has Montessori classes through grade 1)
- 0.4% English-language learners
- 14.9% Students with disabilities
- 45.4% economically disadvantaged

*Ethnicity*

White .....	41.9%
Black.....	35.4%
Hispanic.....	12.0%

Two or More..... 7.3%  
 Asian..... 2.7%  
 Native American..... 0.6%  
 Hawaiian/Pacific Islanders ..... 0.1%

**Points of Pride for the Montessori Schools, as of January 29, 2020**

Attendance..... 94.7%  
 Stability ..... 90.4%  
 Absenteeism ..... 6.2%  
 Suspension Rate ..... 5.3%

**WI Forward Exam Data**

All Montessori	Enrollment in Tested Grades		English Language Arts			Mathematics		
	2018	2019	2018	2019	Change	2018	2019	Change
All	1,301	1,312	34.5%	37.0%	2.5%	23.1%	24.1%	1.0%
Native American	*	*	*	*	*	*	*	*
Asian	31	27	35.5%	33.3%	-2.2%	35.5%	40.7%	5.2%
Black	513	488	10.9%	11.7%	0.8%	6.0%	4.3%	-1.7%
Hispanic	173	169	28.9%	32.6%	3.7%	19.7%	17.8%	-1.9%
Pacific Islander	*	—	*	—	—	*	—	—
Two or More	69	82	33.3%	39.1%	5.8%	20.3%	24.4%	4.1%
White	506	538	60.1%	61.3%	1.2%	41.1%	43.1%	2.0%
Not Tested	27	20/21	2.1%	1.5%	-0.6%	2.1%	1.6%	-0.5%

\* Student groups fewer than 10 students  
 — No data

**Star Data Montessori**

*Early Literacy (\*Includes Riley Elementary's students)*

	2019-20	
	Fall	Winter
Significantly Below Target	14%	8%
Well Below Target	17%	13%
Below Target	28%	26%
On Target	12%	14%
Significantly Above Target	29%	38%

84 more students on target to proficiency, 72 fewer students below basic

*Reading*

	2019-20	
	Fall	Winter
Significantly Below Target	25%	22%
Well Below Target	15%	14%
Below Target	26%	27%
On Target	11%	12%
Significantly Above Target	22%	25%

64 more students on target to proficiency, 86 fewer students below basic

*Math*

	2019-20	
	Fall	Winter
Significantly Below Target	15%	13%
Well Below Target	32%	29%
Below Target	31%	31%
On Target		
Significantly Above Target	22%	26%

102 more students on target to proficiency, 126 fewer students below basic

### **MPSU — Montessori Teacher Pathways**

#### *MPSU-UW River Falls*

- Began January 25
- Montessori training for grades 1-6
- Currently licensed teachers
- Goal of 12 enrollees, 7 enrolled currently
- Interested teachers can still enroll in the program

#### *Secondary Training*

- Recommended for teachers of grades 7-12
- Research on available training programs has been conducted
- Starting goal spring 2021

### **Montessori Strategic Plan: Next Steps**

#### *February 2020*

- Attending AMI conference in Seattle, WA
- Developing teacher retention survey
- Compiling student-retention data

#### *March 2020*

- Attending AMS Conference in Dallas, TX
- Identifying teacher staffing needs for each school

#### *April 2020*

- Finalizing Montessori Essential Elements

### **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 2.12, Advisory Committees: Administration-originated

### **Fiscal Impact Statement**

This item does not authorize expenditures.

\* \* \* \* \*

### **(Item 6) Report with Possible Action on Gifted Identification and PSAT Data**

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**

Wisconsin Statutes, Chapters 121.02(1)(t) and 118.35, require school boards to provide programs to students who are identified as gifted and talented. Milwaukee Public Schools begins this process through identification of students that uses multiple data points. The presentation attached to the minutes of your Committee's meeting will review this year's screening of students using a cognitive-reasoning assessment and the Teacher's Observation of Potential in Students (TOPS). This screening provides a more equitable identification of gifted potential in all children in areas such as academics, overall intellect, creativity,

leadership, interests, spatial abilities, and social perceptiveness. Additionally, programming opportunities for identified students will be discussed, including curriculum compacting, specialized programs, acceleration, and support for parents.

