BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 24, 2018

Annual Organizational Meeting of the Board of School Directors called to order by the Board Clerk at 6:35 PM.

Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Sain, Voss, and Woodward are continuing members.

The following members responded to the roll call:

> Present — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Sain, Voss, and Woodward — 9.
> Absent — None.

Director Bonds nominated Director Woodward as temporary Chair.

Director Miller nominated Director Sain as temporary Chair.

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

	Nominee
Director Báez	Director Sain
Director Bonds	Director Woodward
Director Falk	Director Sain
Director Harris	Director Sain
Director Miller	Director Sain
Director Phillips	Director Woodward
Director Sain	Director Sain
Director Voss	Director Woodward
Director Woodward	Director Woodward

Director Sain — 5
Director Woodward — 4.

Director Sain, having received a majority of the votes of the membership, was duly elected temporary Chair.

ELECTION OF BOARD OFFICERS

(Item 1) Election of a Board President for the Ensuing Board Year

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

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

	Nominee
Director Báez	Director Sain
Director Bonds	Director Woodward

Director Falk .....Director Sain
Director Harris .....Director Sain
Director Miller .....Director Sain
Director Phillips.....Director Sain
Director Sain.....Director Sain
Director Voss .....Director Sain
Director Woodward.....Director Woodward

Director Sain — 7
Director Woodward — 2.

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

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(Item 2) Election of the Board's Vice-President for the Ensuing Board Year

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

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

Nominee

Director Báez..... Director Miller
Director Bonds..... Director Harris
Director Falk ..... Director Miller
Director Harris ..... Director Harris
Director Miller ..... Director Miller
Director Phillips..... Director Miller
Director Sain..... Director Miller
Director Voss ..... Director Miller
Director Woodward..... Director Phillips

Director Miller — 6
Director Harris — 2
Director Phillips — 1.

Director Miller having received a majority of the vote, the President declared him duly elected Vice President for the ensuing year.

DESIGNATION OF BOARD CLERK

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

By consensus of the Board, Dr. Jacqueline M. Mann was designated Board Clerk for the ensuing year.

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APPOINTMENT OF BOARD REPRESENTATIVES

(Item1) Appointment of the Representative to the Library Board

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

The President announced that he would serve as the Board's representative to the Library Board for the 2018-19 board year.

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(Item 2) Appointment of the Representative to Cooperative Educational Service Agency #1 (CESA #1)

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

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

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

The Board's representative to CESA #1 in 2017-18 was Director Falk.

Director Bonds moved that Director Falk continue as the delegate to CESA #1 for the 2018-19 board year.

The motion passed, the vote being as follows:

Ayes — Directors Báez, Bonds, Miller, Phillips, Voss, and President Sain — 6.
Noes — Directors Harris and Woodward — 2.
Abstain — Director Falk — 1.

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(Item 3) Appointment of the Representative to the Wisconsin Association of School Boards (WASB)

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

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

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

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

The Milwaukee Board of School Directors is an Executive Partner of the Milwaukee Education Partnership (MEP), a PK-16 council of education, labor, business, government, university, foundation, parent, and community groups. The Executive Partners provide the ongoing direction and overarching goals and objectives for the work of the MEP. The Board's president is the Board's *ex officio* delegate to the Milwaukee Education Partnership. If the President chooses not to serve, the Board may select a representative for the 2018-19 Board year.

President Sain announced that he would serve as the delegate to MEP for the 2018-19 Board year.

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(Item 5) Appointment of the Board's Delegate to the MPS Head Start Policy Council

Director Harris moved that he be elected the Board's delegate to the Head Start Policy Council for the 2018-19 Board year. The motion passed, the vote being as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Noes — None.

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(Item 6) Appointment of the Board's Liaison to the Milwaukee City Council of PTAs/PTSAs

Director Voss moved to elect Director Woodward to serve as the 2018-19 delegate to the Milwaukee City Council of PTAS/PTSAS. The motion passed, the vote being as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Noes — None.

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(Item 7) Appointment of the Board's Liaison to the Title I District Advisory Council

Director Miller moved to elect Director Phillips to serve as the 2018-19 delegate to the Title I District Advisory Council. The motion passed, the vote being as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Noes — None.

UNFINISHED BUSINESS

(Item 1) Action on the Disposition of Unfinished Business Pending before the Board and Its Committees at the Close of Business on April 24, 2018

Since the Board, by statute, is a continuing body, items of business pending before the Board at the close of its last business meeting of the Board year (April 19, 2018) are to be submitted to the Board at its annual organizational meeting for referral to the appropriate Committees or for other disposition, as the Board sees fit.

The items of business pending before the Board and its Committees at the close of business on April 19, 2018, arranged by committee, are listed below.

Any items set aside will be carried over for action during the 2018-19 Board year. All remaining items will be placed on file.

Item	Topic	Description	Author	Date Referred	Action
Committee on Accountability, Finance, and Personnel (AFP)					
[1]	1617R-002	To create a Summer Jobs Guarantee program.	Bonds	9/19/2016	April 25, 2017 — Carried over
[2]	1617R-004	To waive all student fees	Bonds	10/27/2016	April 25, 2017 — Carried over; December 12, 2017 — Held in Committee
[3]	1718R-016	To develop a district-wide composting and recycling program for the 2018-19 school year;	Voss	1/25/2018	None
Committee on Legislation, Rules and Policies (LRP)					
[4]	Action	Proposed revisions to Administrative Policy 6.37, Limited-Term Employees, in response to the Board's adoption of an amended version of Resolution 1718R 002, to revise Administrative Policy 6.37	Bonds	6/29/2017	August 31, 2017 — Resolution adopted with amendments; January 25, 2018 — Revisions introduced and referred to LRP; February 22, 2018 — Proposed revisions sent back to Committee
[5]	1718R-020	To require that the Board adhere to the schedule of its meetings as adopted at its Annual Organizational Meeting, except when the public interest requires a change	Woodward	3/22/2018	None
Committee on Student Achievement and School Innovation (SASI)					
[6]	1718R-005	To revise Administrative Policy 7.18 to remove the requirement of a 2.0 grade-point average for participation in extracurricular activities for all high-school students, while maintaining the WIAA's eligibility requirement of no more than one failing grade in the most recent grade-reporting period	Bonds	9/28/2017	November 30, 2017 — Held in Committee to allow additional time to prepare information on the feasibility and fiscal implications of implementing the resolution if adopted
[7]	1718R-009	To create a success center for at-risk students	Bonds and Harris	10/26/2017	November 2017 — Referred to AFP, to be brought back in February 2018 cycle; March 13, 2018 — Held in Committee

Item	Topic	Description	Author	Date Referred	Action
[8]	1718R-018	To determine the District's needs for new school programs prior to considering any additional charter school proposals or petitions	Woodward	02/22/2018	March 22, 2018 — Deferred action until after a future charter school work session

Director Voss requested separate consideration of Item 3.

Director Bonds requested separate consideration of Item 7.

Director Woodward requested separate consideration of Items 5 and 8.

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

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Noes — None.

The items set aside were referred as indicated.

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NEW BUSINESS

(Item 1) Annual Review of Board Compensation

Background

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

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

Recommendation

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

Director Bonds moved to maintain the Board's compensation at its current level. The motion passed, the vote being as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Noes — None.

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(Item 2) Transmittal of Tentative 2018-19 Board Calendars

Background

Wisconsin Statutes Section119.10(3), which governs the scheduling of regular monthly Board meetings, states in part, "The board shall hold a regular meeting at least once each month at times fixed and published by the board in its rules..." In light of this, the City Attorney's Office has advised the Office of

Board Governance that the public has the right to expect that the Board will adhere to its rules as they apply to the scheduling of its regular monthly Board meetings.

The calendar has been prepared in accordance with:

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

In regard to the calendar for April 2019, the Board would need to suspend Board Rules 1.01 and 1.02 in order to hold the Regular Monthly Meeting on April 25, 2019, and the Annual Organizational Meeting on April 30, 2019. The suspension is required due to the timing of this year's MPS Spring Recess.

Recommendation

That the Board determine how it wishes to proceed with the tentative 2018-19 Board calendar.

Director Falk moved to waive Board Rules 1.01 and 1.02 and to approve the calendar as presented under separate cover. The motion passed, the vote being as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Noes — None.

Approved Tentative 2018-19 Board Calendar

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

All meetings are to be conducted in the Central Services Auditorium unless noted otherwise. Calendar is subject to change.

May 2018
3.....6:30 PM — SPB: Public hearing on proposed FY19 budget
8.....6:30 PM — PACE
10.....6:30 PM — SASI
15.....6:30 PM — SPB: Public hearing and possible action on proposed FY19 budget
17.....6:30 PM — Statutory Public Hearing on Proposed FY19 Budget
22.....6:30 PM — AFP
29.....6:30 PM — Special Board Meeting to consider any proposed amendments and possibly to take action on the Superintendent's proposed 2018-19 budget
31.....6:30 PM — Regular monthly board meeting, including possible adoption of FY19 budget

June 2018
12.....6:30 PM — PACE
14.....6:30 PM — SASI
19.....6:30 PM — AFP
28.....6:30 PM — Regular Monthly Board Meeting

July 2018
4.....MPS Central Sevices Closed
26.....6:30 PM — Regular Monthly Board Meeting

August 2018
9.....6:30 PM — SASI
16.....6:30 PM — PACE
21.....6:30 PM — AFP
30.....6:30 PM — Regular Monthly Board Meeting

September 2018
3.....MPS Central Sevices Closed
11.....6:30 PM — PACE
13.....6:30 PM — SASI
18.....6:30 PM — AFP
27.....6:30 PM — Regular Monthly Board Meeting
October 2018
8.....Columbus Day
9.....6:30 PM — PACE
11.....6:30 PM — SASI
16.....6:30 PM — AFP
25.....6:30 PM — Regular Monthly Board Meeting, with consideration of, and possible action on, recommended amendments to the adopted budget for FY19
November 2018
8.....6:30 PM — SASI
13.....6:30 PM — PACE
20.....6:30 PM — AFP
29.....6:30 PM — Regular Monthly Board Meeting
December 2018
4.....6:30 PM — PACE
6.....6:30 PM — SASI
11.....6:30 PM — AFP
20.....6:30 PM — Regular Monthly Board Meeting
January 2019
8.....6:30 PM — PACE
10.....6:30 PM — SASI
15.....6:30 PM — AFP
24.....6:30 PM — Regular Monthly Board Meeting
February 2019
12.....6:30 PM — PACE
14.....6:30 PM — SASI
21.....6:30 PM — AFP
28.....6:30 PM — Regular Monthly Board Meeting
March 2019
12.....6:30 PM — PACE
14.....6:30 PM — SASI
19.....6:30 PM — AFP
28.....6:30 PM — Regular Monthly Board Meeting
April 2019
25.....6:30 PM — Regular Monthly Board Meeting
30.....6:30 PM — Annual Organizational Meeting

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NEW BUSINESS
for Referral to Committee

(Item 1) Action on a Request to Revise Administrative Policy and Procedure 7.07, Physical Education

This item was referred to the Committee on Legislation, Rules and Policies.

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(Item 2) Action on a Request to Approve the Proposed Revisions to Administrative Policies 8.01, Student Nondiscrimination; 8.02, Student Anti-Sexual Harassment; 8.23, Weapons in the Schools (and Criminal Offenses); 8.27, Student Complaints & Grievances; 8.28, Student Discipline; 8.32, Student Expulsion; and Administrative Procedures 8.01, Student Nondiscrimination; 8.02 Student Anti-Sexual Harassment; 8.28, Student Discipline, to Comply with the U.S. Department of Education Office for Civil Rights (OCR) Compliance Review

This item was referred to the Committee on Legislation, Rules and Policies.

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(Item 3) Action on a Request to Move Administrative Policy 8.39 Student Awards and Scholarships to Chapter 7: Instruction

This item was referred to the Committee on Legislation, Rules and Policies.

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(Item 4) Action on Proposed Revisions to Administrative Policy 7.37, Graduation Requirements

This item was referred to the Committee on Legislation, Rules and Policies.

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COMMUNICATIONS

No communications were presented for referral to committee.

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RESOLUTIONS

Resolution 1819R-001

By Director Woodward

WHEREAS, Wis. Stat., §119.08, directs, in part, that:

- a school board in a City of the First Class, such as Milwaukee, "…shall consist of one member elected at-large and eight members elected from numbered election districts determined by the board…";
- "[a] person elected to represent a district shall reside within the boundaries of the district…"; and
- "[t]he electors of each election district shall elect one member residing within the election district to represent the election district. The at-large member shall be elected by the electors of the city…"; and

WHEREAS, The statutory language helps to ensure that the specific needs and concerns of the individual public schools and constituents within the eight numbered districts will be addressed by the respective representatives who are elected to serve them; and

WHEREAS, Board Rule 3.01, Code of Ethics — Board of School Directors, states, "Board members will act cooperatively, bearing in mind the best interests of the people in the jurisdiction of MPS and of the students whom the Board serves"; and

WHEREAS, The representatives elected to serve each of the eight numbered districts are familiar with the needs and concerns of the individual public schools and constituents in their respective districts; and

WHEREAS, Board members are directly accountable to the schools and constituents in the districts in which they were elected; and

WHEREAS, Having been elected to serve a specific area or district, it is the responsibility of a board member to know what is occurring in his or her schools, to build relationships with constituents, and to develop strategies that address issues within his or her respective area or district; and

WHEREAS, In the event that a board member temporarily is unable to fulfill the duties of his or her office, the city-wide member may serve in that member's stead; and

WHEREAS, When one school board member attempts on his or her own to address issues that are specific to schools, parents, students, or citizens of another member's district, it can blur the lines of accountability, weaken relationships that the actual elected representative of the district has worked hard to build, and cause confusion; and

WHEREAS, When one school board member pursues resolution of issues regarding another member's district, it can create conflicts with processes that the elected representative of the district in question may have set into motion to resolve issues and to promote the interests of the people who have elected him or her; now, therefore, be it

RESOLVED, That all members of the Milwaukee Board of School Directors shall follow the Code of Ethics and be respectful of those who have been elected to represent their respective districts on the Board; and be it

FURTHER RESOLVED, That, when a member of the Board is made aware of an issue that has arisen in another member's district, rather than attempting to address that issue him- or herself, the member shall make the director of the district in question aware of the issue; and be it

FURTHER RESOLVED, That being respectful of each other's responsibilities shall not preclude one board member from being able to offer advice or assistance, if appropriate, to another board member in resolving any issue.

This item was referred to the Committee on Legislation, Rules and Policies

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Resolution 1819R-002

By Director Harris

WHEREAS, The Milwaukee Board of School Directors has declared in its mission that it has the responsibility to educate all students for responsible citizenship; and

WHEREAS, The Wisconsin Model Academic Standards for Social Studies charge schools within the state with helping students "learn about political science and acquire the knowledge of political systems necessary for developing individual civic responsibility by studying the history and contemporary uses of power, authority, and governance"; and

WHEREAS, Administrative Policy 7.37, Graduation Requirements, outlines citizenship coursework and a passing score on the district's civics test as requirements for graduation; and

WHEREAS, Students become more effective problem solvers when they know how local, state, and national governments function; and

WHEREAS, The Milwaukee Board of School Directors is responsible for governing the Milwaukee Public Schools including fiduciary responsibility of a more than $1 billion annual budget; and

WHEREAS, The Board serves as trustees for the people of the City of Milwaukee and is the only official agency in the organization with the legal responsibility for the conduct of the public schools; and

WHEREAS, Board Governances Policy 2.03, Board Powers and Duties, outlines that the Board:

- has civic responsibility as the controlling body of a basic service essential to the life of the community;
- has social responsibility toward all the people who look to the school as the center of growth and development for young and old alike;
- has economic responsibility, as there is a direct relationship between good schools and the standard of living; and
- has moral and ethical responsibility to discharge its functions completely and impartially in the interests of accomplishing the greatest good for the greatest number as all times; and

WHEREAS, Board members are considered state officers with school-district jurisdiction over the execution of the state's school laws; and

WHEREAS, The Milwaukee Board of School Directors is directly accountable to the constituents of the City of Milwaukee and to the students and families of the Milwaukee Public Schools; and

WHEREAS, It is important for students and community members to understand the role of the Milwaukee Board of School Directors and engage in the process of the governance of the school district; now, therefore, be it

RESOLVED, That the Board direct the Administration to develop a lesson to teach students about locally governed bodies, including the Milwaukee Board of School Directors; and, be it

FURTHER RESOLVED, That the lesson include information about how the various forms of civic action at the local level — including running for school board, voting, and giving testimony at the Board's hearings — contribute to the well-being of the community; and, be it

FURTHER RESOLVED, That the lesson shall teach students how families, schools, and other groups develop, enforce, and change rules of behavior as they relate to the governance of the school district; and, be it

FURTHER RESOLVED, That the new lesson be implemented district-wide through incorporation in the social studies curriculum beginning with the 2018-19 school year.

This item was referred to the Committee on Student Achievement and School Innovation.

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Before the conclusion of the meeting, the Chair asked that copies of Board Rule 3.02, Code of Conduct — Board of School Directors, be distributed to all board members. The Code of Conduct outlines expectations for responsible behavior of board members and sets forth a common basis for staff relations and conduct in meetings.

The Board adjourned at 7:35 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 3, 2018

Special meeting of the Board of School Directors called to order by President Sain at 5:33 PM.

Present — Directors Báez, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Excused — Director Bonds — 1.

The Board Clerk read the following call of the meeting:

April 27, 2018

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Mark Sain, a special meeting of the Board of School Directors will be held at 5:30 p.m. on Thursday, May 3, 2018, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering the terms of the employment agreement with the current Superintendent of Schools related to the resignation of the position, effective July 6, 2018.

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

The Board may reconvene in open session to take action on matters considered in executive session. Otherwise, the Board will adjourn from executive session.

JACQUELINE M. MANN, Ph.D.
BOARD CLERK

Director Voss moved to retire to Executive Session. The motion passed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — 0.

The retired to Executive Session at 5:40 PM.

The Board adjourned from Executive Session at 6:19 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 15, 2018

Special meeting of the Board of School Directors called to order by President Sain at 5:36 PM.

Present — Directors Báez, Bonds (arrived 5:38 PM.), Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Absent — None.

The Board Clerk read the following call of the meeting:

May 11, 2018

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

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

Special Board Meeting
5:30 p.m., Tuesday, May 15, 2018

1. Action on a Long-term Disability Plan as an Employee Voluntary Option as of July 1, 2018
2. Action on Reports of the Independent Hearing Officers of the Milwaukee Board of School Directors (Student Expulsions)
3. Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved
4. Consideration of and Possible Action on the Terms of the Employment Agreement with the Current Superintendent of Schools related to the Resignation of the Position, Effective July 6, 2018

In regard to item 2, above, the Board may retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(f), for the purpose of considering disciplinary data of specific persons.

In regard to items 3 and 4, above, the Board may retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(g), to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

In regard to item 4, above, the Board may retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(c), which allows a governmental body to retire to executive session for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

In regard to item 4, above, the Board may retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(e), which allows a governing body to go into closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.

JACQUELINE M. MANN, Ph.D.
Board Clerk

(Item 1) Action on a Long-Term Disability Plan as an Employee Voluntary Option as of July 1, 2018

Background

At its meeting on June 30, 2016, the Milwaukee Board of School Directors approved a contract with The Standard, which included board-paid long-term disability (LTD) insurance. This policy included two

plans: a 90-day benefit waiting plan for the Superintendent, cabinet, and administrators, and a 180-day benefit waiting plan for all other employees.

At its meeting on April 19, 2018, the Milwaukee Board of School Directors approved the Administration's recommendation to terminate MPS's paid long-term disability plan and offer long-term disability as a voluntary employee option.

The Administration is now proposing to terminate the board-paid long-term disability plan as of June 30, 2018, instead of December 31, 2018, and proposes the following voluntary employee-paid plans, to be effective July 1, 2018:

- The Superintendent/Cabinet/Administrator LTD plan (90-day Elimination Period):
  - Option 1: Offer the current plan's design with a composite rate of $0.95 per $100, with a 66 2/3% benefit, a lifetime benefit, and cost-of-living adjustment (COLA).
  - Option 2: Offer a lower-cost option with a 60% benefit, a maximum five-year benefit period, without COLA, with a composite rate of $0.363 per $100.
- The All Other Employees LTD plan, not covered above (180-day Elimination Period):
  - Option 1: Offer current plan's design with a composite rate of $1.098 per $100, with a 66 2/3% benefit, a lifetime benefit, and COLA.
  - Option 2: Offer a lower-cost option with a 60% benefit, a maximum five-year benefit period, without COLA with a composite rate of $0.358 per $100.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06, Fiscal Accounting and Reporting

Fiscal Impact Statement

This item provides an estimated savings of $1,000,000 for the six-month period July 1, 2018-December 31, 2018.

Implementation and Assessment Plan

Upon approval by the Board, the Office of Human Resources will implement the changes to the long-term disability plans effective July 1, 2018.

Administration's Recommendation

The Administration recommends that the Board approve the termination of the board-paid long-term disability plan as of June 30, 2018, and the adoption of the employee-paid long-term disability plans with The Standard.

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

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, and President Sain — 8.
Noes — None.
Temporarily Absent — Director Woodward — 1.

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(Item 2) Action on Reports of the Independent Hearing Officers of the Milwaukee Board of School Directors (Student Expulsions)

Background

As more than 30 days will have passed between the regular April and the regular May meetings of the Milwaukee Board of School Directors, the 15 reports of the Independent Hearing Officers of the Board of School Directors for the following dates and times have been provided under separate cover for the Board's consideration and determination:

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.33, Student Expulsion: Independent Hearing Officer

Administration's Recommendation

The Administration recommends that the Board accept the 15 reports of the Independent Hearing Officers of the Milwaukee Board of School Directors of April 19, 23 25, 26, 27, 30, and May 1, 2018.

Director Miller moved to accept the reports of the Independent Hearing Officers of April 19, 23 25, 26, 27, 30, and May 1, 2018. The motion passed, the vote being as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, and President Sain — 8.
Noes — None.
Temporarily Absent — Director Woodward — 1.

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Before introducing the next items of business, the Board Clerk advised the Board that the next two items may require the Board to retire to executive session. The Chair suggested that, if there was no objection from the Board, the Board Clerk introduce both items, after which the Chair would accept a motion to retire to executive session to consider both items.

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

Background

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy 2.01, General Governance Commitment

Recommendation

The Office of Board Governance recommends that the Board determine what action it wishes to take with regard to this matter.

* * * * *

(Item 4) Consideration of and Possible Action on the Terms of the Employment Agreement with the Current Superintendent of Schools related to the Resignation of the Position, Effective July 6, 2018

Background

At the request of President Mark Sain, the Board will consider the terms of the employment agreement with the current Superintendent of Schools related to the resignation of the position, effective July 6, 2018.

The Board may retire to executive session pursuant to:

- Wisconsin Statutes, Section 19.85(1)(c), which allows a governmental body to retire to executive session for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility;
- Wisconsin Statutes, Section 19.85(1)(e), which allows a governing body to go into closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session; and
- Wisconsin Statutes, Section 19.85(1)(g), to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The Board may reconvene in open session to take action on matters considered in executive session. Otherwise, the Board will adjourn from executive session.

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 2.02, Superintendent — Recruitment and Appointment

Recommendation

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

The Board Clerk having introduced Items 3 and 4, Director Báez moved to retire to Executive Session pursuant to Wisconsin Statutes, Section 19.85(1)(c); Wisconsin Statutes, Section 19.85(1)(e); and Wisconsin Statutes, Section 19.85(1)(g). The motion passed, the vote being as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Noes — None.

The Board retired to Executive Session at 5:54 PM.

The Board adjourned from Executive Session at 6:46 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 17, 2018

Special meeting of the Board of School Directors called to order by President Sain at 5:42 PM.

Present — Directors Báez, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Absent and Excused — Director Bonds — 1.

The Board Clerk read the following call of the meeting:

May 16, 2018

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

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

Special Board Meeting
5:30 p.m., Thursday, May 17, 2018

Consideration of, and Possible Action on, the Terms and Date of Separation of the Current Superintendent of Schools related to the Resignation of the Position

In regard to item 1, above, the Board may retire to executive session pursuant to:

- Wisconsin Statutes, Section 19.85(1)(c), which allows a governmental body to retire to executive session for the purpose of considering employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility;
- Wisconsin Statutes, Section 19.85(1)(e), which allows a governing body to go into closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session; and
- Wisconsin Statutes, Section 19.85(1)(g), to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The Board may reconvene in open session to take action on matters discussed in closed session; otherwise, the Board will adjourn from executive session.

JACQUELINE M. MANN, Ph.D.
Board Clerk

Director Miller moved to retire to Executive Session, pursuant to Wisconsin Statutes, Section 19.85(1)(c); Wisconsin Statutes, Section 19.85(1)(e); and Wisconsin Statutes, Section 19.85(1)(g). The motion passed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — None.

The Board retired to Executive Session at 5:51 PM.

Director Harris was absent from 6:12 to 6:17 PM.

The Board reconvened in open session at 6:22 PM.

Director Miller moved to approve May 20, 2018, as the date of separation with Dr. Darienne Driver, with compensation and benefits as outlined in her employment agreement. The motion passed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Voss, and President Sain — 6.
Noes — Director Phillips — 1.
Temporarily Absent — Director Woodward — 1.

President Sain directed the Office of Board Governance to ensure that Dr. Driver receive the Excellence in Education Award and a piece of student artwork as a token of the Board's appreciation for her service to Milwaukee Public Schools.

The Board adjourned at 6:26 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 17, 2018

Special meeting of the Board of School Directors called to order by President Sain at 6:34 PM.

Present — Directors Báez, Bonds (arrived 6:58 PM), Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Absent — None.

The Board Clerk read the following call of the meeting:

May 10, 2018

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

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

Special Board Meeting — Statutory Public Hearing
6:30 p.m., Thursday, May 17, 2018

1. Statutory Public Hearing on the Proposed Fiscal Year 2019 School Operations, Construction, and Extension Fund Budgets

This item is being presented pursuant to the provisions of Section 119.16(8)(a), Wisconsin Statutes. The Board may take action on the proposed FY2019 budget at its tentatively scheduled meetings on May 29, 2018, and May 31, 2018.

JACQUELINE M. MANN, Ph.D.
Board Clerk

The Board gave hearing on the Proposed Fiscal Year 2019 School Operations, Construction, and Extension Fund Budgets.

The Board adjourned at 7:24 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 24, 2018

Special meeting of the Board of School Directors called to order by President Sain at 5:33 PM.

Present — Directors Báez, Bonds (arrived 5:36 PM), Falk, Harris, Miller, Phillips (arrived 5:39 PM), Woodward, and President Sain — 8.
Absent and Excused — Director Voss — 1.

The Board Clerk read the following call of the meeting:

May 22, 2018

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

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

Special Board Meeting
5:30 p.m., Thursday, May 24, 2018

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

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

The Board may reconvene in open session to take action on matters discussed in closed session; otherwise, the Board will adjourn from executive session.

JACQUELINE M. MANN, Ph.D.
Board Clerk

Director Bonds moved to retire to Executive Session. The motion passed, the vote being as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Woodward, and President Sain — 9.
Noes — None.

The Board retired to Executive Session at 5:40 PM.

The Board adjourned from Executive Session at 5:58 PM

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 29, 2018

Special meeting of the Board of School Directors called to order by President Sain at 6:34 PM.

Present — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Excused — None.

The Board Clerk read the following call of the meeting:

May 24, 2018

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

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

Special Board Meeting
6:30 p.m, Tuesday, May 29, 2018

1. Action on a Request to Suspend Board Rule 1.10 in Order to Take up Immediate Consideration of Proposed Revisions to Administrative Policy 6.37, Limited-Term Employment Positions; Administrative Policy 6.23, Recruitment and Hiring: Staff; and Administrative Procedure 6.23(6), Filling Limited-Term Employment Positions
2. Work Session and Action on Amendments to the MPS Proposed 2018-19 Budget
3. Action on the Superintendent's Proposed 2018-19 Budget, Including the Budgets for the School Operations, Construction, and Extension Funds

Notice of Public Hearing

In regard to Item 1, above, the Board will take a vote to suspend Board Rule 1.09(2) in order to accept public testimony. This applies only to item 1 — testimony will not be taken on any other items on this agenda.

JACQUELINE M. MANN, Ph.D.
Board Clerk

Director Bonds moved to suspend Board Rule 1.10 to allow for immediate consideration of the proposed revisions to Administrative Policies 6.37 and 6.23 and Administrative Procedure 6.23, and pursuant to Board Rule3 1.09(2), to receive public testimony prior to taking action on this item.

The motion passed, the vote being as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Noes — None.

(Item 1) Action on a Request to Suspend Board Rule 1.10 in Order to Take up Immediate Consideration of Proposed Revisions to Administrative Policy 6.37, Limited-Term Employment Positions; Administrative Policy 6.23, Recruitment and Hiring: Staff; and Administrative Procedure 6.23(6), Filling Limited-Term Employment Positions

Background

At its June 2017 regular meeting, the Board referred Resolution 1718R-002, regarding limited-term employees (LTEs), to the Committee on Legislation, Rules and Policies.

In August 2017, the Board took action to adopt the resolution, which directed revisions to Administrative Policy 6.37, Limited-Term Employment Positions.

The Administration and Office of Accountability and Efficiency have collaborated to make adjustments to Administrative Policy 6.37 consistent with the Board's action.

Additional changes have been made to reflect current practice in the use of LTEs and to achieve greater efficiencies as to the manner in which they are brought before the Milwaukee Board of School Directors for approval.

For consistency of language and alignment purposes, revisions to Administrative Policy 6.23, Recruitment and Hiring: Staff, and Administrative Procedure 6.23(6), Filling Limited-Term Employment Positions, are also necessary.

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.

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish the necessary revisions.

Recommendation

The Administration recommends that the Board suspend Board Rule 1.10 and approve the proposed revisions to Administrative Policy 6.37, Limited-Term Employees; Administrative Policy 6.23, Recruitment and Hiring: Staff; and Administrative Procedure 6.23(6), Filling Limited-Term Employment Positions, as provided below:

ADMINISTRATIVE POLICY 6.37
Limited-Term Employment Positions

The Superintendent, Office of Board Governance, and ~~Office of the Chief Accountability and Efficiency Officer~~ management of the Office of Accountability and Efficiency are authorized to use limited-term employment ("LTE") positions on a temporary basis to fill short-term areas of need, subject to the conditions set forth below.

(1) The purpose of using LTE positions is to fill short-term areas of need. It is employment that cannot become permanent ~~and generally does not exceed one year~~. Examples of types of situations in which LTE employment would be appropriate include filling in for an employee who is on a long-term leave of absence; pending the recruitment of a new hire for a permanent position; performance of work on a limited-term grant or project; or supplementing the workforce during times of peak workloads or retirements, including the use of retirees to train new hires.

(2) LTE positions are eligible only for statutory fringe benefits (e.g., employer contributions to Social Security, workers' compensation, and possibly unemployment compensation and state or city pension). Individuals in LTE positions are not paid for vacation, sick leave, or holidays (unless asked to work), tuition reimbursement, or any other non-statutory fringe benefit.

Fringe-benefit rates specific to these positions will be used to charge the area that has the established budget authority for the position.

(3) Requirements that must be met to fill LTE positions include the following:

a. will require budget authority as confirmed by the Office of Finance;

b. will follow the fundamental hiring and selection process as established by the Office of Human Resources as the final hiring authority;

c. will follow Administrative Procedure 6.23 in the screening of applications to hire a limited-term employee that is followed by an abbreviated interview process as determined by the Office of Human Resources;

d. will be subject to the same pre-employment requirements as regular employees (e.g., pre-placement physicals, criminal information background screen);

e. can be used for a classified or certificated position and shall not be subject to residency requirements;

f. will follow Administration Policy 6.04, Employee Code of Ethics, and specifically not permit the hiring or supervision of immediate family (nepotism);

g. will require a signed limited-term employment contract that outlines the length and specifics of the LTE assignment;

h. will be required to follow applicable Administrative Policies of the Milwaukee Public Schools, including, but not limited to, the following:

- 6.03, Anti-Sexual Harassment
- 6.04, Employee Code of Ethics
- 6.05, Code of Ethics
- 6.06, Gifts and Solicitations
- 6.07, Employee Rules of Conduct
- 6.08, Health and Safety
- 6.09, Human Immunodeficiency Virus (HIV) Infection
- 6.11, Tobacco Products Use on Board Property
- 6.12, Drug-Free Workplace
- 6.13, Drug and Alcohol Testing
- 6.15, Criminal Background Screening6.32, Pepper Spray: Use of
- 6.34, Staff Acceptable Use Policy (AUP)
- 6.35, Whistleblower Protections
- 6.36, Student Non-Fraternization Policy.

(4) The appointment of an individual in an LTE position to a permanent position must be brought to the Board for approval.

(5) LTE contracts must be brought to the Board for review within 60 days of the commencement of services, and continued LTE employment beyond the initial 60-day period is contingent upon the Board's approval. Any ~~extension of~~ LTE contract for services from an individual in an LTE for one (1) year or longer must be justified and brought to the Board for approval.

(6) The LTE assignment shall be cost-effective and mindful of any potential conflict of interest involving the individual in the LTE position and the Milwaukee Public Schools.

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

(8) An LTE's active-pay status shall be inactivated after 30 calendar days subsequent to the completion of the payroll activity corresponding to his/her LTE contract's end date.

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ADMINISTRATIVE POLICY 6.23
Recruitment and Hiring: Staff

The Board, through its employment policies, shall attempt to attract, secure, and hold the most highly-qualified personnel for all positions. The superintendent shall develop a recruitment and selection program, subject to the Board's approval, that is based upon the diverse characteristics of the school system and the Board's mission and goals.

(1) Certificated Staff (Including Non-represented Staff)

(a) The superintendent shall have the sole right of nomination for employment and promotion of certificated personnel, and the appointment of any nominated candidates shall be effected only with the approval of the Board. In the case of rejection, the Board may request another nomination.

(b) The effective date of appointment of certificated personnel shall be fixed by the Board, and no appointment shall be antedated more than 60 days.

(2) Certificated Staff (Early Childhood)

Priority should be given in hiring for two years, beginning in 1996; thereafter only teachers certified in early childhood to teach in kindergarten through the third grade shall be hired.

(3) Classified Staff (Including Non-Represented Staff)

(a) All appointments at whatever level of operation shall be brought to the attention of the Board.

(b) The superintendent shall see that persons nominated for employment are selected from appropriate civil service lists, when required, and meet qualifications established for the type of position for which the nomination is made.

(4) Limited-Term Employment (LTE) Positions

(a) All LTE (limited-term employment) contracts for LTE positions at any level of operation shall be reported to Board within 60 days of commencement of services.

(b) LTE positions must have the approval of the Superintendent, the ~~Chief Accountability and Efficiency Officer (CAEO)~~ management of the Office of Accountability and Efficiency, or the Director of the Office of Board Governance (OBG), and the funding source must be confirmed by the Office of Finance before any LTE contract that exceeds 60 days may be brought forth for approval by the Board.

(c) No LTE contract shall be for a period of one year or more without the Board's advance approval of the extension.

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ADMINISTRATIVE PROCEDURE 6.23(6)
Filling Limited-term Positions

(a) General

When a need becomes apparent for a limited-term employment position because a position is vacant, either permanently or through long-term absence, or there is an imminent need to supplement the workforce due to peak workloads, grants requirement, or short-term projects; the Superintendent, the Director of the Office of Board Governance (OBG), or the ~~Chief Accountability and Efficiency Officer (CAEO)~~ management of the Office of Accountability and Efficiency (OAE) may authorize the use of a limited-term employment position(s) for their respective areas of responsibility.

(b) Authority of the Superintendent, Director of the Office Of Board Governance (OBG), and ~~The Chief Accountability And Efficiency Officer~~ Management of the Office of Accountability and Efficiency (OAE)

1. The Superintendent, the Director of the Office of Board Governance, or the ~~Chief Accountability and Efficiency Officer~~ management of the Office of Accountability and Efficiency will maintain the final authority for recommendation to the Board for their respective areas of responsibility.

2. Every reasonable effort will be made to fill the limited-term employment (LTE) position within 30 days of the written notification to the Office of Human Resources (OHR) of need or occurrence of the vacancy; however, the Superintendent, OBG, ~~and the CAEO~~ OAE will have the authority to assign or recommend for placement in an LTE position an individual to fill an LTE position in lieu of and/or while advertising the vacancy, for any of the following reasons:

a. best interest of the district
b. organizational needs
c. specialized requirements of the position
d. urgency of the need to temporarily fill the vacancy with an LTE position or to complete the project
e. limited availability of candidates with specialized skills sets.

3. Most LTE positions will be filled through the abbreviated interview process described as follows.

(c) Advertising Limited-term-Employment Positions to Temporarily Fill Vacancies

1. OHR will advertise or cause to be advertised those LTE positions that will be filled through the interview process. A focus on diversity among qualified candidates will be a continuous goal in all advertising. Because of the immediacy of the need to fill these positions, advertisements for LTE positions will be primarily placed on the MPS portal, Civil Service, and WECAN online sites, as appropriate, or other online employment sites that can be immediately accessed. This list is not intended, however, to be an exhaustive list as other professional periodicals, online sites, and

organizations may be contacted should OHR determine it is necessary to locate viable candidates for the LTE position.

2. A minimum of three sources will be contacted for the purpose of advertising the LTE position.

3. OHR will have the discretion to extend the posting period or to reopen the application process if it is determined that such action is necessary to ensure an adequate, representative number of qualified applicants, consistent with the Board's policy on equal employment opportunities.

4. OHR will notify the sponsoring Office, Chief, or Director (as applicable) should it appear that the posting will exceed 30 days.

(d) Submission of Applications

Any individual interested in being considered for an advertised vacancy of an LTE position must complete and submit an official MPS online application along with any other information, as determined by OHR, which will establish the individual's eligibility as a qualified candidate for the specifically advertised LTE position. Applications submitted after the published deadline will not be considered. At the conclusion of a selection process, the applications of unsuccessful candidates will be archived. A separate application must be submitted for each LTE vacancy.

(e) Screening of Applications

1. The Staffing Services Unit of OHR will conduct the initial screening for both certificated and classified positions to determine if the applicants have produced evidence of their qualification (eligibility) for the LTE position.

2. OHR will also verify the professional training certifications and official transcripts (should they be required) from the issuing institutions.

3. OHR shall conduct the criminal information background check. The office requesting the LTE position shall perform the reference checks for the finalists as guided by OHR.

(f) Abbreviated Interview Process

The LTE position will be filled through an abbreviated interview process that will proceed as follows.

1. OHR shall work with the requesting office, department, or unit to convene an interview panel that will consist of a minimum of three people, two of whom will be from the office or department or unit requesting the LTE position. The third panel member shall be from another office or department. That panel may include the immediate supervisor for the position and one representative from another office or department outside of the immediate unit or office. OHR shall monitor the interview process.

2. Each interview panel shall receive training by a representative from OHR-Staffing Services in proper interview techniques. A Staffing Services representative shall oversee such training and ensure that the interview process is conducted in a fair and valid manner consistent with generally accepted human-resources practices.

3. The interview panel shall recommend two finalists (no rank order) for reference checks and forwarding to the chief or director of the office or department.

4. Upon receiving the recommendations from the interview panel, the chief or director may:

a. conduct a second round of interviews with the two finalists and make a recommendation for the position;

b. select one of the two finalists recommended by the panel and make recommendation to the Superintendent, OBG, or ~~CAEO~~ OAE of selection;

c. reject both finalists recommended by the interview panel;

d. assure that reference checks and criminal background check of the finalist have been conducted before referring to the Superintendent, OBG, or ~~CAEO~~ OAE; and/or

e. authorize OHR to commence another search.