A chart is attached to the minutes of your Committee’s meeting that provides disaggregated data for the current year and the previous three school years from the Cognitive Abilities Test (CogAT) and TOPS. These data are redacted for groups that have fewer than 10 students to maintain privacy.

Preliminary SAT/National Merit Scholarship Qualifying Test PSAT/NMSQT results will also be reviewed, with information on how students can use the data to advance college- and career-readiness and to earn scholarships. A chart is included in the attachments to the minutes of your Committee’s meeting with demographic data from the administration of the 2019 PSAT/NMSQT.

**Strategic Plan Compatibility Statement**

Goal 1, Academic Achievement

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

Administrative Policy 7.38, Balanced Assessment Systems

\* \* \* \* \*

**REGULAR ITEMS OF BUSINESS**

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

The Board received the report of its delegate to the Title I District Advisory Council (DAC).

\* \* \* \* \*

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

President Miller gave his report of activities in which he had engaged on behalf of the Board in February.

\* \* \* \* \*

**RESOLUTIONS**

**Resolution 1920R-014**

by Director Miller

WHEREAS, Milwaukee County (the County), the City of Milwaukee (the City), and Milwaukee Public Schools (the MPS District) have a common interest to improve the lives and conditions of Milwaukee residents; and

WHEREAS, The County, City, and MPS District may share many of the same administrative and service needs; and

WHEREAS, The County, City, and the MPS District all have increasing fiscal pressures due to a combination of: costs-to-continue rising faster than revenues, rising pension obligations, stagnant revenue sources, and forced reliance on property taxes;

WHEREAS, Other communities around Wisconsin (the State) have successfully combined services and shared costs in the provision of local government service; and

WHEREAS, Research compiled by the non-partisan Wisconsin Policy Forum has outlined a number of areas where services might successfully be shared; and

WHEREAS, The University of Wisconsin-Madison's Institute for Research on Poverty (IRP) finds, under its Wisconsin Poverty Measure, that the County has the highest poverty rate in the State, at a rate of 17.2 percent in 2017; and

WHEREAS, The IRP has reported, based on data compiled by the United States Census Bureau, that in the County, 28.7 percent of Blacks and 18.7 percent of Latinos were poor, compared to 8.3 percent of Whites; and

WHEREAS, Studies show that persons in poverty face higher rates of infant mortality, lead contamination, incidences of crime, unemployment and underemployment, and housing instability; and

WHEREAS, Disparate and parallel efforts over several decades have failed to address these problems in a sustained and meaningful way; and

WHEREAS, The County, City, and MPS District share a common interest to improve the lives and conditions of Milwaukee residents and an obligation to do so as cost-effectively as possible; and

WHEREAS, The County, at its meeting of February 6, 2020, and the Milwaukee Common Council, at its meeting of February 11, 2020, adopted resolutions co-establishing a joint taskforce, named the "ONE Milwaukee Taskforce" (the Taskforce), to convene area leaders to perform the following duties:

- identify infrastructure coordination and resource-leveraging opportunities between the County, City, and MPS (District);
- recommend any operational or other potential opportunities for coordination and collaboration between the County, City, and the MPS District;
- propose cost-saving and cost-sharing agreements where resources may be aligned to create opportunities for bridging infrastructure gaps to create inclusive and sustainable service pathways to improve outcomes for Milwaukee communities;
- ensure that all proposals and agreements are comprehensive, place-based, and data-driven;
- focus efforts on Milwaukee communities identified as "Promise Zones."
- work toward advancing the priorities identified in the Milwaukee County Strategic "One County One Plan," the Blueprint for Peace, and MKE Elevate plan;
- monitor and regularly report on the progress of any agreements; and

WHEREAS, the Taskforce shall have six members, including:

- the Milwaukee County Board Chairman or their designee;
- a County Board Supervisor, who shall be appointed by the Board Chairman;
- the Milwaukee Common Council President or their designee;
- a Milwaukee Common Council Alderman, who shall be appointed by the Milwaukee Common Council President;
- the Milwaukee Public Schools' Superintendent or their designee;
- the Milwaukee Board of School Directors President or their designee; and

WHEREAS, The Taskforce members shall elect their chairman by simple majority and the City Clerk of Milwaukee shall provide staffing to support the Taskforce; and

WHEREAS, The Taskforce shall form and meet as soon as practicable and shall present its findings to the County Board, the Common Council, and the Milwaukee Board of School Directors within six months of the passage of this resolution; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors hereby joins with the County and the City in the establishment of the ONE Milwaukee Taskforce and pledges its full support of the ONE Milwaukee initiative; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors seek to affirm the MPS District along with Milwaukee County and the City of Milwaukee as founding entities of the ONE Milwaukee Taskforce and any initiatives derived from this partnership; and be it

FURTHER RESOLVED, That as initiatives are considered, funded, and implemented, the MPS 53206 Initiative, and the 1825 Initiative on Early Childhood, be prominent in priority; and be it

FURTHER RESOLVED, That the Board hereby directs the Office of Board Governance, the Administration, and the Office of Accountability and Efficiency to collaborate on and present proposals to the Milwaukee Board of School Directors for possible cost- and service-sharing arrangements with Milwaukee County and the City of Milwaukee as part of the ONE Milwaukee initiative and that reporting begin no later than the May 2020 board cycle.

*Referred to the Committee on Accountability, Finance, and Personnel.*

**Resolution 1920R-016**

By Director Peterson

WHEREAS The unprecedented, youth-led global movement for climate justice is demanding immediate action, pushing governments and businesses to redefine their economies and practices and to end the fossil fuel era; and

WHEREAS The overwhelming consensus in the scientific community is that the climate crisis is created by human beings releasing unprecedented amounts of greenhouse gases by burning fossil fuels (coal, oil, and natural gas); through deforestation; and environmentally damaging agricultural practices; and

WHEREAS, Climate change is having an enormous negative impact around the world making it imperative that school Districts recognize that climate literacy is essential so that K4 through 12th grade students, in developmentally appropriate ways, probe the causes and inequitable consequences of the climate crisis—as well as possible solutions—through learning about the diversity of people around the world who are fighting the root causes of climate change; and

WHEREAS, MPS's commitment to equity requires attention to environmental racism and climate justice both of which recognize the unequal effects of climate change and environmental damage on the basis of race, poverty, gender, and geography; and

WHEREAS, All Milwaukee Public Schools students should develop confidence and passion when it comes to making a positive difference in society, and come to see themselves as activists and leaders for social and climate justice and against environmental racism around the world and in Milwaukee; and

WHEREAS, Milwaukee Public Schools acknowledge that our schools should demonstrate leadership in modeling to students climate- and environmentally friendly practices including, but not limited to building design, renewable energy (including the use of solar panels) LED lighting and HVAC controls/metering, land use, waste disposal, composting, recycling reduction in the use of plastic; now, therefore, be it

RESOLVED, That Milwaukee Public Schools will integrate climate justice curriculum and sustainability practices into all aspects of its work and functions; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools will establish, build-on and expand projects with other community organizations and institutions including the Milwaukee Area Technical College, University of Wisconsin-Milwaukee, Milwaukee Metropolitan Sewerage District, Reflo, Green and Healthy Schools-Wisconsin, City of Milwaukee Environmental Collaboration Office, the Department of Natural Resources, and gardening and agricultural organizations; and be it