5. OHR will be notified of the recommended candidate for the LTE position and extend the limited-term employment contract that will include compensation as approved by OHR and will be conditioned upon successful completion of a criminal information background check and physical.

6. OHR will be responsible for reporting LTE contracts to the Board for:

a. notification of LTE contracts to the Board within 60 days of the start of LTE services; and

b. seeking the Board's approval of any LTE contract for a period in excess of 60 days if such contract exceeds 60 days.

Director Bonds moved to approve the recommended revisions to the policies and procedure. The motion passed, the vote being as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Noes — 0.

* * * * *

(Item 2) Work Session and Action on Amendments to the MPS Proposed 2018-19 Budget

Background

Proposed amendments to the Superintendent's proposed FY19 budget have been provided under separate cover for the Board's consideration and action.

Additional amendments may be presented at the time of the Board's meeting.

As this is a work session, no public testimony will be taken on this item.

Consideration of and Action on Budget Amendments

The Board Clerk read the first amendment for consideration:

> Amendment #7, by Director Miller, to create a pool of 75 full-time substitute teachers to be called "substitute teachers on special assignment." The Committee on Strategic Planning and Budget recommends that the Board approve Amendment #7 by Director Miller to create a pool of 75 full-time substitute teachers.

Director Miller moved to approve budget amendment #7. The motion passed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — Director Bonds — 1.

The Board Clerk read the next amendment for consideration:

> Amendment #8, by Director Woodward, to reallocate the funding for the community schools' expansion and use it for class-size reduction at the two schools identified for the expansion. The recommendation is that the Board determine how it wishes to proceed with this item.

Director Falk moved to approve amendment #8. The motion failed, the vote being as follows:

Ayes — Director Woodward – 1
Noes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, and President Sain — 8.

The Board Clerk read the next amendment for consideration:

> Amendment #9, by Director Phillips, to accelerate the "Road to 15." The recommendation is that the Board determine how it wishes to proceed with this item.

Director Phillips moved to approve budget amendment #9. The motion passed, the vote being as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Noes — 0.

* * * * *

(Item 3) Action on the Proposed 2018-19 Budget, Including the Budgets for the School Operations, Construction, and Extension Funds

Background

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

SCHOOL OPERATIONS FUND

RESOLVED, That, pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of $991,407,124 will be required for the operation of the Milwaukee Public Schools, for the repair and keeping in order of school buildings and equipment, and the making of material improvements to school property during the 2019 Fiscal Year. In addition, pursuant to action taken by the Board of School Directors at its regular meeting on September 22, 2011, the Board of School Directors is required to advise the Common Council that *[AMOUNT TO BE DETERMINED]* will be required for the operation of the Milwaukee Parental Choice Program; and that *$[AMOUNT TO BE DETERMINED]* will be required for the operations of the Milwaukee Public Schools and that a total of *$[AMOUNT TO BE DETERMINED]* thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2019, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

CONSTRUCTION FUND

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of $2,387,203 will be required for the 2019 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, $1,261,274 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2019, said amount to be in addition to the money received from other miscellaneous sources.

EXTENSION FUND

RESOLVED, That, pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that the amount of $27,483,590 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2019 Fiscal Year, and that $20,000,000 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2019, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement:

The proposed 2018-19 budget reflects an overall reduction in spending of 10.9 million, or 0.9% from the 2017-18 budget. Projected revenues in the general operations budget are virtually unchanged at a 0.2% decrease over 2017-18.

The total proposed budget — which includes grant funding and funding for Milwaukee Recreation — is $1,173,324,713, down from $1,184,236,760 in 2017-18.

Implementation and Assessment Plan

Upon the Board's adoption of these preliminary budgetary resolutions, the Board Clerk will certify the Board's action to the City Clerk. In October 2018, however, once the District has received final information regarding federal and state aids, revised budgetary resolutions will be brought to the Board for its consideration and adoption. The Board Clerk will then certify that action to the City Clerk for purposes of the tax levy.

Recommendation

The Administration is recommending that the Board approve the budget resolutions presented in this item (pending any adjustments necessitated by additional amendments to the proposed budget to be presented at the time of the Board's meeting).

Director Bonds moved approval of the 2018-19 budget, inclusive of the budget resolutions presented.

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Noes — 0.

The Board adjourned at 7:41 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 31, 2018

Regular meeting of the Board of School Directors called to order by Vice-President Miller at 6:39 PM.

Present — Directors Báez, Falk, Harris (arrived 6:40 PM), Phillips, Woodward, and Vice-President Miller — 6.
Absent and Excused — Directors Bonds, Voss, and President Sain — 3.

Vice-President Miller asked for a moment of silence to commemorate the passing of the following members of the MPS family:

- Gevonnie Frazier, a ninth-grade student at Transition High school, who passed away on May 13, 2018;
- Dennis King; a ninth-grade student at James Madison High School, who passed away on May 20, 2018;
- James Shawlin, a retired teacher from Bay View High School, who passed away on April 8, 2018;
- Bruce Bamberg, a retired teacher from Rufus King and James Madison High Schools, who passed away on April 18, 2018;
- Ronald Lunford, a retired paraprofessional from Morse Marshall, who passed away on April 19, 2018; and
- Valerie McKinney-Keys, a teacher at Thoreau School, who passed away on May 8, 2018.

AWARDS AND COMMENDATIONS

This evening, the Milwaukee Board of School Directors is pleased to honor the 2018 MPS Valedictorians and Salutatorians for their impressive academic accomplishments. The complete list of these outstanding students is as follows:

School	Valedictorian	Salutatorian
The Alliance School	Emmalyrical Whitlow	Justice Mulqueen
Assata High School	Jakya Chandler	Cornella Marks
Audubon High School	Sumaya Ahmed	Lucas Kidd
Bay View High School	Natalie Negron	Noah Halsey
Bradley Technology and Trade High School	Quangdat Nguyen	Diamond Day
Carmen High School — Northwest Campus	Bryan Morales Rodriguez	Michael Craft
Carmen High School — South Campus	Juan Alba	Kate Rodriguez Quezada Giovanni Claudio
Grandview High School	Essence Smith	Aldo Sanchez
Groppi High School	Gabrielle Mayes	Marquise Mays-Robinson
Hamilton High School	Diana Garcia Vidal	Italia Roman

School	Valedictorian	Salutatorian
King International High School	Lydia Anthony Mallory Bree Adelle Durrell Celeste Gunderson Olivia Plunkett Amy Wesolowski	Brendan OBrien
MacDowell Montessori School	Shondee Haralson	Serenity Robinson
MC^2 High School	Adam Alkhatib	Zachary Magnusson
Meir High School	Aubree Hansen	Angela Soto Isaiah Gordon
Madison Academic Campus	Pa Kou Moua	Kennyetta A Scott
Milwaukee High School of the Arts	Estelle Holleran	Kyen Ditzenberger
Milwaukee School of Languages	Vanisa Saycocie	Abdullah Masri
Milwaukee Marshall High School	Georgette Kouassi	Monet Thomas
North Division High School	Pryesha Harris	Alicia Swift
Nova High School	Carliona Strange	Marquon Green
NOVA Tech	Natia Davis	Nashana Davis
Obama SCTE	Bryan Adorno	Dionna Brown Trotter
Pulaski High School	Mular Say	Melissa Amador Servia
Reagan College Preparatory High School	Maggie Balistreri Juliana Gessner Corinne Kronschnabel Don Mai Ryan Oberdorf Malcolm Ramirez Emily Rasmussen Alyssandra Scaffidi Luke Stoerger Eva Szocik Harrison Tremarello Jack Zacher	
Riverside University High School	Jamie Covaleski Sirtaj Grewal	Salina Vang
Shalom High School	Julian Tolliver	Sentaces D. Townsend
South Division High School	Dawt Iang	Meng Thao
Transition High School	Nikya Wren	Danielle Cantrell
Vincent High School	Chelsie Vang	Larry Flowers
Washington High School of IT	Savonn Fairley	Abdul Ennin
Wisconsin Conservatory	Erinn Buckner	Terrance Robinson

* * * * *

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of April 2018 were approved as printed.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Superintendent of Schools' Monthly Report

Background

The Superintendent's Report is designed to provide the Milwaukee Board of School Directors and the MPS community with an update on current activities underway to support the District's goals of academic achievement; student, family and community engagement; and effective and efficient operations.

Events/Programs/Announcements

MPS Announces $25,000 in Fab Lab Grants for Two High Schools

Milwaukee Public Schools announced a $25,000 grant from the Wisconsin Economic Development Corporation (WEDC) to expand its fabrication laboratory (fab lab) program. Of the 63 districts that had applied, MPS is among the 22 districts that were selected to receive funds. Fab labs in MPS schools give students access to high-tech tools and processes that are in growing demand in the manufacturing industry.

A ceremony at Bay View High School formally announced the award and celebrated Fab Lab Day in Wisconsin. Dignitaries in attendance were Mark Hogan, WEDC Secretary and CEO, and Johannes Britz, Provost of the University of Wisconsin–Milwaukee.

Bay View High School and Obama School of Career & Technical Education (SCTE) both have a strong focus on science, technology, engineering, and math (STEM): high-tech, hands-on learning is an essential part of students' experiences. Existing fab labs in these schools are providing valuable training that will boost students' college and career options.

At Bay View High School, proposed use of the grant will allow acquisition of a laser engraver, 3D printer, and other equipment. At Obama SCTE, a new CNC plasma cutter and 3D printer are being considered to help students in manufacturing and robotics gain real-world experience by taking their ideas from design to production.

MPS Students Celebrate Cultures around The World

Milwaukee Public Schools students' are expanding their understanding and knowledge of global cultures and the ways in which relationships affect our world through a program of the United Nations Schools of International Learning (UNSIL). MPS elementary and middle-school students presented a special program at Miller Park to celebrate cultures and to identify the challenges facing countries around the world.

Classes had been working all year on their projects. Exhibits included photos, maps, and important facts about each country, as well as strengths and challenges and the role each country plays in its region or continent. Student performances included Hmong dancers, Latin-American-themed ballroom dancers, and an international fashion show.

The UNSIL's curriculum is currently implemented at thirteen Milwaukee Public Schools: Academy of Accelerated Learning, Bethune Academy, Burbank School, Garland School, Humboldt Park School, Milwaukee Academy of Chinese Language, Parkview School, Marvin E. Pratt School, Story School, Gilbert Stuart School, Victory Italian Immersion School, U.S. Grant School, and Zablocki School.

MPS Group Gets Standing Ovation in National Talent Show

After many weeks of practice and preparation, a group of 12 MPS students traveled to Washington, DC, to take part in the Turnaround Arts national talent show held at the John F. Kennedy Center for the Performing Arts. Their performance honoring Frederick Douglass drew cheers and a standing ovation from the audience.

The journey began in fall with the composition of an original musical piece. Ja'Rahn Leveston, a teacher from Roosevelt Middle School of the Arts, created and submitted his piece, called "200," in celebration of the 200th birthday of Frederick Douglass. The song is written in the style of the hit musical *Hamilton.* After the exciting news that the piece had been accepted into the talent show was announced, auditions were begun to select 12 students from the four MPS Turnaround Arts schools — Dr. Martin Luther King, Jr., African American Immersion School; Lancaster School; Roosevelt Middle School of the Arts; and Sherman Multicultural Arts.

In addition to the talent show at the Kennedy Center, students performed three times while in Washington — the first being flash-mob-style at the airport. The group also performed at Frederick Douglass's home and by request at the Bus Boys and Poets restaurant with other groups from the talent show.

Turnaround Arts, which was initiated by the Obama Administration, provides arts support in high-need schools. It offers innovative arts, dance, theater, and music programs; arts integration across subject areas; arts resources; musical instruments; and high-profile artist mentors. Turnaround Arts has improved attendance, math scores, and reading scores and has decreased suspensions across participating schools nationwide.

Milwaukee Recreation to Renovate 52 Playfields

The Milwaukee Public Schools' Department of Recreation and Community Services (Milwaukee Recreation) launched its initiative to renovate and modernize 52 playfields around the city. With the help of local organizations, the business community, and residents, the goal is to level the playing field and transform neighborhood playfields, many of which were built in the 1920s and 1930s and have not been refurbished since their inception.

In 2014, Milwaukee Recreation retained a consultant to conduct a review of the existing facilities and to provide a roadmap for improvements to the playfields spanning a 10-year timeframe. The result was the Milwaukee Outdoor Recreation Facilities Master Plan.

The plan rated 65 percent of the facilities as fair to poor and identified more than $25 million in needed improvements over a 10-year span; however, in addition to merely assessing the condition of each site, Milwaukee Recreation also analyzed the neighborhoods' and populations' characteristics surrounding each playfield and developed a priority list of projects that emphasized racial and economic equity.

The four playfields to undergo the first round of construction are Burnham playfield, Columbia playfield, Custer playfield, and Southgate playfield.

While each project will be designed to meet the needs and interests of the surrounding community, most of the work will include removal of asphal, installation of shade trees, walking areas, improved playground equipment, and basketball courts. Additional lighting, benches, shade structures, and trash receptacles will also be added to the sites, and several locations will include eco-friendly splash pads.

Milwaukee Recreation looks to break ground at Columbia, Custer, and Southgate this fall, with Burnham soon to follow in 2019. Milwaukee Recreation will also break ground on a new athletic stadium at Vincent High School, which will eventually join the two other multi-use stadiums — Custer and South — that were also built within the last few years. The new Vincent Stadium will provide student-athletes with the ideal venue within which to compete, as well as the opportunity to host WIAA tournaments for football, soccer, and track.

Updating each playfield is the immediate goal for Milwaukee Recreation, but the ultimate objective is to bring the community together through memorable recreational and educational experiences for people of all ages.

Collectively, MPS has already committed $11milion towards the improvement of play spaces and athletic facilities.

MPS STEM Fair Celebrates Science and Technology

The 11th annual MPS STEM Fair took place at Miller Park, with more than 500 students from 48 MPS schools participating. Over the years, the STEM Fair has transformed to include not only traditional science-fair projects, but also engineering-design projects that allow students to solve real-life problems. Participating in the STEM Fair allows students to show off the STEM knowledge that they have gained both in their schools and in their communities.

This year, the STEM Fair held a button-design contest to celebrate the Year of the Arts. During the fair, student participants wore the winning button, designed by 12th-grader Meng Thao from South Division High School.

More than 225 volunteers from the community attended the Fair to support students by judging, providing interactive STEM activities for students, and assisting with operations of the fair.

Awards/Recognition

Kirstyn Walker of MPS is Fulbright Awardee

Kirstyn Walker, a teacher at James Groppi High School, is the recipient of an English-teaching assistantship from the Fulbright U.S. Student Program. Kirstyn, who teaches 10th- and 11th-grade English at Groppi, will earn a master's degree in education policy this spring from Marquette University. Her assistantship will allow her to spend the upcoming academic year teaching English in Greece.

The Fulbright U.S. Student Program competition aims to increase mutual understanding among nations through educational and cultural exchange while serving as a catalyst for long-term leadership development.

The Fulbright Program is the flagship international educational exchange program sponsored by the U.S. government. Recipients of Fulbright grants are selected on the basis of academic or professional achievement, as well as demonstrated leadership potential in their fields. The program operates in more than 160 countries worldwide.

Riverside Robotigers Qualify for FIRST Robotics Championships In Detroit

The Riverside University High School Robotigers reached the finals of their regional competition. The group competed in La Crosse in early April, and their impressive win qualified them for the FIRST Robotics Championship in Detroit. The students who make up the Robotigers represent several MPS high schools. About half the team members are girls — an unusually high ratio in the robotics world. The students are the designers, fabricators, mechanics, and operators of their robots. With support from local businesses, teachers, alumni, and mentors, the students of Riverside Robotics have created a nationally competitive robot. This is the second consecutive year in which the Robotigers have made it to national championships.

MPS Students Honored for Women's History Essays

To honor Women's History Month, MPS students were invited to submit essays sharing the stories of Wisconsin's women. Winners, who received cash awards and certificates, were announced at the University of Wisconsin-Milwaukee Hefter Conference Center.

The contest is designed to shine a light on the lives of Wisconsin women who have often remained invisible. The purpose of the essays is to explore the public roles and private lives of women and to expand the historical record. The contest's rules encourage students to interview or communicate with their subjects, when possible, to uncover new information and acquire new perspectives.

The winners were:

High school

First Place .....Gepsaida Fernandez, Golda Meir High School
Second Place.....Quincy Noakes, Golda Meir High School
Third Place.....Jazlyn Molton, Golda Meir High School

Middle school

First Place .....Cloey Knapp, Fernwood Montessori School
Second Place.....Nicole Sarenac, Fernwood Montessori School

Third Place.....Awarded to students from Erin Sivek's class at the International Newcomer Center in the Milwaukee Academy of Chinese Language:
Aisha Ramzan Ali, Jamilah Abu Bakar, Saidah Dolah, Asma Osman, Moo Ah Tier, Putri Muhammad Ali, Tuwahidah Muhammad Ali, Nur Khadijah Abdul Gafur, and Suhur Hassen.

Students wrote about their mothers' incredible journeys to America and becoming Wisconsin women.

2017-18 Wisconsin Title I Schools of Recognition

These schools receive federal Title I funding to provide services to high numbers or high percentages of economically-disadvantaged families. Title I Schools of Recognition awards recognize the efforts of students, their families, teachers, school administrators, and school staff members to break the link between poverty and low academic achievement.

High-achieving & High-progress School	Whittier Elementary School
High-Achieving School.....	Whittier Elementary School
High-Progress Schools	Milwaukee College Preparatory School — 38th Street Milwaukee College Preparatory School — Lloyd Street Whittier Elementary School
Beating the Odds Schools	Academy of Accelerated Learning Honey Creek Continuous Progress School Rufus King International School Golda Meir School Milwaukee Spanish Immersion School Wedgewood Park International School

Celebrating Bilingual Education

The Wisconsin Association for Bilingual Education (WIABE) recognized 12 Milwaukee Public Schools teachers as 2018 WIABE Educators of the Year and honored two MPS students as writing-contest winners.

WIABE supports and encourages the implementation of educational policies and effective bilingual-bicultural programs that promote equal education opportunity and excellence for all language-minority students. The group promotes enrichment forms of bilingual education to ensure that language-minority students are successful academically and develop age-appropriate English proficiency, while at the same time maintaining a sense of pride in culture and diversity.

MPS educators recognized are:

Lisa Bence, Kagel Bilingual School
Eli Jorge, South Division High School
Luz Martinez, J.W. Riley Bilingual School
Magdiel Perez, La Causa Charter School
Shannon Reed, Lincoln Ave. Billingual School
Elizabeth Rivera, Hayes Bilingual School
Carlos Rodriguez, Escuela Vieau
Elizabeth Rodriguez, Wedgewood Park International
Maricarmen Rodriguez, Forest Home Ave. School

Annemarie Schaff, Kagel Bilingual School
Evelyn Velazquez, Greenfield Bilingual School
Carrie Yanko, Allen-Field Bilingual School.

Winners of the writing contest are:
Afnan Al Shargabi, a 7th-grader at Morgandale School
Kiara Serpa, a junior at South Division

MPS Students Recognized for Excellence in German-language Study

Middle- and high-school students from Milwaukee School of Languages (MSL) received recognition from the German Language and School Society (DSSV) for exemplary academic achievement. Students studying German took the American Association of Teachers of German's (AATG's) National German Exam and participated in the DSSV's writing contest. Thirty-eight students qualified for a variety of awards. MSL had more student winners than did any other participating school.

Six MSL students received major awards.

Greta Garcia Jalil-Melendez	Fritz & Maria Keller Memorial Award of $1,000
Anja Arnhold	Wilma Giese Award of $1,000
Martina Osterman	DSSV Award of $1,000
Emily Schwab	DSSV Award of $1,000
Alex Robinson	$250
Craig Robinson	$250

Additional students who earned recognition for their achievements were Catherine Charnon, Nick Charnon, Merce Fernandez, Raquel Fernandez, Henry Finch, Sam Gende, Angelina Hamburger, Serenity Heuangpathoumthong, Brianna Hoey, Ian Hunt, Mary Jane Juern, Brynne Kehoe, Iyonna Luttrell, Abdullah Masri, Brody Obermeier, Garrett Pfaff, Stephanie Piontkowski, Ian Rasmussen, Stella Richards, Isabella Rock, Katherine Roecklein, Hannah Rudak, Emma Sachs, Hayley Servant, Brandon Smith, Francesca Smith, Regan Weeks, Rheanna Weeks, Peyton Weiss, Autumn Wolfe, Mira Zakula, and Rade Zakula.

MPS Musicians Receive Top Honors

The Wisconsin School Music Association's Annual Solo & Ensemble Festivals are the highlight of the year for student musicians. At the district level, student vocalists and instrumentalists strive to advance to the state level.

This year, a total of 12 solos and ensembles were named Exemplary Performances by judges at the state level.

Among the awardees listed below, a standout is Natalija Walker, who has earned exemplary recognition for her vocal solo four years in a row.

Milwaukee High School of the Arts	Vocal Jazz Ensemble
Ronald Reagan High School	Lauren Barta — Alto Vocal Solo Casimir Riley — E-flat Baritone Saxophone Solo Kaitlyn Ryan — Trumpet Solo Alexander Walker — Broadway Vocal Solo Natalija Walker — Soprano Vocal Solo Madrigal Vocal Ensemble
Riverside University High School	Ty-Johnna Gardner — Broadway Vocal Solo Morgan Kruger — Soprano Vocal Solo
Rufus King IB High School	Mystique Evans — Cello Solo Maya Grosser and Josue Koenig — Violin Duet Emma Shenkenberg — Oboe Solo

Four MPS Schools Continue to Make List of Top Schools in the State

Four MPS high schools are celebrating the release of the *U.S. News and World Report's* list of top high schools. Rufus King International High School is the top-rated Milwaukee school on the list, having been ranked 9th in the state and also having earned a silver medal as a high-performing school. Silver medals also went to Milwaukee School of Languages, ranked 15th, and Ronald Wilson Reagan College Preparatory High School, ranked 23rd.

U.S. News and World Report annually determines its rankings based on graduation rates, number of Advanced Placement classes offered, college readiness, test scores, and other factors. The four MPS schools making this prestigious list, which includes national recognition, are:

- Rufus King International High School — Ranked #9 in Wisconsin
- Milwaukee School of Languages — Ranked #15 in Wisconsin
- Ronald Wilson Reagan College Preparatory High School — Ranked #23 in Wisconsin
- Hmong American Peace Academy K3–12 (HAPA) — Ranked #107 in Wisconsin

In the past, each of these four schools has made the *U.S. News and World Report's* list, the *Washington Post's* list of most challenging schools, or both.

Three MPS Students Earn Top Prize at SkillsUSA State Championships

Twenty-three MPS students from Bradley Technology and Trade School and Barack Obama STCE competed in the annual SkillsUSA State Championships. Eight medals representing five awards, including two state championships, were awarded to these talented middle- and high-school students.

From Obama, high-school coaches Dave Kontz and Dan Johnston and middle-school coach Monica Hall led their team of six students to capture four awards. In addition, Marvell Reed was elected as a state officer for District 5 and will serve as vice-president.

1st Place,Robotics and Automation..... Devyon Bowie, Romero Williams
1st Place, CO_2 Dragster (Middle School)..... Enrique Acevedo
2nd Place, CO_2 Dragster (High School)..... Romero Williams
3rd Place, Barber/Cosmetology ..... Temonie Kirk

Also earning the right to compete at the state level were high-school students Saria Vaughn and Johnelisha Conrod, who were both entered in the categories of Job Interview and Cosmetology. At the middle-school level, competitors included Nyesha Simpson and Mekhi Murphy (Team Engineering and CO_2 Dragster), Adam Washington (Team Engineering), Naima Galarza and Azarria Martin (Job Demonstration), and Annika Burton (Job Interview). Enrique Acevedo's first-place finish was his second state championship in a row.

In June, Obama coach Dave Kontz and new Vice President Marvell Reed will accompany Devyon Bowie and Romero Williams to the National SkillsUSA Championships in Louisville, Kentucky.

From Bradley Tech, coaches Jeff Lemmer and Sharon Hegwood led a team of ten students to the state competition. One of their groups — Karina Damian, Ibrahim Abukar, and Donyana Johnson — earned a second-place medal despite it's being only their second year of participation in SkillsUSA. Their category, Promotional Bulletin Board, required students to design and build boards to promote their SkillsUSA chapters.

The team included Malyun Ali (Job Interview), Giovanni Perez (Team Engineering and Woodworking Display), Nick Rufus (Job Interview and Team Engineering), Mariah Erby and Dillion Bickel-Parrett (Web Design), Ibrahim Abukar and Karina Damian (Advertising Design and Promotional Bulletin Board), Aaliyah Flournoy (CO_2 Dragster and Woodworking Display), Abdikadir Ahmed (Team Engineering), and Donyana Johnson (Job Interview and Promotional Bulletin Board).

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

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

Background

Beginning in 2019-20, under the special needs scholarship program, the State of Wisconsin will value a student with a disability in a private school as worth a 90% reimbursement rate, while it will value a student with a disability in a public school at a reimbursement level of 26%.

Along with the 90% private, 26% public reimbursement disparity, public schools will see a reduction in their state aid in order to partially fund (up to approximately $18,500) the special needs voucher. The aid reduction will be offset with a revenue-limit adjustment that will likely result in a property tax increase in order to make up for the loss of state aid.

While the federal government has promised to fund 40% of special education costs, it currently provides only a 16% level of support. And though, years ago, the State of Wisconsin included a reimbursement rate of 63% in statute, funding for students with disabilities has been frozen for a decade, and the state reimbursement rate has fallen to 26%.

The fiscal impact on school districts of the state and federal governments failing to provide appropriate support for students with disabilities was recently highlighted in memos provided by the Legislative Fiscal Bureau to the State's Blue Ribbon Commission on K-12 Education Funding. As the Legislative Fiscal Bureau memos make clear, in 2015-16, with diminished federal and state support, public school districts were responsible for covering over $1 billion in costs related to supporting students with disabilities. For Milwaukee Public Schools alone, the total was $140 million.

According to the Legislative Fiscal Bureau, had the state provided a reimbursement rate of 33%, MPS students with disabilities would have received an additional $13.4 million in state support. Had the reimbursement rate been 50%, the state would have supported students with an additional $45.3 million. The memos did not include funding levels for a scenario in which the state supported students with disabilities in public schools at a level of 90%.

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(Item 2) Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved

Background

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy 2.01, General Governance Commitment

Fiscal Impact Statement

NA

Recommendation

The Office of Board Governance recommends that the Board determine what action it wishes to take with regard to this matter.

At the request of Vice-President Miller, this item was postponed to the end of the meeting.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

Current Project Updates

1. Background

The OAE has been working on the following projects that have been defined by the Board through board action.

- a district-wide equity audit;
- a district-wide assessment of diversification of workforce
- evaluation of the School Resource Officer (SRO) program
- assessment of substitute teachers.

2. Update

The OAE, with the Administration, will bring forward a final report on the evaluation of the School Resource Officer (SRO) program next month. We also continue to work with the Administration and to collaborate with stakeholders on the recommendations of the assessment of substitute teachers per the action taken by the Committee on Accountability, Finance, and Personnel on April 10, 2018.

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

The Board Clerk presented 11 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Woodward moved to accept the reports of the Independent Hearing Officers of May 7, 17, 18, 21, 23, and 24, 2018.

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

Ayes — Directors Báez, Falk, Harris, Phillips, Woodward, and Vice-President Miller — 6.
Noes — None.

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

- Item 6 of the report of the Committee on Legislation Rules and Policies, *Action on a Request to Approve the Proposed Revisions to Administrative Policies 8.01, Student Nondiscrimination; 8.02, Student Anti-Sexual Harassment; 8.23, Weapons in the Schools (and Criminal Offenses); 8.27, Student Complaints & Grievances; 8.28, Student Discipline; 8.32, Student Expulsion; and Administrative Procedures 8.01,*

Student Nondiscrimination, and 8.02, Student Anti-Sexual Harassment; 8.28, Student Discipline, to Comply with the U.S. Department of Education Office for Civil Rights (OCR) Compliance Review, was set aside at the request of the Administration.

- Item 2 of the report of the Committee on Legislation Rules and Policies, *Action on Resolution 1819R-001, regarding board districts,* was set aside at the request of Director Falk.

On the motion of Director Falk, the balance of the Committee Reports was approved, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Phillips, Woodward, and Vice-President Miller — 6.
Noes — None.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(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

Ethnic Code	Name	Position and Salary	Date
		New Hires	
2	Justine Carpenter	Building Service Helper I $12.18 per hour	03/26/2018
2	Patricia Gaddy	Building Service Helper I $12.18 per hour	03/26/2018
2	Laconda Hicks	Building Service Helper I $12.18 per hour	03/26/2018
2	Denzel Johnson	Building Service Helper I $12.18 per hour	04/02/2018
5	Cody Weber	Building Service Helper I $12.18 per hour	03/26/2018
2	Anthony Nash	Boiler Attendant Trainee $32,995.28	04/09/2018
2	Tangela Brown	Food Service Assistant $11.91 per hour	04/10/2018
2	Ruby Cox	Food Service Assistant $11.91 per hour	04/05/2018
4	Maridza Diaz	Food Service Assistant $11.91 per hour	04/05/2018
2	Brittney Dye	Food Service Assistant $11.91 per hour	04/10/2018
2	Tanya Ford	Food Service Assistant $11.91 per hour	04/05/2018
2	Leondra Garvin	Food Service Assistant $11.91 per hour	04/05/2018
2	Patricia Harmon	Food Service Assistant $11.91 per hour	04/10/2018

Ethnic Code	Name	Position and Salary	Date
2	Laura Huley	Food Service Assistant $11.91 per hour	04/10/2018
2	Latasha Johnson	Food Service Assistant $11.91 per hour	04/10/2018
2	Shekeithia Lewis	Food Service Assistant $11.91 per hour	04/05/2018
2	Patricia McLemore	Food Service Assistant $11.91 per hour	04/05/2018
2	Paula Penlton	Food Service Assistant $11.91 per hour	04/05/2018
2	Vandella Rogers	Food Service Assistant $11.91 per hour	04/10/2018
2	Teresa Taylor	Food Service Assistant $11.91 per hour	04/05/2018
5	Lynn Clark	Nutrition Technician — 12-month $36,108.07	04/16/2018
5	Martha Collins	Para Ed Assistant $18,315.98	04/02/2018
5	Janet Colon	Para Ed Assistant $18,315.98	04/02/2018
2	Daniel Hodgson	Para Ed Assistant $21,205.80	04/02/2018
5	Hope Holubowicz	Para Ed Assistant $18,315.98	04/02/2018
3	Jyoti Maini	Para Ed Assistant $18,315.98	04/02/2018
5	Lori Eshleman	School Secretary I — 11-month $25,657.29	04/02/2018
5	Benjamin Jarvis	Steamfitter $43.86 per hour	04/09/2018
		Promotions	
2	Preston Golden	Building Service Helper I $12.18 per hour	04/09/2018
2	Howard Crook	Building Service Helper II $31,740.80	03/26/2018
2	Mario Davis	Building Service Helper II $31,740.80	03/26/2018
2	Darion Woods	Building Service Helper II $31,740.80	03/26/2018
5	Christian Lork	Boiler Attendant Trainee $34,343.78	04/09/2018
4	Guadalupe Lopez	Payroll Assistant II $36,193.00	03/26/2018
2	Devonna Rushing	School Secretary I — 12-month $30,380.00	04/02/2018
2	Brandon Chapple	School Engineer II $46,961.76	03/26/2018
		Rehires	
2	Aisha Bey	Food Service Assistant $11.91 per hour	04/10/2018
2	Therese Burks	Para Ed Assistant $18,315.98	04/02/2018

Certificated Appointments

Codes	Name and Position	Division	Salary	Date
	Teachers			
2,r	Anderson, Kourtney Guidance	C	$44,979.92	4/30/2018

Codes	Name and Position	Division	Salary	Date
5,r	Schwartz, Kayla	B	$41,476.56	4/2/2018
	Multicategorical Comp Sen Teachers, IB Calendar			
5,nr	Abdurrawaf, Ahmed	B	$41,476.56	4/16/2018
	Mathematics			
2,r	Johnson, Lori	B	$59,746.38	4/2/2018
	Gen Elem & K8 — All Grades			
5,r	Watson, Anna	C	$44,979.92	4/18/2018
	Guidance			

Codes and Counts

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

Certificated Leaves of Absence

	Present Assignment	Effective From
Personal Leave April 2018		
Dorian Anderson	Thurston Woods	04/02/2018
Gitanjali Chawla	Honey Creek	04/19/2018
Greta Scherbert	Roosevelt	04/30/2018
Personal Leave, July 2018		
Michelle Cattelan	Lincoln Center M.S.	07/26/2018
Personal Leave, August 2018		
Mark Fritz	Obama S.C.T.E.	08/06/2018
Personal Leave, November 2018		
Gina Carroll	Fernwood	11/19/2018
Illness Leave, April 2018		
Tawana Taylor	Currently on Leave	04/13/2018
Renee Fisher	Cass Street	04/12/2018

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
			Certificated Resignations			
Personal	1.0	5	Morgan Baker	Teacher	Lancaster	06/12/2018
Retire	18.6	5	Gail Barrett	Teacher	Central Svcs	03/21/2018
Other Work	1.5	5	Shawna Berenz	Teacher	Victory	06/12/2018
Personal	1.0	5	Stephanie Calawerts	Psych	Browning	06/13/2018
Other Work	5.2	6	Benjamin Calvopina	Teacher	HS of the Arts	05/22/2018
Other Work	0.8	2	Lowrysha Cheatham	Teacher	Vincent	04/27/2018
Other Work	0.7	2	Victor Chukwudebe	Teacher	Marshall	04/09/2018
Personal	2.7	5	Nathan Conn	Teacher	Bay View	05/22/2018
Personal	1.7	5	Jessica Dobbs	Psych	Lancaster	06/13/2018

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Personal	0.8	5	Zachary Feind	Teacher	Starms	05/25/2018
Personal	5.7	2	Natalie Galloway	Teacher	Meir	05/18/2018
Other Work	0.8	5	Caitlin Hackett	Psych	Obama SCTE	05/24/2018
Other Work	4.2	5	Courtney Hinder	Teacher	Cooper	06/12/2018
Personal	4.8	5	Candice Jacobson	Psych	ALBA	05/24/2018
Personal	19.7	2	Kelly James	Teacher	Grantosa	04/16/2018
Other Work	10.7	5	Greta Johansen	Teacher	Riverside	05/22/2018
Personal	1.2	2	Nicole Johnson	Assoc II	Central Svcs	04/13/2018
Other Work	4.2	5	Katherine Keast	Teacher	Holmes	06/12/2018
Personal	18.6	5	David Kellogg	Teacher	Parkside	03/13/2018
Personal	15.7	5	Bryan Kizior	Teacher	Roosevelt	04/06/2018
Personal	8.7	5	Leah Koch	Teacher	Cass	06/12/2018
Personal	3.7	5	Victoria Landherr	Teacher	Obama SCTE	06/12/2018
Other Work	3.8	5	Sarah Lapp	Teacher	Congress	05/22/2018
Other Work	3.2	5	Brianna Larson	Teacher	Bethune	06/12/2018
Personal	4.8	5	Anne Levendusky	Teacher	Ronald Reagan	04/09/2018
Other Work	3.6	5	Andrew McHugh	Teacher	Allen Field	06/12/2018
Personal	1.7	4	Jose Medrano Lopez	Teacher	Audubon	05/22/2018
Personal	4.6	5	Tyler Morton	Teacher	Parkside	06/12/2018
Personal	0.1	5	Christina Nader	Teacher	Townsend	04/05/2018
Personal	15.7	5	Robert Nusbaum	Teacher	Fratney	06/12/2018
Other Work	13.7	4	Jason Orozco	Teacher	Riverside	05/22/2018
Personal	16.3	2	Paula Payne	Teacher	Mitchell	04/27/2018
Personal	3.5	5	Kelly Pohlman	OT	Central Svcs	06/12/2018
Retire	32.4	2	Alice Pugh	Spec Ed Sup	Central Svcs	05/23/2018
Personal	0.8	5	Amanda Quesnell	Teacher	Central Svcs	05/22/2018
Other Work	1.7	2	Tamra Roby	Teacher	Carver	06/12/2018
Personal	0.8	5	Joseph Rogall	Teacher	Meir	05/22/2018
Personal	4.2	5	Jordan Roupp	Teacher	Metcalfe	05/22/2018
Retire	22.6	5	Susan Russell	Teacher	Story	06/12/2018
Other Work	3.1	4	Francisco Sanchez	Teacher	Allen Field	03/29/2018
Retire	31.7	5	Brenda Scharping	Psych	Clemens	06/13/2018
Personal	8.7	5	David Shine	Teacher	Hamilton	05/22/2018
Personal	0.7	5	Erin Shuder	Teacher	Franklin	06/12/2018
Personal	2.7	3	Megan Sun	Teacher	Marshall	05/21/2018
Personal	4.2	1	Earl Tardiff	Teacher	Audubon	06/30/2018
Retire	22.0	2	Russell Thomas	Rec Mgr	Central Svcs	12/24/2018
Personal	2.7	5	Elaina Waddell	Teacher	Hamilton	05/22/2018
Other Work	1.7	5	Kirstyn Walker	Teacher	Groppi	05/22/2018
Personal	1.2	2	Larry Watson	Teacher	HS of the Arts	05/22/2018
Retire	31.0	5	Ronald Weiss	Teacher	South Division	05/22/2018
Personal	4.7	5	Heidi Wylie	Teacher	Ronald Reagan	06/01/2018
Personal	5.0	5	Lisa Zaboklicki	Teacher	Audubon	05/22/2018
Other Work	15.7	5	Angelic Zaren	Teacher	Hartford	06/12/2018
			Classified Retirements — May 2018			
Retire	11.4	5	Robert Devlin	Engineer I	Goodrich	03/31/2018
Retire	10.2	5	Victoria Keenan	Para	French Imm.	04/07/2018
Retire	16.2	2	Kevin Lester	Kitchen Mgr	Bradley Tech	03/31/2018
Retire	19.5	2	Tyler Thompson	Para	Sherman	04/27/2018
Retire	28.4	2	Billy Williams	BSH II	North Division	04/07/2018

Committee's Recommendation

Your Committee recommends that the Board approve the promotions, appointments, and leaves as listed for classified personnel transactions, certificated appointments, and leaves of absence, to be effective upon approval by the Board.