FURTHER RESOLVED, That MPS establish a Climate Justice Curriculum Advisory Committee to lead the development/identification and implementation of a K4 – 12 grade climate justice curriculum that is woven into all grade levels and subject matters and includes projects-based teaching and investigations that students conduct at school and in their communities to address climate change and that said Advisory Committee consist of teachers, students, curriculum specialists from all content areas, administrators, and climate justice activists and to report back to the board on a quarterly basis starting in September 2020; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools encourage MPS educators who are already teaching about nature, the environment, sustainability and climate change to take a leading role in developing and implementing a K-12 climate justice curriculum and play a role in the Climate Justice Curriculum Advisory Committee, and that this curricular work begin this summer by including a cohort of 20-25 teachers from all grade bands and subjects into MPS's summer professional development/curriculum writing so that said teachers work for a week to start the process of K4- 12 curriculum development and present such work to other educators in conjunction with the Green Schools Consortium of Milwaukee; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools commit itself to providing teachers, administrators, and other school personnel with professional development, curricular materials, and outdoor and field opportunities that explore the breadth of causes and consequences of the climate crisis as well as potential solutions that address the root causes of the crisis, and do so in ways that are participatory, imaginative, and respectful of students' and teachers' creativity and eagerness to be part of addressing global problems, and that build a sense of personal efficacy and empowerment; and be it

- FURTHER RESOLVED, That the development and implementation of the District-wide curriculum should include a review of current textbooks for accuracy around the reality of the climate crisis and the impact of human activities and that addendums/supplemental resources be provided to augment out-of-date material; and be it
- FURTHER RESOLVED, That in implementing MPS's commitment to prepare students for college, careers, and citizenship MPS recognize that as our society moves rapidly and definitively away from fossil fuels, we will need to prepare our students for robust job opportunities in green technologies, construction, forestry, sustainable agricultural practices, environmental science, conservation, STEM and restoration efforts; and be it
- FURTHER RESOLVED, That in implementing MPS's commitment to developing well-rounded citizens the District should support students to become organizers and leaders for climate justice and against environmental racism in our community and around the world; and be it
- FURTHER RESOLVED, That a District Sustainability Team, consisting of representatives from the Department of Facilities and Maintenance services, School Nutrition, Office of Academics, Office of School Administration, Office of Communications and District partners, be established to develop a Sustainability Action Plan that includes a baseline study of the District's ecological footprint, with an emphasis on local environment and climate impact, (including all areas of operation and organization, such as buildings, grounds, food service, cleaning and maintenance, water and energy, waste, recycling, transportation, and all contracting and procurement services) and an inventory of current environmental sustainability plans under way, (including school-based efforts on recycling, composting, reduction of food waste and energy consumption), and the setting of targets to ensure operations, organization and outreach of the District addresses climate change and its effects on the community and the world; with its first update to the board provided in September 2020; and be it
- FURTHER RESOLVED, That Board directs the MPS administration and encourages the MPS Foundation to seek outside funding through private individuals and philanthropic organizations to put towards the development and implementation of a K-12 climate justice curriculum and sustainability projects and that MPS lobby state and federal governments for support of such initiatives; and
- FURTHER RESOLVED, That the District encourage schools to develop school-based Green Teams with the involvement of educators, students, parents and community to expand school-based and District-wide curricular and sustainability projects and that the District develop a Green Revolving Fund, seeded in part by cost savings from sustainability initiatives to allow the Green Revolving Fund to grow over time to support additional investments and to provide financial incentives for school-based and District-wide "green projects."

*Referred to the Committee on Student Achievement and School Innovation.*

**Action on Resolution 1920R-015 by Director Phillips on the Deportation of Hmong Peoples**

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Notice was previously given that the Regular monthly meeting of the Milwaukee Board of School Directors would begin at 6:30 p.m. on Thursday, February 27, 2020, in the auditorium of the Central Services Building, 5225 W. Vliet Street, Milwaukee. The following notification was inadvertently omitted from the previous notice of this meeting.

Relative to Item III. Resolutions (for Referral to Committee unless Otherwise Indicated), Director Phillips has advised the Office of Board Governance that, relative to Resolution 1920R-015, she intends to offer a motion to waive Board Rule 1.10(4) in order to take immediate action on the Resolution to submit it to the Wisconsin Association of School Boards for consideration during its March 2020 meeting.