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

* * * * *

(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments of Principals, a Request to Waive Administrative Policies 6.23(4)(c) and 6.37(5), and Limited-Term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

Codes	Name	Position and Location	Salary
(2)(r)	Robin Swan	Principal IB, River Trail Office of the Chief of School Administration	Schedule 03, Range 13T $111,563
(2)(nr)	Tony Mitchell	Principal I, Jackson Office of the Chief of School Administration	Schedule 03, Range 12T $106,492
(5)(r)	Lisa Rosenberg	Principal I, Fairview Office of the Chief of School Administration	Schedule 03, Range 14T $105,508
(4)(nr)	Jarely Ruiz	Employment Relations Specialist II Office of the Chief of Human Resources	Schedule 03, Range 09A $80,832
(2)(r)	Miles Dhuey	Assistant Principal MS, Audubon Office of the Chief of School Administration	Schedule 03, Range 11C $77,888
(5)(nr)	Rebecca Vonesh	Specialist I, Gifted & Talented Curriculum Office of the Chief of Academics	Schedule 03, Range 08A $72,000
(5)(r)	Elizabeth Herrick	Contract Law Coordinator I Office of the Chief of Finance	Schedule 03, Range 06A $58,310
(2)(nr)	David Robinson	Analyst I, On-line Programs Office of the Chief of Academics	Schedule 03, Range 05A $56,609
(5)(nr)	Timothy Stadler	Procurement Associate III Office of the Chief of Finance	Schedule 03, Range 05A $55,000
(5)(r)	Elizabeth Breitenfeldt	Recreation Supervising Associate II Office of the Chief of Operations	Schedule 03, Range 04A $52,881
(2)(r)	Shirlean Clayton	Procurement Associate III Office of the Chief of Finance	Schedule 03, Range 05A $52,528
(5)(r)	Helene Rondorf	Payroll Associate I Office of the Chief of Finance	Schedule 03, Range 03A $48,925

Recommended LTE Contracts

Codes	Name	Position and Location	Hourly Wage
(5)(r)	Margaret Barrett	Grant Project Director Office of the Chief of Academics 3/10/18 to 9/10/18	$40.00
(2)(r)	Jennie Dorsey	Reinstating MS Collaborative of Principals Office of the Superintendent 11/6/17 to 5/7/18	$40.00
(2)(r)	Rogers Onick	Reinstating MS Collaborative of Principals Office of the Superintendent 11/6/17 to 5/7/18	$40.00
(5)(r)	Susan Ratka	Administrator Coaching & Mentoring Program Office of the Chief of School Administration 1/1/18 to 6/30/18	$40.00
(5)(r)	Therese Sommer	Office Support Office of the Superintendent 1/3/18 to 6/29/18	$33.00
(5)(nr)	Mae Beard	Induction Specialist Office of the Chief of Innovation and Information 1/30/18 to 6/08/18	$30.00
(5)(r)	Geoffrey Carter	Academic Services to Expelled Students Office of the Chief of School Administration 2/15/18 to 6/8/18	$30.00

Codes	Name	Position and Location	Hourly Wage
(5)(r)	Joan Crisostomo	Project AWARE Office of the Chief of Academics 3/25/18 to 9/24/18	$30.00
(5)(r)	Tamera Derby	Smart Spaces Classroom Facilitator Office of the Chief of Academics 2/1/18 to 6/30/18	$30.00
(5)(nr)	Michelle Duchow	Project AWARE Office of the Chief of Academics 3/25/18 to 5/25/18	$30.00
(5)(nr)	Sheryl Dufek	Induction Specialist Office of the Chief of Innovation and Information 1/30/18 to 6/8/18	$30.00
(5)(nr)	Margaret Foerg	Induction Specialist Office of the Chief of Innovation and Information 1/30/18 to 6/8/18	$30.00
(5)(r)	Liza Frolkis	Smart Spaces Classroom Facilitator Office of the Chief of Academics 2/1/18 to 6/30/18	$30.00
(5)(r)	Timothy Miller	Induction Specialist Office of the Chief of Innovation and Information 1/30/18 to 6/8/18	$30.00
(2)(r)	Linda Smith	Induction Specialist Office of the Chief of Innovation and Information 1/30/18 to 6/8/18	$30.00
(2)(nr)	Denise Malone-Cash	Recruiter Office of the Chief of Human Resources 3/26/18 to 7/26/18	$25.00
(5)(r)	Jeanette Norwood	Payroll Transition Support Office of the Chief of Finance 4/6/18 to 6/29/18	$22.42
(4)(nr)	Danigsha Alicea	Special Project for World IB Office of the Chief of School Administration 1/3/18 to 5/31/18	$20.00

Committee's Recommendation

Your Committee recommends that the Board:

1. authorize the individuals to be promoted, reassigned, or appointed to the classifications indicated, to be effective upon approval by the Board;
2. waive Administrative Policies 6.23(4)(c) and 6.37(5) for those contracts exceeding one year; and
3. approve the LTE contracts exceeding sixty days, pursuant to Administrative Policy 6.23(4)(b), as listed in the attachment to this item.

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

* * * * *

(Item 3) Action on a Request to Seek Position Authority for a Supervisor I, GE Foundation Grant Programs

Background

The Administration is seeking position authority for one supervisor position for the administration of the GE Foundation's grant awarded to Milwaukee Public Schools in 2011. This position will work to develop the GE Foundation's goals related to STEM and college and career readiness, and to implement the specific strategies identified in the GE Foundation's grant.

The position will report to the Office of Academics and, upon approval of position authority, will serve as the supervisor of the GE teacher leaders and the contact person for the focus schools of the GE Foundation's grant work in Milwaukee Public Schools. Based on the skills required and similar positions within MPS, the recommended position is a Supervisor I. The position is a level 9A, with a corresponding salary range of $67,289-$97,502.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

Funding to support the position is included in the GE Foundation Grant's approved budget beginning July 1, 2018.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will proceed with the hiring process for this position.

Committee's Recommendation

Your Committee recommends that the Board approve the request for position authority for the Supervisor I position with the GE Foundation Grant.

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

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(Item 4) Action on Monthly Finance Matters: Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Contracts Under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; and Acceptance of Donations

Routine Monthly Reports

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

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Alliance HS	Brightspark Travel, Inc.	$1,540.00	Washington, DC, Field Trip
Alliance HS	Black Health Coalition of Wisconsin	$600.00	General School Supplies
Auer Avenue School	Karen Morris-Cetin	$100.00	General School Supplies
Auer Avenue School	Patricia C. & James R. Walsh	$25.00	General School Supplies
Bradley Trade & Tech	Clutch Corp.	$245.00	General School Supplies
Bradley Trade & Tech	Mrs. Walker*	$2,000.00	For Scholarship Use
Carver Academy	Professional Fire Fighters of WI Charitable Foundation	$500.00	General School Supplies
Clarke Street School	GoFundMe	$370.20	Girls on the Run
Doerfler School	Making Sense of Science (MSS)	$200.00	Science Supplies
Elm Creative Arts School	Compassionate Personal Care Services, LLC	$175.00	General School Supplies
French Imm. School	Craig Bertman	$10.00	General School Supplies
Gaenslen School	Making Sense of Science (MSS)	$400.00	Science Supplies
Gaenslen School	Milwaukee Jewish Federation	$198.00	For Field Trip Use

Location	Donor	Amount	Gift or Purpose
Garland School	Garland PTA	$1,000.00	For Field Trip Use
German Imm. School	YourCause, LLC*	$8.24	General School Supplies
James Madison Academic Campus	The Benevity Community Impact Fund	$4,000.00	General School Supplies
Kagel School	Target, Inc.	$1,000.00	Target Field Trip Grants
Lancaster School	United Way	$100.00	My Very Own Library Donation
Lincoln Avenue School	Making Sense of Science (MSS)	$1,000.00	Science Supplies
Longfellow School	Making Sense of Science (MSS)	$400.00	Science Supplies
Milw. HS of the Arts	Forever Friends	$1,000.00	Photo Project Donation
Milw. School of Languages	PTSA of Milwaukee School of Language	$112.00	General School Supplies
Milw. Sign Language School	Anonymous Donor	$10.00	General School Supplies
North Division HS	Catherine Bronikowski	$500.00	College TourSupport
North Division HS	Milwaukee Urban League	$2,000.00	College TourSupport
North Division HS	Peter & Rachel Duchac	$100.00	Drumline Trip Support
North Division HS	Milwaukee Center for Teaching	$100.00	General School Supplies
North Division HS	Adam Kauth	$100.00	Drumline Trip Support
North Division HS	George Gerharz	$100.00	College TourSupport
North Division HS	Gisela K. Benning	$100.00	College TourSupport
North Division HS	The Bon-Ton Stores, Inc.	$65.05	Majorette Trip Support
North Division HS	Harold Blank & Karen Chlebowski	$20.00	Majorette Trip Support
North Division HS	Edward & Deirdre Frees	$100.00	Majorette Trip Support
North Division HS	Yvonne Mccaskill	$100.00	College TourSupport
North Division HS	Patrick & Michelle Seitz	$25.00	Majorette Trip Support
Riverside HS	Fresh Coast Basketball Classic	$500.00	Boys Basketball Support
Riverside HS	Snap Raise	$1,378.00	Boys Basketball Support
Ronald Reagan HS	PDS Courier Freight Systems	$100.00	Baseball Support
Ronald Reagan HS	Gary G. Kohls	$50.00	Baseball Support
Ronald Reagan HS	John & Jody Whitman	$25.00	Baseball Support
Ronald Reagan HS	John & Elizabeth Maliszewski	$100.00	Baseball Support
Ronald Reagan HS	Meat on the Street	$20.00	General School Supplies
Ronald Reagan HS	Gouda Girls	$20.00	General School Supplies
Ronald Reagan HS	Paul Goodman	$100.00	Baseball Support
Ronald Reagan HS	Paul & Donna Ross	$25.00	Baseball Support
Spanish Imm. School	Making Sense of Science (MSS)	$1,000.00	Science Supplies
Trowbridge School	Maryjo Newstifter	$4,000.00	Field Trip Donation
	Total Monetary Donations	$25,621.49	
Non-Monetary Donations			
Burbank School	Half Price Books — Tiffany	$300.00	Literacy Night Books
Burbank School	Milwaukee Public Library Central	$200.00	Social Studies Used Books
Engleburg School	Donors Choose	$126.99	Toner
French Imm. School	Rachel Nielsen	$46.05	Books
German Imm. School	Milwaukee Bucks	$523.00	14 Game Tickets
German Imm. School	Milwaukee Bucks	$1,870.00	50 Game Tickets
Keefe Avenue School	Donors Choose	$458.12	General School Supplies
Lloyd Barbee Montessori	Linda A. Gianni	$50.00	Books, Sketchbooks & Puzzles
MacDowell Montessori	Donors Choose	$209.93	Language Supplies
MacDowell Montessori	Donors Choose	$207.56	Storage/Cleaning Supplies
MacDowell Montessori	Donors Choose	$242.97	Storage Boxes
Meir School	American Heart Association	$995.00	Playground Balls
Milw. HS of the Arts	Carl Storniolo	$1,056.72	Instruments
Morgandale School	Einstein Bros Bagels	$100.00	Bagels
Morgandale School	Vulture Space	$60.00	Children's Bike
Morgandale School	Anonymous — Donors Choose	$696.84	Art Supplies
Morgandale School	Anonymous — Donors Choose	$481.00	Fidgets

Location	Donor	Amount	Gift or Purpose
Morgandale School	Anonymous — Donors Choose	$390.13	Playdough, Clay & Tools
Morgandale School	Anonymous — Donors Choose	$1,455.00	Amazon Fire Tables & Charging Station
	Total Non-Monetary Donations	$9,469.31	
	Total Value of Donations for May 2018	$35,090.80	
	**Donations from MPS Alumni*	$2,008.24	

Committee's Recommendation

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

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

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(Item 5) Action on the Award of Professional Services Contracts

Background

Recommended for the Board's approval at this meeting are the following professional services contracts:

- Houghton Mifflin Harcourt Publishing Company, for professional development, coaching, consultation, and reporting services around foundational Spanish reading skills, DII-0-0-CAI-CI-ECTS ..... $ 109,400
- Playworks Education Energized, for recess-support services, varies by location using services ..... $ 523,600
- Proximity Learning, Inc., for virtual online interactive learning course system for world languages, varies by location using services ..... $ 1,206,000

The following four transportation contracts will cover services through the budget codes listed below:

- Durham School Services, LP, for transportation services for summer programs ..... $ 23,000
- First Student, Inc., for transportation services for summer programs ..... $ 192,500
- Lakeside Buses of Wisconsin, Inc., for transportation services for summer programs ..... $ 8,000
- Lamers Bus Lines, Inc., for transportation services for summer programs ..... $ 398,500

Budget Codes:

- TPH-0-A-SSE-DW-EPPT $345,000
- CMS-0-0-SUR-DW-EPPT $217,000
- RPW-0-0-PRC-RC-EPPT $7,000
- RSR-0-0-PRC-RC-ECTS $20,000
- RXW-0-0-PRC-DW-EPPT $5,000
- SSR-0-0-PRC-RC-ECTS $22,000
- 000-0-0-W2C-RC-ECTS $6,000
- CSV-0-0-ETL-RC-ECTS $1,000

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 as indicated in the attachments to the minutes of your Committee's meeting.

Committee's Recommendation

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

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

* * * * *

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

Background

The Administration is requesting authorization to extend the blanket contracts with 19 separate food manufacturers for provision of directly-diverted bulk commodities. The United States Department of Agriculture (USDA) makes such bulk commodities available to eligible recipients through the Wisconsin Department of Public Instruction (DPI).

The Department of Nutrition Services (DNS) has chosen to have the bulk commodities manufactured into designated end products for ultimate consumption by MPS students across the district. Each manufacturer is approved by the USDA and DPI as such a commodity processer. Each manufacturer works directly with MPS's prime vendor, Sysco Eastern Wisconsin LLC ("Sysco"), on the ordering, processing, and delivery of the products.

The majority of these manufacturers were chosen pursuant to RFP 843, which sought responsive and responsible respondents among those commodity processers approved by the USDA and DPI. Those original blanket contracts provided for four one-year options to extend based on MPS's satisfaction with the products. When new manufacturers are needed during this five-year period, DNS solicits informal responses from approved commodity processers. If granted, the contract incorporates the terms of RFP 843, even though the manufacturer may not have responded to that RFP.

Each of the blanket contracts presented for authorization will run from July 1, 2018, through June 30, 2019. Estimated total amounts are not offered for each contract. All payments to these manufacturers are made through the prime vendor, Sysco, and reflected in the amount of each contract.

Recommended for the Board's approval at this meeting are the following professional services contracts:

Basic American, Inc., for direct diversion
Bongards' Creameries, for direct diversion
Cargill Kitchen Solutions Corporatio,n for direct diversion
ConAgra Foods, Inc., for direct diversion
ES Foods, Inc., for direct diversion
Let's Do Lunch, Inc., for direct diversion
J.R. Simplot Co., for direct diversion
Jennie-O Turkey Store Sales, LLC, for direct diversion
JTM Provisions Co., Inc., for direct diversion
McCain Foods USA, Inc., for direct diversion
Michael Foods, Inc., for direct diversion

Nardone Bros. Baking Company, Inc., for direct diversion
National Food Group, Inc., for direct diversion
Out of the Shell, LLC, for direct diversion
Red Gold, LLC, for direct diversion
Schwan's Food Service, Inc., for direct diversion
Tasty Brands, LLC, for direct diversion
The Father's Table, LLC for direct diversion
Tyson Sales and Distributions, Inc., and Tyson Fresh Meats, Inc., for direct diversion

The above contracts will be divided among the following budget codes:

BKF-0-0-BKF-DW-EFOD .....30% of the total
LNC-0-0-LNH-DW-EFOD.....67% of the total
DNR-0-0-DNR-DW-EFOD .....3% of the total.

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 as indicated in the attachments of your Committee's meeting.

Committee's Recommendation

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

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

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(Item 7) Action on the Award of Exception-to-Bid Requests

Background

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

Professional Services Contracts:

- Lakeshore Equipment Company, d/b/a Lakeshore Learning, for educational supplies and classroom furniture; varies by location ordering goods..... $ 5,000,000.00
- University of Washington Center for Educational Leadership, for professional development and coaching,
  SDV-0-S-3D9-OI-ECTS ..... $ 79,675.00
- Catapult Learning West, LLC, for Title IVA services,
  MSS-0-S-4B8-1S-ECTS..... $ 131,170.09
- The Owners Group, Inc., d/b/a Learning Exchange, for Title IVA services,
  MSS-0-S-4B8-1S-ECTS..... $ 68,293.18

Purchase Orders:

- Learning A-Z, LLC, for online resource licenses
  GEN-0-0-INV-DW-ENTB ..... $ 500,000.00
- Discovery Education, Inc., for science-curriculum licenses
  GEN-0-0-INV-DW-EXTB ..... $ 169,595.00
- Follett School Solutions, Inc., for library-and-resource-management systems,
  SLB-0-S-CSF-DW-ESWR ..... $ 150,548.15
- GEN-0-0-INV-DW-EXTB ..... $ 50,214.21
- Duet Resource Group, Inc., for Palmer Hamilton cafeteria items,
  LNC-0-0-LHN-JM-EEQP ..... $ 75,000.00
  EQM-0-0-MMP-JM-EMTC ..... $ 30,000.00
  Will vary, depending on exact nature of goods ordered ..... $ 40,382.90

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 and purchase orders will be issued as indicated in the attachments to the minutes of your Committee's meeting.

Committee's Recommendation

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

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

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(Item 8) Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract for Gym Membership Administration

Background

The Administration is requesting authorization to waive the three-year term-limit requirements of Administrative Policy 3.09(9)(e) and to extend the contract with Healthy Contributions LLC for administration of gym memberships. This contractor facilitates and administers the gym-reimbursement benefit for all eligible employees and spouses. This program helps MPS encourage employees and their spouses to engage in physical activity by providing a monthly financial reimbursement based on gym attendance of at least 12 visits per month.

The wellness incentive benefit is a core component of MPS's overall employee wellness benefit. Currently, Healthy Contributions processes this incentive via a contract that began September 8, 2014. The incentive is $20 per month provided to those employees and their spouses who access participating gyms 12 times in one month (i.e., maximum incentive earned is $240/year per employee or spouse). This service is

part of the employees' total benefits coverage and, therefore, should not be discontinued for any amount of time without transition to a benefit of equal or greater value.

The purpose of extending the current contract is to provide ample time for a transition of the benefit to a new administrator of an employee-wellness-incentive benefit without a disruption or discontinuation of the current wellness-incentive benefit.

RFP 980 was released on Thursday, April 12, 2018, requesting proposals for administration of a comprehensive, equitable employee-wellness incentive. The RFP outlines services provided in the current incentive benefit, in addition to incentives for an array of wellness behaviors, including, but not limited to, gym use. The RFP requests promotion and provision of these incentives via a platform, as is supported by best practices in the fields of human resources and health promotion and is now commonly available due to advances in platform technology. This wellness incentive benefit will — at a minimum — provide the same level of benefit as is currently available through the gym-use incentive benefit administered by Healthy Contributions, LLC.

The Administration is requesting an extension of the current contract until a contract resulting from the new RFP is in place. This contract extension will run from July 1, 2018, through September 30, 2018. The total cost of the contract in this extension term will not exceed $54,000.

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.

SDV-0-0-EMB-DW-EMDI, (Employee Benefits) $54,000

Healthy Contributions LLC
HUB Participation
Required..... 0%
Proposed 0%
$ Value.....N/A

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

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the extension with Healthy Contributions LLC as set forth in the attachments to the minutes of your Committee's meeting.

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

* * * * *

(Item 9) Action on Monthly Facilities Matters: FMS Award of Construction Contracts, Change Order, and Professional Services Contracts

Background

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

Construction Contracts Requested for Approval:

- Burkhart Construction Corporation, to convert storage rooms to office at the Academy of Accelerated Learning, 000 00 CMP AA ESUP ..... $ 81,337.00
- Bluemel's Maintenance Service Inc., for playfield & tot lot upgrades at ALBA Elementary, MBM 0B BDS A3 EMMB and FAR 00 MM2 A3 ECNC ..... $ 394,980.00
- K Komfort for Installment of air conditioning at Audubon School, FAR 00 MMQ AU ECNC8 ..... $ 95,700.00
- Butters-Fetting Co., Inc., for installment of air conditioning at Wedgewood Park School, FAR 00 MMQ BE ECNC HVA8 ..... $ 132,300.00
- Butters-Fetting Co., Inc., for installment of air conditioning at Transition High School, FAR 00 MM2 WE ECNC ..... $ 88,500.00
- ALLCON, Inc., for upgrade of lighting of stage and auditorium at Bay View High School, FAR 00 MMQ BV ECNC ELC8 ..... $ 338,835.00
- Poblocki Paving Corporation, for green infrastructure improvements at Bradley Trade & Technical High School, FAR 00 MRP MT ECNC ..... $ 115,227.00
- Front Range Environmental, LLC, for green infrastructure improvements at Vieau K-8 School, FAR 00 MRP VU ECNC ..... $ 84,600.00
- Poblocki Paving Corporation, for playground asphalt replacement at James Madison Academic Campus, FAR 00 MMQ JM ECNC GND8 ..... $ 117,987.00
- Hurt Electric, Inc. for fire-alarm replacement at Marshall High School, FAR 00 MMQ MR ECNC ..... $ 687,900.00
- KPH Construction Corporation, for parking lot asphalt replacement at Neeskara Elementary School, FAR 00 MMQ NE ECNC GND8 ..... $ 193,000.00
- Newport Network Solutions, Inc., for installation of proximity-card access controls at Bay View Montessori, Clement Avenue Elementary, Humboldt Park Elementary, Lee Elementary, Trowbridge Street Elementary, Victory K-8, Whittier Elementary, FAR 00 SPJ DW ECNC ..... $ 94,206.00
- J.H. Hassinger, Inc., for an outdoor storage building at Reagan High School, MBM 0A BDH TL EMMB ..... $ 102,200.00
- Burkhart Construction Corporation, for upgrades to the Montessori program at Dual-Language Montessori Program at Riley School, FAR 00 RDC RI ECNC ..... $ 261,000.00

- BYCO, Inc. for flooring-replacement installation at River Trail Elementary School, FAR 00 MMQ RT ECNC FLC8 ..... $ 102,926.00

Report on Change Order:

- The Trane Company, for exterior window replacement/abatement at Parkside School of the Arts, FCM 00 ECE TP ECNC7 ..... $ 181,277.00

Professional Services Contracts Requested for Approval — three contracts:

Coakley Brothers Company; C. Coakley Relocation Systems; and Perfect Install, Inc., for moving & storage services at various MPS sites, Various budget codes (not to exceed per contract year)..... $ 1,000,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:

- Total Construction Contract Requested $2,890,698.00
- Total Amount of Change Order $181,277.00
- Total Professional Services Contracts Requested (annually) $1,000,000.00

Implementation and Assessment Plan

Upon approval by the Board, contracts will be executed.

Committee's Recommendation

Your Committee recommends that the Board authorize the construction contracts and professional services contracts as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 10) Action on a Request to Amend the 2018-19 School Calendars

Background

In January 2018, the Milwaukee Board of School Directors adopted the early-start and traditional district calendars for the 2018-19 school year. Since that time, it has been determined that City of Milwaukee's election dates currently fall on student-attendance days. While this is not uncommon, district calendars with non-student attendance days that coincide with City of Milwaukee's election dates would promote civic engagement among students, as they would be able to participate in the voting process with their families.

The proposed changes, as outlined in the attachments to the minutes of your Committee's meeting, were facilitated by exchanging professional-development/record days with student-attendance days.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.03, School Year/School Calendar

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will implement the changes by working closely with school communities to make certain that the new information is clearly communicated.

Committee's Recommendation

Your Committee recommends that the Board approve the amended 2018-19 school calendars as presented in the attachments to the minutes of your Committee's meeting.

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

* * * * *

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

Your Committee reports having received the following report from the Office of Accountability and Efficiency. Although this item has been noticed for possible action, no action is required.

Background

The annual report of Contract Compliance Services (CCS) was commissioned to examine the impacts and outcomes of Administrative Policies 3.09, Purchasing and Bidding Requirements; 3.10, Historically Underutilized Business Program; and 3.13, Communities in Need Initiative, where contract requirements are assigned to district bids, exceptions to bid, and requests for proposals.

The report provides the Milwaukee Board of School Directors, Milwaukee Public Schools Administration, and its constituents with performance summaries related to the HUB, COIN, and student-engagement programs. Moreover, these figures represent benchmarks for the future by which to assess and align goals and objectives aimed at the district's efforts towards economic development, workforce development, and diversity inclusion.

Contracts monitored by CCS have resulted in increased outcomes for historically underutilized businesses, bringing the district closer to its annual goal of 25%. Additionally, constituents benefitted from increased workforce hours on Facility and Maintenance Service's projects through the COIN initiative. MPS students have experienced exponential growth rates of employment opportunities, with a record high of 38,107 employment hours assigned in Fiscal Year 17, thus providing real-world paid workforce experiences to our young people.

Process improvements continue to incorporate the district's strategic goals to anticipate market fluctuations, while upholding fiduciary responsibility to the community. The report attached to the minutes of your Committee's meeting provides a detailed, multi-year comparison involving the aforementioned administrative policies. Some highlights of the report:

- On Thursday, February 23, 2017, Milwaukee Public Schools opened its doors to the business community and conducted the district's 1st Annual Business Symposium at ManpowerGroup's World Headquarters in Milwaukee. Panels of subject-matter experts provided attendees with invaluable information to compete in today's marketplace.
- Process improvements, such as contractor and or vendor remediation plans, have resulted in improved HUB-compliance monitoring on MPS contracts for Facilities and Maintenance Services and Procurement and Risk Management-related bids and requests for proposals. These plans address non-compliance discrepancies and ensure that

compliance is attained. When compliance is unmet, financial sanctions can be recommended to the Milwaukee School Board of Directors.

- Contracts monitored were reduced by 50%; however, HUB-participation assignments remain consistent and represented continued engagement in technology, hospitality, professional-development consultants, and janitorial, as well as both moving services and apparel suppliers. Contract Compliance Services conducts annual meetings with Title I Service providers to assess performance metrics to date.
- Student-employment requirements involve MPS students in career exploration through paid employment opportunities linking students to real-world work experiences alongside MPS contractors and vendors. The number of employment assignments increased during FY17, resulting in the highest hour assignment since inception of the student-engagement program: more than 40,000 hours were assigned to 124 district bids and requests for proposals resulting in contracts.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.10, Historically Underutilized Business Program

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

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(Item 12) Report with Possible Action on an Evaluation of the School Resource Officer (SRO) Program

Your Committee reports having received the following report from the Office of Accountability and Efficiency. Although this item has been noticed for possible action, no action is required.

Background

On July 27, 2017, the Board directed the Administration and the Office of Accountability and Efficiency to engage an external evaluator to conduct an evaluation of the School Resource Officer (SRO) program. Consistent with Administrative Policy 2.15, Research and Survey Proposals, an external evaluator was selected from the District's pre-approved evaluator list, and the evaluation's design and methods were formally reviewed and approved by a committee comprising staff from the Division of Research and Evaluation.

Attached to the minutes of your Committee's meeting is the preliminary report of the evaluator, with a final comprehensive report to be brought in June 2018. This preliminary report contains many discussion points for the public and Board's consideration. The goal is to provide the opportunity for public testimony and to increase the understanding in advance of the final report and its accompanying recommendations.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 2.10, Administrative Reports

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

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COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Báez 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 Resolution 1718R-020 by Director Woodward Regarding the Board's Meeting Schedule

Background

At its meeting on March 22, 2018, the Board referred Resolution 1718R-020 by Director Woodward, to require the Board to more strictly adhere to the schedule of its meetings as adopted at its annual organizational meeting, to the Committee on Legislation, Rules and Policies. At its annual organizational meeting on April 24, 2018, the Board carried Resolution 1718R-020 forward.

Resolution 1718R-020

WHEREAS, Board Governance Policy 2.06, Board Meetings, states, "The quality of the public schools depends, in part, on people, the Board, and the staff working together in a constructive manner to tailor educational programs to the needs of the community. This is why the Board welcomes public participation in school affairs and encourages people to express their views on matters concerning their school system"; and

WHEREAS, Board Rule 1.06, Quorum and Meeting Presence, states, "It is the policy of the Board that the district be transparent and accountable to the public" and "every meeting of the Board or of any of its committees shall be held in a public place that is reasonably accessible to members of the public at all times, unless otherwise expressly provided by law"; and

WHEREAS, Wisconsin Statute 119.10(3) requires that, "the board shall hold a regular meeting at least once each month at times fixed and published by the board in its rules"; and

WHEREAS, Board Rule 1.02, Regular Board Meetings, states, "Regular meetings of the Board, except the April meeting, shall be on the last Thursday of each month" and "Meetings shall be called for 6:30 p.m., unless otherwise ordered by the Board or its President"; and

WHEREAS, Board Rule 2.02, Committee Meetings, states, "Unless otherwise ordered by the respective chair, standing committees shall meet at 6:30 p.m., according to a schedule adopted by the Board on an annual basis"; and

WHEREAS, Board Rule 1.01, Organizational Meeting, states, "The Board shall elect a president from among its members to serve for one year and until a successor is chosen"; and

WHEREAS, Board Rule 1.17, President's Duties and Powers, states, "The President shall enforce the Board's policies relating to the order of business and the conduct of meetings"; and

WHEREAS, Board Governance Policy 2.04, Board Members' Authority and Duties, states, "An individual board member has no legal right or power to act for the Board on his/her own, except when performing duties previously, expressly, and specifically authorized by the Board"; and

WHEREAS, There is a public expectancy of meetings of the Board and its committees being held on the dates and at the times set by the Board at its annual organizational meeting; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors hold its meetings and meetings of its committees on the dates and at the times approved by the Board during its annual organizational meeting; and, be it

FURTHER RESOLVED, That any deviation from the meeting schedule adopted at the Board's annual organizational meeting:

- be made only in instances where the deviation serves benefit to the public at-large; and
- be made in accordance with all Board Rules and Board Governance Policies; and, be it

FURTHER RESOLVED, That any deviation initiated by the Board's President be submitted to the Board in writing, to include the rationale for the deviation.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.02, Regular Board Meetings

Fiscal Impact Statement

No fiscal impact.

Committee's Recommendation

Your Committee recommends adoption of Resolution 1718R-020 with the last Further Resolved to be amended as follows:

FURTHER RESOLVED, That any deviation initiated by the Board's President or committee's chair be submitted to the Board in writing, to include the rationale for the deviation.

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

* * * * *

(Item 2) Action on Resolution 1819R-001 by Director Woodward Regarding Board Districts

Background

At the Board's annual organizational meeting on April 24, 2018, Resolution 1819R-001 by Director Woodward, regarding the Board's districts, was introduced and referred to the Committee on Legislation, Rules and Policies.

Resolution 1819R-001

WHEREAS, Wis. Stat., §119.08, directs, in part, that:

- a school board in a City of the First Class, such as Milwaukee, "…shall consist of one member elected at-large and eight members elected from numbered election districts determined by the board…";
- "[a] person elected to represent a district shall reside within the boundaries of the district…"; and
- "[t]he electors of each election district shall elect one member residing within the election district to represent the election district. The at-large member shall be elected by the electors of the city…"; and

WHEREAS, The statutory language helps to ensure that the specific needs and concerns of the individual public schools and constituents within the eight numbered districts will be addressed by the respective representatives who are elected to serve them; and

WHEREAS, Board Rule 3.01, Code of Ethics — Board of School Directors, states, "Board members will act cooperatively, bearing in mind the best interests of the people in the jurisdiction of MPS and of the students whom the Board serves"; and

WHEREAS, The representatives elected to serve each of the eight numbered districts are familiar with the needs and concerns of the individual public schools and constituents in their respective districts; and

WHEREAS, Board members are directly accountable to the schools and constituents in the districts in which they were elected; and

WHEREAS, Having been elected to serve a specific area or district, it is the responsibility of a board member to know what is occurring in his or her schools, to build relationships with constituents, and to develop strategies that address issues within his or her respective area or district; and

WHEREAS, In the event that a board member temporarily is unable to fulfill the duties of his or her office, the city-wide member may serve in that member's stead; and

WHEREAS, When one school board member attempts on his or her own to address issues that are specific to schools, parents, students, or citizens of another member's district, it can blur the lines of accountability, weaken relationships that the actual elected representative of the district has worked hard to build, and cause confusion; and

WHEREAS, When one school board member pursues resolution of issues regarding another member's district, it can create conflicts with processes that the elected representative of the district in question may have set into motion to resolve issues and to promote the interests of the people who have elected him or her; now, therefore, be it

RESOLVED, That all members of the Milwaukee Board of School Directors shall follow the Code of Ethics and be respectful of those who have been elected to represent their respective districts on the Board; and be it

FURTHER RESOLVED, That, when a member of the Board is made aware of an issue that has arisen in another member's district, rather than attempting to address that issue him- or herself, the member shall make the director of the district in question aware of the issue; and be it

FURTHER RESOLVED, That being respectful of each other's responsibilities shall not preclude one board member from being able to offer advice or assistance, if appropriate, to another board member in resolving any issue.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Board Rule 3.01, Code of Ethics — Board of School Directors

Fiscal Impact Statement

No fiscal impact.

Committee's Recommendation

Your Committee recommends adoption of Resolution 1819R-001.

Director Miller passed the gavel to Director Falk at 8:12 PM.

Director Falk returned the gavel to Director Miller at 8:17 PM.

Director Miller passed the gavel to Director Falk at 8:22 PM.

Director Falk returned the gavel to Director Miller at 8:27 PM.

Director Harris moved to send the item back to Committee. The motion passed, the vote being as follows:

Ayes — Director Báez, Falk, Harris, Phillips, Woodward, and Vice-President Miller — 6.
Noes — None.

* * * * *

(Item 3) Action on a Request to Revise Administrative Policy and Procedure 7.07, Physical Education

Background

Through a grant from the Advancing a Healthier Wisconsin Endowment, MPS has partnered with Marquette University and the Medical College of Wisconsin (MCW) in the development of a Response to Intervention systems change in high-school physical education. This systems change includes a review of current MPS physical education policy and procedures. Marquette and MCW staff reviewed other school districts' physical education policies and procedures. The Administration is recommending the following changes to Administrative Policy 7.07 and Administrative Procedure 7.07 based on feedback provided by community partners and MPS physical education teachers. These changes include a statement of purpose for physical education, clarifying best practices in physical education, and removing grading-practices sections because they are contradictory to Administrative Policy 7.33, Grading Systems.

ADMINISTRATIVE POLICY 7.07
PHYSICAL EDUCATION

The Milwaukee Board of School Directors (Board) believes that each person is unique and deserves opportunities to develop an orientation to lifetime fitness. The Board shall require that instruction in physical education be provided within the Milwaukee Public Schools (MPS). Students will be provided experiences to develop:

i. the understanding of why it is important to be physically active for a lifetime,
ii. the skills needed to be physically active for a lifetime, and
iii. a positive attitude toward being physically active for a lifetime.

~~(1) Grading Practices~~

~~Each teacher should carefully evaluate and assess his/her grading procedures to eliminate inequities and malpractice in grading students.~~

~~Students who attend class on a regular basis, have good attitudes, and put forth an honest effort to improve should not fail.~~

~~Students should not fail on the basis of physical ability alone. Participation, improvement, knowledge, and skill development must also be considered.~~

~~(1) Optional Pass/Fail Grading~~

~~All students in grades 9-12 shall be allowed to enroll in any physical education courses with the understanding that their accomplishments in those courses shall be evaluated either as passing (recorded grade is "P") or unsatisfactory (recorded grade is "U").~~

~~(2)~~ (1) Showers and Lockers

(a) In all high schools, students shall be provided with towels and requested to take showers on a voluntary basis. Swim classes are not included in this policy. (Note: All students are required to take showers before and after swimming instruction.)

(b) If a school has locker-room facilities, students are encouraged to change into physical-education attire for hygiene and safety reasons. Students MUST have appropriate footwear (tennis shoes, no sandals, no open-toed shoes, no boots, etc.) to participate safely.

(2) Local, State, and Federal Mandates

(a) In an effort to ensure that all MPS schools meet state-mandated physical education requirements ~~(Section 121.02(L))~~ and the federally-mandated Wellness Policy, the Milwaukee Board of School Directors has instituted the following time allocations for MPS students:

1. a total of 100 minutes of physical education per week for ~~Grades~~ grades 1-3
2. 120 minutes per week for ~~Grades~~ grades 4-6
3. 125 minutes per week for grades 7-8 ~~per week~~
4. 1.5 credits for high-school students
5. A waiver of the physical education requirement may be granted for high-school students, pursuant to Administrative Policy 7.37, Graduation Requirements.

~~(b) Principals are to ensure these requirements are met. Principals are responsible for monitoring the scheduling of elementary, middle- and high-school physical education classes and to ensure that all students receive the appropriate amount of instruction and physical activity.~~

(b) Physical education is considered an academic subject and must not be withheld from a student as punishment. Similarly, students must not be compelled to perform physical activities, including, but not limited to, running laps or doing push-ups, as punishment.

~~(c) When the elementary physical education specialist cannot fully schedule the required weekly allocation, it becomes the responsibility of the elementary classroom teacher to conduct the additional activities to meet the Board-approved time requirements. Elementary classroom teachers~~

~~are encouraged to work with their physical education specialists in order to provide lessons that complement the district-wide physical education scope and sequence.~~

(c) State statutes require that, for grades K-6, all students receive three days of physical education per week by a licensed physical education teacher or under the direction of a licensed PE teacher. When a licensed physical education teacher cannot be scheduled to see students for the required amount of time, it becomes the responsibility of the elementary classroom teacher to meet the remainder of the state's requirement. Elementary classroom teachers are encouraged to work with their physical education specialists in order to provide lessons that complement the district-wide physical education pacing guides.

(d) Principals are responsible for monitoring the scheduling of elementary, middle- and high-school physical education classes to ensure that all students receive the appropriate amount of instruction and physical activity required by state statute and administrative policy.

~~(d)~~(e) Each school ~~should~~ must develop a schedule by which teachers may use the gymnasium on a regular basis in order to comply with Administrative Policy 7.07.

(3) Monitoring and Evaluation

Annually, in August, a report shall be made available to the Board on the district's physical education program and on the efforts to encourage physical activity and wellness in schools.

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ADMINISTRATIVE PROCEDURE 7.07
PHYSICAL EDUCATION

~~(1) Grading Practices~~

~~Each teacher should carefully evaluate and assess his/her grading procedures to eliminate inequities and malpractice in grading students.~~

~~(2) Factors to Be Considered in Grading~~

~~(a) Final grading should be based on a cumulative grading process combined with a student's ability to do quality work. (See optional pass/fail policy below.)~~

~~(b) A school's policies involving dress, shower, and minimum attendance standards should be administered consistently by all physical education teachers. Each school is to submit these policies annually to the Curriculum/Instruction Division of the Department of Educational Services for review.~~

~~(c) Evaluation of students should be an ongoing process and recorded in the record book periodically throughout the grading period.~~

(1) Physical Education Classes

(a) All physical education (PE) staff are to be certified by the State of Wisconsin.

(b) Physical education courses will be the environment in which students learn, practice, and are assessed on developmentally appropriate motor skills, social skills, and knowledge.

(c) Physical education classes must have a student/teacher ratio similar to that of other classes in the school.

(d) Members of the physical education staff are to implement district-approved fitness assessments on an annual basis.

(e) State statutes require that, for grades K-6, all students receive three days of physical education per week by a licensed physical education teacher or under the direction of a licensed PE teacher. When a licensed physical education teacher cannot be scheduled to see students for the required amount of time, it becomes the responsibility of the elementary classroom teacher to meet the remainder of the state requirement. Elementary classroom teachers are encouraged to work with their physical education specialists in order to provide lessons that complement the district-wide physical education pacing guides.

(f) Each school must develop a schedule by which teachers may use the gym on a regular basis to ensure that the state standards are followed.

(g) Physical education staff should implement a multi-tiered system of support to achieve academic and behavioral success for all students.