**Resolution 1920R-015**

By Director Phillips

WHEREAS, The State of Wisconsin has a proud history of welcoming immigrants of all nationalities, ethnicities, religions, races, and creeds; and

WHEREAS Wisconsin is home to almost 50,000 Hmong people, who comprise one-fifth of the entire Hmong population of the United States; and

WHEREAS, Many of the Hmong people living in the United States and in Wisconsin came here as refugees fleeing genocide and retribution for supporting our troops during the Vietnam War; and

WHEREAS, Milwaukee is proud to be able to boast of a large Hmong population among our neighbors, family members, friends, co-workers, business owners, students, and veterans; and

WHEREAS, The United States Supreme Court held in Plyer v. Doe (1982) that no public school District has a basis to deny children access to education based on their immigration status, citing the harm it would inflict on the children and society itself and the equal protection rights of the Fourteenth Amendment; and

WHEREAS, The Milwaukee Public Schools, its administrators, its educators, and its staff proudly stand by all of our students, staff, and families, regardless of their race, ethnicity, faith, national origin, immigration status, political viewpoint, abilities, sexual orientation, or gender identity; and

WHEREAS, In March of 2017, the Milwaukee Board of School Directors, by a unanimous vote, took action to declare MPS “a welcoming and safe school environment for students and families threatened by immigration enforcement or discrimination, and [that] such enforcement shall be opposed to the fullest extent permitted by the law”; and

WHEREAS, In that same action, the Board resolved to “...do everything in its power to afford equal protection to all students and staff”; and

WHEREAS, The Milwaukee Public Schools is proud to have among its many outstanding schools the Hmong American Peace Academy (HAPA), which was established as a MPS non-instrumentality charter school in 2004; and

WHEREAS, HAPA, as the first Hmong charter school in Wisconsin, provides students with rigorous academics, character development, and Hmong cultural values and prepares them to excel in higher learning and careers by “...building cultural pride, instilling high expectations for achievement, and empowering students as peace builders”; and

WHEREAS, It has been reported that the Trump administration is in talks with the government of Laos to allow for the deportation from the United States of Lao and Hmong immigrants who are not U.S. citizens and who have standing orders of deportation issued against them; and

WHEREAS, These reports have sown fear among Hmong communities across Wisconsin, including those in Milwaukee, leading community leaders and local and national elected officials to call upon the President to reconsider this proposal and to express their opposition to any agreement that would result in the deportation of Hmong people living in Wisconsin and the United States; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors hereby emphatically and unequivocally states its steadfast and unanimous support of the Hmong community living here in the United States, in Wisconsin, and in Milwaukee, especially of those among our students, among our staff, and among the families in our District; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors demands that our federal government reject any proposal that would result in the deportation of any members of our Hmong community, local or national; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors hereby directs the Board Clerk to have an engrossed copy of this Resolution, suitably signed and sealed, prepared and transmitted to the President of the United States, to the Wisconsin delegation of the United States Congress, to the Milwaukee delegation of the Wisconsin State Legislature, and to Governor Tony Evers as a declaration of its vehement opposition to any attempt to deport any Hmong refugees living in the United States.

Director Phillips moved to waive Board Rule 1.10(4) in order to take immediate action on this resolution. The motion passed, the vote being as follows:



Ayes — Directors Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller —  
7.  
Noes — None — 0.

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

---

Board Rule 1.10, Communications, Petitions, Resolutions for Referral

**Recommendation**

---

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

Director Phillips moved to adopt Reslution 1920R-015 on the deportation of Hmong peoples. The motion passed, the vote being as follows:

Ayes — Directors Herndon, O'Halloran, Peterson, Phillips, Siemsen, Taylor, and President Miller —  
7.  
Noes — None — 0.

The meeting adjourned at 9:31 P.M.

JACQUELINE M. MANN, Ph.D.  
Board Clerk