~~(3) Optional Pass/Fail Grading~~

~~For successful completion of a course, the grade of "P" will be given to students and entered on their permanent records. For unsuccessful performance, the standard grade of "U" will be assigned. This option will be available in all high schools under the following conditions:~~

~~(a) This option shall be open to all students in grades nine through twelve.~~

~~(b) This option may be used for a maximum of one unit per year, consisting of either a year long, full unit course, or two one half unit courses. The decision requires parental approval and may not be revoked once made.~~

~~(c) Grades of "P" will not be computed in determining the grade point average. Grades of "U" will be included in the grade point average.~~

~~(d) Successful completion of units will count toward graduation requirements.~~

~~(4) Physical Education Classes~~

~~(a) All physical education (PE) staff are to be certified by the State of Wisconsin.~~

~~(b) Physical education courses will be the environment in which students learn, practice, and are assessed on developmentally appropriate motor skills, social skills, and knowledge.~~

~~(c) Policies ensure that physical education classes have a student/teacher ration similar to other classes.~~

~~(d) Members of the physical education staff are to be trained in implementing physical fitness tests.~~

~~(e) There is to be a program in physical activity for students with special needs.~~

~~(f) When the elementary physical education specialist cannot fully schedule the required weekly allocation, it becomes the responsibility of the elementary classroom teacher to conduct the additional activities to meet the Board approved time requirements. Elementary classroom teachers are encouraged to work with their physical education specialists in order to provide lessons that complement the district wide physical education scope and sequence. Elementary teachers who have been asked to teach some PE lessons have been given proper training and materials.~~

~~(g) Each school should develop a schedule by which teachers may use the gym on a regular basis to ensure that the state standards are followed. A copy of the schedule must be submitted to the MPS Physical Education Curriculum Specialist.~~

~~(5)~~(3) Promoting Physical Fitness

(a) Physical education includes the instruction of individual activities as well as competitive and non-competitive team sports that encourage life-long physical activity. Principals are encouraged to provide funding to ensure that adequate equipment is available for all students to participate in physical education and other school-based physical activity. Physical activity facilities on school grounds will be safe. The school must provide a physical and social environment that encourages safe and enjoyable activity for all students, including those who are not athletically gifted. The primary goal of a school's physical activity component is to provide opportunities for every student to develop the knowledge and skills for specific physical activities, to maintain physical fitness, to participate regularly in physical activity, and to understand the short- and long-term benefits of a physically active and healthful lifestyle.

(b) Schools are encouraged to provide community access to, and to encourage students and community members to use, the school's physical activity facilities outside of the normal school day. Information will be provided to families to help them incorporate physical activity into their students' lives. Schools will encourage families and community members to institute programs that support physical activity, such as a walk-to-school program.

(c) Physical activity will be integrated across curricula and throughout the school day. Movement can be made a part of science, math, social studies, and language arts.

(d) Schools ~~should~~ shall provide a daily recess period, which is not to be used as a punishment or a reward. Consider planning recess before lunch, since research indicates that physical activity prior to lunch can increase the nutrient intake and reduce food waste. Participation in physical activity shall take into consideration the "balancing equation" of food intake and physical activity. Physical activity can be offered during the school day through daily recess periods (e.g., low-organized games and walking clubs), elective physical education (PE) classes, and the integration of physical activity into the academic curriculum.

(e) Students should be given opportunities for physical activity through a range of after-school programs, including intramurals, interscholastic athletics, and physical activity clubs. After-school programs will encourage physical activity and the formation of healthy habits. Patterns of meaningful physical activity will connect to students' lives outside of physical education.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.07, Physical Education

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish the revised policy and procedure.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 7.07, Physical Education, and Administrative Procedure 7.07, Physical Education, as indicated above.

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

* * * * *

(Item 4) Action on a Request to Move Administrative Policy 8.39, Student Awards and Scholarships, to Chapter 7, Instruction

Background

Administrative Policy 8.39, Student Awards and Scholarships, recognizes students who are awarded certificates of participation for clubs, teams, and academic success. This policy recognizes academic and athletic excellence which is related to the educational, school day. Because the policy clearly aligns with instruction, it is more suited to reside in Chapter 7, Instruction. Thus we are recommending moving it to Chapter 7.

ADMINISTRATIVE POLICY ~~8.39~~ 7.43
STUDENT AWARDS AND SCHOLARSHIPS

The Board approves of the following plans for recognizing and thus encouraging, academic excellence.

(1) Interscholastic Academic Awards: High School

Students participating actively in competition as members of academic teams/clubs shall be rewarded with academic letters and/or numerals. The criteria for determining students eligible for the awards shall be formulated by a committee of teachers and administrators to ensure city-wide uniformity. Certificates of participation may be given to active team or club members who do not qualify for letter awards.

(2) Interscholastic Academic Awards: Middle School

Students participating actively in competition as members of academic teams/clubs shall be awarded school recognition pins. Eligible students shall be entitled to receive one pin per year. The criteria for determining students eligible for the pins shall be formulated by a committee of teachers and administrators to ensure city-wide uniformity.

(3) Academic Recognition: High School And Middle School

Each school shall provide appropriate recognition for students who excel academically. A variety of means — letters to parents, honor-roll lists, public-address announcements, honor assemblies, and certificates of award — may be used. Improvement in attendance and conduct shall also be noted and appropriately recognized.

(4) Monitoring and Evaluation

This policy shall be reviewed for coherence and appropriateness to the present mission of the district every five years, consistent with Board Governance Policy.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.39, Student Awards and Scholarships

Fiscal Impact Statement

No Fiscal Impact

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish the necessary revisions.

Committee's Recommendation

Your Committee recommends that the Board move Administrative Policy 8.39, Student Awards and Scholarships, to Chapter 7, Instruction.

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

* * * * *

(Item 5) Action on Proposed Revisions to Administrative Policy 7.37, Graduation Requirements

Background

Administrative Policy 7.37 has been revised to reflect 2017 Wisconsin Act 59, which eliminated the Course Options and Youth Options programs. The Youth Options statute (118.55), which was renamed the Early College Credit Program (ECCP), allows Wisconsin public and private high-school students to take one or more courses at an institution of higher education for high-school and/or college credit. Under this section, "institution of higher education" means an institution within the University of Wisconsin System, a tribally-controlled college, or a private, nonprofit institution of higher education located in the state. While technical colleges are not eligible institutions under the new program, pupils that have completed 10th grade will continue to have the option to take courses at technical colleges through a separate statute, 38.12(14), under the Start College Now program.

Clarification regarding students who earn certificates of completion has also been added. Only students with disabilities who have aged out of eligibility for services and have participated in a curriculum aligned to the Wisconsin Essential Elements may earn certificates of completion. English-learners who have not completed unit requirements for graduation, but are of graduation age, may also earn certificates of completion.

Additionally, the mid-winter graduation option is included in the policy. Other minor changes have been made to improve clarity based on feedback received.

ADMINISTRATIVE POLICY 7.37
GRADUATION REQUIREMENTS

(1) General Provisions

(a) The total number of units required for graduation shall be 22, effective with the graduating class of June 2014-15 and thereafter. Commencing with the graduating class of 2021 (i.e., students entering 9th grade in the school year of 2017-2018), of the 22 units, the following are required:

Subject	Units
English/Language Arts	4.0
Mathematics (including courses at or above the level of Algebra 1)	3.0
Science (This must include content and laboratory studies for all three units)	3.0
a life science course	1.0
a physical science course	1.0
an additional course in a life, physical, earth or space science, or district-approved, science-equivalent engineering or technology course	1.0
Social Studies (from the following)	3.0
U.S. History	1.0
World History, World Geography, World Studies, or AP Human Geography	1.0
Citizenship (grade 9 or 10)	1.0
OR	

BOTH American Government AND Economics (grades 11 12) (0.5 unit each)..... 1.0

Physical Education (no more than 0.5 credit per school year).....1.5

A waiver for final 0.5 credit in physical education during the junior or senior year of high school may be an option for a student, based on participation in an organized sport or athletic program in accordance with district procedures developed by the Superintendent. Pursuant to Wis. Stat, §118.33(1)(e), a student must may replace this 0.5 credit with an additional English, social studies, mathematics, science, or health course.

Health.....0.5

Fine Arts.....1.0

World Language.....2.0

College-and-career-readiness coursework (from the following) 1.0

Advanced Placement, Career Technical Education courses available in Career Clusters: Agriculture, Architecture & Construction, Arts, A/V Technology & Communications, Business Management, Finance, Health Science, Hospitality & Tourism, Human Services, Information Technology, Manufacturing, Marketing, Science, Technology, Engineering & Mathematics, and Transportation (students may use internships & apprenticeships to meet this requirement), International Baccalaureate diploma, or Project Lead the Way

*For example, if a student takes an AP or IB course to meet another requirement (e.g., English), that course will count for the college-and-career-readiness requirement and the core-content requirement.

(b) In addition to the above requirements, students must also have completed one of the following three course-embedded options, to be appropriately noted on a transcript:

1. online learning
2. community-service experience
3. service learning.

(c) Beginning with the graduating class of June 2014-15, all MPS schools must adhere to the core credit requirements as shown in 1(b) above, and no school will be allowed to require additional credits in order to earn an MPS diploma. Individual schools, however, may require additional courses or projects for completion of specific program certifications (e.g., Honors, International Baccalaureate, career and technical education) which may be designated on the MPS diploma.

(d) Students shall be required to have earned the units as described above and shall be required to meet the state requirement for passing the district's civics test commencing with the graduation class of 2017. A student may re-take the exam until he/she passes. (Students with IEPs must complete the exam to receive diplomas, but are not required to meet the state benchmark.)

(e) Each school that seeks to substitute course offerings for courses specifically stated in 1(b) above must obtain formal approval from the Superintendent or a designee. The alternate course must meet or exceed the rigor of the original required course.

(2) Planning Provisions for Graduation

(a) All students shall follow identified plans developed in the high schools in which the students are enrolled. The high-school plans for students in the regular program shall ensure that students meet graduation requirements and shall be developed on the basis of individual career interests, plans for post-high-school education, or other life goals, using a variety of available program plans. Student may earn diplomas only from schools in which they are enrolled and in which they will earn their final credits during the semester in which they intend to graduate.

(b) A "senior" is a student who has earned a minimum of 16 units or the number required for senior status and who is on track for graduation after the successful completion of no more than two additional semesters.

(c) High-school students from the Milwaukee Public Schools are encouraged to complete four years of study resulting minimally in completion of the prescribed graduation requirements at the district and school levels.

(d) Procedures for permitting early graduation include the following:

1. A student wishing to graduate early must complete all district requirements for graduation.

2. A student must request a conference to declare interest in early graduation (with parental or guardian signature if the student is under 18).

3. A conference shall be held with the parent, student, and principal (or designee)to review options and to make a decision, with a sign-off by principal (or designee), student, and parent or guardian (if the student is under 18). At this meeting, the student and parent will receive information regarding alternatives to early graduation (scholarships, advanced courses, AP, IB, Start College Now and ~~YOP [Youth Options Program]~~ Early College Credit Program [ECCP] opportunities, etc.) to facilitate the making of an informed decision.

4. For students who have received sign-off by the principal on the district-provided form for early graduation, the school shall document in the student database that the student has met the diploma requirements at the semester end-date and shall withdraw the student. Early graduates in good standing will be allowed to participate in either the district's January graduation or the school's year-end graduation ceremony and activities.

(e) The following minimum number of units, or the equivalent, is required for high-school students to be promoted at the end of the school year:

1. If a student is to be promoted from 9th to 10th grade (sophomore), 5 units or more shall be required.

2. If a student is to be promoted from 10th to 11th grade (junior), 10 units or more shall be required.

3. If a student is to be promoted from 11th to 12th grade (senior), 16 units or more and enrollment in at least the fourth year of high school shall be required.

(f) To be considered for senior-class rank, students must meet the definition of a senior and must complete one year and a minimum of 5 units at the schools from which they intend to receive their diplomas.

(g) Students may graduate from MPS alternative programs that meet the District's minimum standards for alternative programs.

(3) Common MPS Diploma and School-based Recognition of Program Completion

(a) Schools may, with formal approval from the Superintendent or a designee:

- implement additional requirements for participation in or completion of specific programs and include this endorsement on the diploma;
- award an additional certificate indicating completion of this special program and/or document this endorsement on the transcript.

(b) Some of the recognized endorsements include:

- Advanced Placement Capstone Diploma or Certificate
- International Baccalaureate Certificate and/or Diploma
- ~~Milwaukee~~ Wisconsin Department of Public Instruction's Seal of Biliteracy
- Wisconsin Global Education Achievement Certificate.

(c) Schools may not create additional requirements for graduation.

(4) Completion Credentials

(a) Regular Diplomas

1. Students completing the unit and district civics test's requirements described above, including GEDO #2, alternative programs, and GPS Education Partners programs, shall receive regular diplomas signed by the principal, the Superintendent, and the Board's president. Signatures other than that of the principal/school leader may be photocopied.

2. Students with disabilities who successfully complete high-school graduation requirements established in MPS Administrative Policy 7.37, Graduation Requirements, shall receive regular MPS diplomas upon graduation.

(b) Certificates of Completion

1. Students with disabilities who do not meet high-school graduation requirements as outlined in Administrative Policy 7.37, Graduation Requirements, but who participate in a curriculum aligned to the Wisconsin Essential Elements and who have aged out of eligibility for services will be awarded certificates of completion at the end of the academic year in which they turn twenty-one (21). Students may choose to participate in one graduation ceremony either with their entry or exit class. Certificates of Completion cannot be awarded to students in four-year or five-year graduation cohorts.

2. English ~~language~~ learners who have not completed unit requirements for graduation, but are of graduation age, may also be awarded certificates of completion.

(c) Requirements for General Education Development Option (GEDO) #2 Program Diplomas

1. The GEDO#2 is an alternate for district students to meet credit requirements for graduation.

2. Students enrolled in MPS GEDO #2 programs who successfully complete the GEDO #2 graduation requirements shall be awarded MPS diplomas from the schools in which they have completed their GEDO #2 program requirements.

Subject:	
English	GEDO #2 exams: (1) reading and (2) writing or four units of English
Mathematics	GEDO #2 exam or three units of math at or above the level of Algebra 1
Science	GEDO #2 exam or three units of science
Social Studies	GEDO #2 exam or two units of social studies, including one of the world courses and the US history course
Social Studies	GEDO #2 civics exam or one unit of citizenship or American government and economics
Health	GEDO #2 health exam or 0.5 health unit

3. All GEDO #2-program students shall be required to successfully complete units of study in employability skills and career awareness.

4. Additional requirements in work experience or community service and in career-portfolio development for the GEDO #2 program must be communicated to a prospective student during the intake conference that is required by DPI before the student begins the program.

5. Students enrolled in GEDO #2 shall not be included in senior-class rank.

(d) Requirements for Diplomas from the State-supported GPS Education Partners Program

1. Students shall be accepted and enrolled concurrently in an MPS high school and the GPS Education Partners program.

2. Students enrolled in the GPS Education Partners program who successfully complete the 21-month course and workplace requirements shall be awarded MPS diplomas from the MPS schools in which they are enrolled.

(e) Other District-approved Programs

Students who successfully complete district-approved alternative programs shall be awarded MPS diplomas from the MPS schools in which they are enrolled.

(f) Diplomas for Veterans

1. Diplomas shall be awarded to certain veterans, in accordance with Wis. Stats., sec.120.13(37). The Superintendent or designee shall direct the appropriate MPS high-school principal to award a diploma to a veteran if the Superintendent or designee determines that the veteran meets all of the following criteria:

a. is at least 65 years old, or is at least 55 years old and has a service-connected disability; and

b. attended high school in the school district or attended high school in Wisconsin and resides in the school district; and

c. left high school before having received a high-school diploma to join in the U.S. Armed Forces during a war period, as defined in Wis. Stats., sec. 45.01(13); and

d. served on active duty under honorable conditions in the U.S. Armed Forces or in forces incorporated as part of the U.S. Armed Forces.

2. A high-school diploma shall also be awarded to a veteran who received a high-school-equivalency diploma after serving on active duty under honorable conditions, if the person meets the conditions of 1(a) through 1(d) above.

3. A high-school diploma shall also be awarded, upon request, to a veteran who has died, but who, before dying, satisfied the criteria listed in 1b through 1d, above.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.37, Graduation Requirements

Fiscal Impact Statement

NA

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish the necessary revisions to the policy.

Committee's Recommendation

Your Committee recommends that the Board approve the changes made to Administrative Policy 7.37, Graduation Requirements, as indicated..

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

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(Item 6) Action on a Request to Approve the Proposed Revisions to Administrative Policies 8.01, Student Nondiscrimination; 8.02 Student Anti-Sexual Harassment; 8.23, Weapons in the Schools (and Criminal Offenses); 8.27, Student Complaints & Grievances; 8.28, Student Discipline; 8.32, Student Expulsion; and Administrative Procedures 8.01, Student Nondiscrimination; 8.02, Student Anti-Sexual Harassment; 8.28, Student Discipline, to Comply with the U.S. Department of Education's Office for Civil Rights (OCR) Compliance Review

Background

In 2014-15, the Office for Civil Rights (OCR) conducted a biennial data-collection review. Out of that data collection, the OCR found what they believed was the disproportionality of African American students receiving referrals, suspensions, and other disciplinary actions. Through an investigation, the OCR confirmed this disproportionality, which led to the MPS Resolution 05-14-5003. The district assured the OCR that it will take action to comply with the Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d (Title VI), and its implementing regulation, 34 C.F.R. Part 100, which prohibit discrimination based on race, color, or national origin by a recipient of federal financial assistance.

In accordance with the MPS Resolution 05-14-5003, by June 18, 2018, the district will have revised its policies and procedures for discipline to be effective with the 2018-2019 school year.

On March 8, 2018, the Department of Student Services sent out an invitation and convened a Citywide Discipline Committee with invited participants from the following groups:

- Central Services Administration
- parents
- students
- principals
- teachers
- Milwaukee Teachers' Education Association
- Office of the City Attorney
- Milwaukee Police Department
- community organizations.

The purpose of the Citywide Discipline Committee was to review and revise the Student Code of Conduct to ensure that there are standards for disciplinary referrals that include clear definitions, policies, and procedures to eliminate vague and subjective language in accordance with MPS Resolution 05-14-5003. Following are explanations for the revisions of individual policies and procedures.

- Administrative Policy 8.01, Student Nondiscrimination,was edited to include updated statutes.

- Administrative Policy 8.02, Student Anti-Sexual Harassment, was edited to include updated statutes.
- Administrative Policy 8.23, Weapons in the Schools (and Criminal Offenses) was revised to clarifythe grade levels at which students are able to be expelled. Language for offenses changed to align with proposed changes to the Code ff Conduct.
- Administrative Policy 8.27, Student Complaints and Grievances, was revised to cross-reference departmental names and to update titles.
- Administrative Policy 8.28, Student Discipline, was revised to update language to meet the U.S. Department of Education's Office for Civil Rights Resolution Agreement #05-14-5003
- Administrative Policy 8.32, Student Expulsion, was revised to add language to allow students to be expelled with online academic support for incidents of egregious acts of violence or for having committed other expellable offenses while receiving educational services for previous expellable offenses.
- Administrative Procedure 8.02, Student Anti-Sexual Harassment, was edited to include updated statutes and to match language to Administrative Policy 8.02
- Administrative Procedure 8.28, Student Discipline, was updated to reflect the current process and to remove subjective language.

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ADMINISTRATIVE POLICY 8.01
STUDENT NONDISCRIMINATION, COMPLAINTS AND APPEALS

(1) General Principles and Policy

(a) The Milwaukee Public Schools is committed and dedicated to the task of providing the best education possible for every child in the district for as long as the student can benefit from attendance and the student's conduct is compatible with the welfare of the entire student body.

(b) It is the policy of the Milwaukee Public Schools that no person may be denied admission to any public school in this district or be denied participation in, or the benefits of, or be discriminated against in, any curricular, extracurricular, student service, recreational, or other program or activity because of that person's sex, race, color, national origin, ancestry, creed, religion, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional, or learning disability or handicap, as required by section 118.13, Wis. Stats., and Chapter PI 9, Wisconsin Administrative Code.

(c) This policy prohibits discrimination in the following areas:

1. admission to any school, class, program, or activity, except that the district may operate single-gender schools and/or provide single-gender classes in accordance with sections 118.13(1) and 120.13(37m), Wis. Stats.;
2. standards and rules of behavior, including student harassment;
3. disciplinary measures, suspensions, or expulsions;
4. acceptance of gifts, scholarships, aid, benefits, services to students;
5. instructional, library, or media materials;
6. selection, testing, evaluation, and counseling of students, facilities;
7. opportunities for participation in athletic programs or activities; and
8. school-sponsored food-service programs.

(d) This policy also prohibits discrimination as defined by Title IX of the Education Amendments of 1972 (sex), Title VI of the Civil Rights Act of 1964 (race, color, and national origin), and section 504 of the Rehabilitation Act of 1973 (disability).

(e) "Student harassment" refers to a range of inappropriate behaviors directed toward students, including, but not limited to, name-calling, bullying, physical attacks, and intimidation. Student harassment means behavior towards students based, in whole or in part, on sex; race; religion; national origin; ancestry; creed; pregnancy; marital or parental status; sexual orientation; or physical, mental, emotional, or learning disability or handicap, which substantially interferes with the student's school performance or creates an intimidating, hostile or offensive school environment. The district regards student harassment as a form of discrimination and such behavior will be subject to discipline.

(f) The suburban school districts participating in the Chapter 220 settlement agreement are required to establish their own student nondiscrimination policies under section 118.13, Wis. Stats., and PI 9, Wisconsin Administrative Code.

(2) Designated Employee

(a) The Superintendent shall designate individuals to be responsible for handling complaints concerning discrimination. The names, titles, contact information of these individuals, along with descriptions of the specific types of complaints to be handled by each of these individuals, shall be published annually in the student handbook as well as any other in location where the district is required to publish its notice of nondiscrimination.

(b) It shall be the responsibility of the designated employees to examine existing policies and develop new policies, where needed, to ensure that the Milwaukee Public Schools does not engage in discrimination prohibited by federal and state law. The designated employee shall:

~~(a)~~1. receive and record complaints filed under section 118.13, Wis. Stats., and PI 9, Wisconsin Administrative Code;

~~(b)~~2. investigate the complaints and determine whether or not the student nondiscrimination policy has been violated;

~~(c)~~3. ensure that an evaluation of the district's compliance with section 118.13, Wis. Stats., is completed every five years, in accordance with PI 9.06, Wisconsin Administrative Code, and shall submit form PI-1197 to the Department of Public Instruction annually;

~~(d)~~4. obtain copies of suburban district policies adopted under section 118.13 and PI 9 and will be available to act as a liaison in the event a discrimination complaint is filed and requires assistance in its resolution.

(3) Complaint Procedures

(a) The district encourages informal resolution of complaints under this policy. If informal resolution is not achieved, administrative procedures exist to address allegations of violations of the student nondiscrimination policy in the Milwaukee Public Schools.

(b) Discrimination complaints regarding the possible violation, interpretation, or application of the district's student nondiscrimination policy shall be processed in accordance with the procedures set forth in Administrative Procedure 8.01, Student Nondiscrimination. Action will be taken to ensure compliance with the district's policy on student nondiscrimination.

(4) Monitoring and Evaluation

The Administration shall evaluate the status of nondiscrimination and equality of educational opportunity in the school district at least once every five years, on a schedule established by the State Superintendent. A report on the evaluation shall be filed pursuant to Chapter PI 9 of the Wisconsin Administrative Code. A copy of the report shall be provided to the Board.

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ADMINISTRATIVE POLICY 8.02
STUDENT ANTI-SEXUAL HARASSMENT

(1) General Principles

(a) It is the policy of Milwaukee Public Schools that the learning environment shall be free of any form of sexual harassment, unwelcome physical contact of a sexual nature, and other verbal or physical conduct of a sexual nature.

~~(a)~~(b) Sexual Harassment is generally defined as any unwelcome sexual advances, requests for sexual favors, physical contact of a sexual nature ~~sexually motivated physical conduct~~, or other verbal conduct or communication of a sexual nature ~~that would be offensive to a reasonable person~~. Sexual harassment exists when such behavior is so frequent or so severe that it negatively impacts upon a student's ability to learn, when submission to or rejection of such conduct is used as a basis for academic decision making, or when submission to or rejections of such conduct is used as a basis for a student's participation in honors, awards, extra-curricular programs, or other such opportunities.

(c) Both the victim and the harasser can be either a female or a male, and the victim and harasser can be the same sex.

~~(b)~~(d) It shall be a violation of this policy for any student, teacher, administrator, or other school personnel of the district to harass a student, teacher, administrator, or other school personnel through conduct or communication of a sexual nature as defined by this policy.

(2) Gender Equity Coordinators

(a) The Superintendent shall designate a Central Services administrator to serve as the gender equity coordinator for student harassment complaints.

(b) A voluntary gender equity coordinator shall be designated at every school.

(3) Notification

(a) The administration in all schools in the district shall inform all staff and students of the adoption of the student sexual harassment policy and provide an orientation with information regarding the definition of sexual harassment, as well as the complaint procedures to be followed.

(b) The discipline chart of the Parent/Student Handbook on Rights, Responsibility and Discipline shall include sexual harassment as one of the examples of conduct that violates expectations in the categorical section "~~Protection of~~ Physical Safety and Mental Well-Being~~ Non Criminal Acts~~":

Examples of Conduct That Violates Expectations	Definitions	Discipline Action Level*	
		Minimum	Maximum
Sexual Harassment	Sexual harassment is generally defined as any unwelcome sexual advances, requests for sexual favors, ~~sexually motivated~~ physical ~~conduct~~ contact of a sexual nature, or other ~~physical or~~ verbal conduct or communication of a sexual nature~~ that would be offensive to a reasonable person~~.	1	~~4~~ 3
*Key Level 1 = Conference/intervention Level 2 = Suspension Level 3 = Referral to the Department of Parent and Student Services Level 4 = Expulsion recommendation			

(4) Monitoring and Evaluation

This policy shall be reviewed for coherence and appropriateness to the present mission of the district every five years, consistent with Board Governance Policy.

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ADMINISTRATIVE POLICY 8.23
WEAPONS IN THE SCHOOLS (AND CRIMINAL OFFENSES)

(1) Weapons

(a) The Milwaukee Board of School Directors prohibits all individuals, including, but not limited to, MPS employees, volunteers, students, visitors, and the personnel of MPS contractors or subcontractors from possessing firearms while on MPS property, while transporting students, or at school-sponsored events, unless that individual is a sworn law enforcement officer or agent.

~~(a)~~(b) Students possessing dangerous weapons while traveling in a school zone or on school property shall be immediately suspended, and the police shall be called.

1. ~~A dangerous weapon is a gun, knife, razor, karate stick, metal knuckle, or any other object which, by the manner it is used or intended to be used, is capable of inflicting bodily harm.~~ The term *weapon* means any object which, in the manner in which it is used, is intended to be used, or is represented, is capable of inflicting serious bodily harm or property damage, as well as endangering the health and safety of persons. Weapons include, but are not limited to, firearms (including, but not limited to, firearms as defined in 18 U.S.C. 921(a)(3)), guns of any type, including air and gas-powered guns (whether loaded or unloaded); knives; razors (unguarded blades); clubs; electric weapons; metallic knuckles; martial-arts weapons; ammunition; and explosives.

~~2~~3. All cases that clearly involve a gun, as defined under federal law, shall be recommended for expulsion for a minimum of one year.

~~3~~4. Cases that involve any other weapon used in a threatening manner shall be recommended for expulsion, with the length of that expulsion period to be recommended by the Administration.

~~(b)~~(c) An elementary-, middle-, or high-school student in possession of a weapon shall be recommended for expulsion. The length of the expulsion shall be recommended by the Administration.

~~(c)~~(d) Students' unintentional possession of objects that, by the way they could be used, could be considered weapons (e.g., a pen knife or box cutter from work mistakenly brought to school) shall result in a Central Services conference. After the ~~S~~student ~~S~~services ~~coordinator~~ supervisor has verified the unintentional possession of the weapon, the following may occur:

1. Elementary-, middle-, and high-school students may remain at the present site at the recommendation of the school administrator.
2. High- and middle-school students may be assigned to a Milwaukee Public Schools behavior-reassignment school.

3. Repeated (more than once) possession by high- and middle-school students may result in an expulsion recommendation. Elementary-school students may lose their present school assignments.

4. An expulsion recommendation shall be made if the object is used in a threatening manner (~~all~~ grades 3-12).

~~(d)~~(e) The Administration shall prepare and post signs, in accordance with 2011 Wisconsin Act 35, prohibiting firearms and other dangerous weapons upon or within MPS buildings or such portions of buildings as are occupied or under the control of MPS and where firearms and other dangerous weapons are not already prohibited by law. These signs shall be located in prominent places near all of the entrances to the part of the building to which the restriction applies and where individuals entering can be reasonably expected to see the signs.

~~(e)~~(f) Prior to implementing any of the above actions, the school and/or the school district must provide the students with due process.

(2) Other Criminal Offenses

(a) Criminal Offenses Other Than Weapons Possession or Use

1. Disciplinary action shall also be taken against students involved in criminal offenses other than weapons possession and use. Conduct that violates this section includes serious gang activity, battery, extortion, robbery, sexual assault, arson, bomb threats, possession or ownership and use of illegal drugs or alcohol, possession with intent to distribute illegal drugs or alcohol, and hazing.

2. An expulsion recommendation shall be made for the following verified offenses:

a. Battery — ~~Intentional physical~~ unprovoked/unanswered physical ~~or offensive~~ contact without consent causing bodily harm.

b. Assault — ~~An attempt or threat to physically~~ A physical attempt to harm another person ~~with the apparent present ability to do so and the victim has~~ without making physical contact, where there is a show of force that causes reasonable fear or apprehension of immediate bodily harm. ~~Assault is committed without physical contact.~~

c. Sexual Assault — Intentional ~~sexual~~ bodily contact of a ~~harmful or offensive~~ sexual nature that occurs without the explicit consent of the recipient.

d. Possession with Intent to Distribute Illegal Drugs or Alcohol — Selling, giving away, or otherwise transferring to another person any controlled substance or alcohol, including any transfer of a prescription drug or any substance alleged to be a drug, regardless of its actual content.

3. The length of the expulsion period shall be recommended by the Administration.

~~(b) Possession/ownership and Use of Illegal Drugs or Alcohol Possessing, Having under One's Control, or Using Any Controlled Substance or Alcoholic Beverage)~~

(b) Drug Offenses

1. Such offenses include, but are not limited to, drug use on school grounds, possession of drugs (with or without the intent to distribute or deliver), possession of drug paraphernalia, possession of alcohol, or the use of alcohol on school grounds.

2. Disciplinary action shall range from a Central Services conference to an expulsion recommendation.

(c) Gang Activity~~— Disruption and Intimidation Caused by Gang Symbols on Materials, Jewelry, or Clothing~~

1. Gang activity includes, but is not limited to, participation in the criminal activity organized by a gang, hostile interaction between members of a gang, and the disruption or intimidation caused by such activity.

2. Gang activity also includes, but is not limited to, the display of colors, clothing, jewelry, or symbols associated with a gang.

3. A student ~~verified of~~ found participating in gang activity shall be recommended for removal from his/her present school and reassigned to another Milwaukee Public School. After the second offense, the student shall be reassigned to a Milwaukee Public School alternative school.

(d) Extortion, Robbery, Arson~~, and Bomb Threats~~

Depending upon the ~~seriousness~~ action level of the ~~criminal~~ offenses, such students may be:

- allowed to continue in the assigned school (elementary, middle, or high)
- reassigned to another school (elementary)
- reassigned to a~~n~~ Milwaukee Public School behavioral-reassignment program (elementary (grades 6-8), middle, and high)
- recommended for expulsion (elementary (grades 6-8), middle, and high).

(e) Hazing~~— Intentional or Reckless Engagement in Acts Which Endanger the Physical Health or Safety of a Student for the Purpose of Initiation or Admission into, or~~

~~Affiliation with, Any Organization Operating in Connection with a School, College, or University~~

1. Hazing is defined as the intentional practice of rituals, challenges, and other activities involving harassment, abuse or humiliation used as a way of initiating a person into a group. Such acts endanger the physical health or safety of the person being hazed.

~~1.~~2. Under these circumstances, prohibited acts may include any brutality of a physical nature, such as whipping, beating, branding, forced consumption of any food, liquor, drug or other substance; forced confinement; or any other forced activity which endangers the physical health or safety of the student.

~~2.~~3. Depending on the ~~seriousness~~ action level of the offense, such students may be:

- allowed to continue in the assigned school (elementary, middle or high)
- reassigned to another school (middle or high)
- reassigned to a Milwaukee Public School behavioral reassignment school
- recommended for expulsion (elementary (grades 6-8), middle and high).

(f) Bomb Threats and Terrorist Threats

1. The Board recognizes that bomb threats and terrorist threats are significant concerns to the district. Whether real and carried out or intended as a prank or for some other purpose, such threats represent a potential danger to the safety and welfare of students and of staff and to the integrity of school property. These types of threats disrupt the instructional program and learning environment and also place demands on schools' financial resources and public safety services. These effects occur even when such threats prove to be false.

a. No person shall make, or communicate by any means, whether verbal or non-verbal, a threat that a bomb has been, or will be, placed on school premises. Because of the potential for evacuation of the schools and other disruption of school operations, placement of a bomb or of a "look-alike" bomb on school premises will be considered a threat for the purpose of this policy.

b. It is also a violation of this policy to communicate by any means that any toxic or hazardous substance or material has been placed, or will be placed, on school premises with the intent to endanger the safety and welfare of students or of staff and/or to disrupt the operations of the schools. For the purpose of this policy, "toxic or hazardous substance or material" means any material or substance, including biomedical materials or organisms, that, when placed as threatened, could be harmful to humans.

i. A "bomb" means an explosive, incendiary or poison gas bomb, grenade, rocket, missile, mine, Molotov cocktail, or other destructive device.

ii. A "look-alike bomb" means any apparatus or object that conveys the appearance of a bomb or other destructive device.

iii. A "bomb threat" is the communication, by any means, whether verbal or non-verbal, that a bomb has been, or will be, placed on school premises, including possession or placement of a bomb or look-alike bomb on school premises.

iv. "School premises" means any school property and any location where any school activities may take place

v, "Terrorist threat" means:

(i) the intent to prevent the occupation of, or cause the evacuation of, a building, dwelling, school premises, vehicle, facility of public transportation, or place of public assembly or any room within a building, dwelling, or school premises;

(ii) the intent to cause public inconvenience;

(iii) the intent to cause public panic or fear;

(iv) the intent to cause an interruption or impairment of school operations, including communication, transportation, the supply of water, gas, or other public service;

(v) the creation of an unreasonable and substantial risk of causing a result described in par. (i), (ii), (iii), or (iv) and awareness of that risk.

2. Staff members and students shall be responsible for informing the building administrator regarding any information or knowledge relevant to a possible or actual bomb threat or terroristic threat or act.

3. When an administrator has conducted an investigation and has evidence that a student has made a bomb threat, a terroristic threat, or has committed a terroristic act, the following guidelines shall be applied:

a. The building principal shall immediately suspend the student.

b. The building principal shall promptly report the incident to the Regional Superintendent and the Senior Director of Student Services.

c. Based on further investigation, the incident shall be reported to law enforcement officials.

d. The student shall be recommended for expulsion.

4. If a student is expelled for making terroristic threats or committing terroristic acts, the Board may require, prior to readmission, that the student provide competent and credible evidence that the student does not pose a risk or harm to others.

(3) Student Expulsion Hearings

(a) Students recommended to the Independent Hearing Officer for expulsion are given a hearing as required by state law. (The Officer may expel a student for a certain length of time.)

(b) Students expelled from the Milwaukee Public Schools shall be offered educational services, ~~except that a student will be expelled with~~ which may include online academic support. ~~for egregious acts of violence or for committing another expellable offense while receiving educational services for an expellable offense.~~

(c) If the Independent Hearing Officer determines that a student who is receiving educational services for an expellable offense has committed~~s~~ another expellable offense, that student ~~will be~~ may be expelled with online academic support.

(4) Independent Hearing Officer

(a) Student expulsions from the Milwaukee Public Schools shall be ordered by an Independent Hearing Officer in accordance with Administrative Policy 8.33, Student Expulsion: Independent Hearing Officer.

(b) In accordance with state law, no person may be designated to participate in the expulsion hearing if he or she has had any involvement in the incident that led to the expulsion proceedings.

(5) Behavioral Reassignment Schools

(a) Students expelled with educational services from the Milwaukee Public Schools shall be offered educational services at a behavioral reassignment school. Exceptions may apply for students that have demonstrated a pattern of repeated behaviors resulting in injury to staff and students.

(b) After being assigned to a behavioral reassignment school by the ~~S~~student ~~S~~services ~~coordinator~~ supervisor, the student and his/her parent shall be requested to sign an educational contract which describes the behavior, attendance, and academic requirements which the student must maintain while in the behavioral .school. When the student has shown progress in attendance, academic achievement, and behavior and is ready to return to a ~~regular~~ traditional school, the ~~S~~student ~~S~~services ~~coordinator~~ supervisor shall make the appropriate assignment in consultation with the parent.

(6) Specialized Services

The disciplinary procedures for students with Individualized Education Programs (IEPs) are guided by state and federal laws and the due-process rights afforded these students and their parents. Decisions are made within the context of (IEP) teams and require the involvement of the Division of Specialized Services. For serious offenses, the specialized services supervisor is contacted and informed about the behavioral incident.

(7) Administrative Transfers to All Schools

(a) When it is deemed most appropriate to reassign a student to another school, the assignment shall be appropriate to the student's needs and shall not jeopardize the safety and security of the school. Assignment of the administrative transfers to all schools where waiting lists exist is consistent with the district's student assignment policies. (Administrative transfers may supersede the waiting lists.)

(b) Administrative transfers to all schools may be above and beyond the regular enrollment of that particular school. The Administration shall make an equitable attempt to distribute the administrative transfers throughout the district.

(c) Once a student has an administrative transfer for behavioral reasons, the student services supervisor may elect to place the student ~~shall be placed~~ on probation for the remainder of the semester. If the student breaks the probationary provision of the assignment, the student shall be referred to the ~~Office of Family and~~ Department of Student Services for appropriate disciplinary action.

~~(8) Application — Grades K-8~~
(8) Application — K-8 Schools

(a) All students in 6th , 7th , and 8th grades, regardless of the grade configurations of the schools which they attend, shall be considered middle-school students for the purpose of the program options.

(b) The school administrator shall involve the police department in any instance in which criminal activity is suspected.

(9) Monitoring and Evaluation

A report of the Independent Hearing Officers shall be presented to the Board on a monthly basis.

(10) Records

(a) Records pertaining to criminal offenses of students shall be maintained in a manner that enables data-driven decision making.

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ADMINISTRATIVE POLICY 8.27
STUDENT COMPLAINTS AND GRIEVANCES

(1) Policy

(a) The Board values feedback from its students and believes students should be able to discuss problems and express concerns to school administrators free from duress or retaliation. The Board is committed to providing students with an avenue to express concerns and to work with their schools' officials toward amicable resolutions. The Board believes engaging in this process can also be an inherently valuable educational experience for students and can help prepare students to address issues in a professional, productive manner after they graduate.

(b) This policy is intended as a mechanism for students to have concerns and complaints addressed. It is not intended to replace or supersede any other processes by which concerns or complaints may be expressed.

(2) Implementation

(a) Decisions made by school personnel, such as aides, teachers, or assistant principals, which students believe are unfair or in violation of pertinent policies of the Board or individual school rules may be appealed to the school principal or designated representative. To appeal, students shall contact the principal's office in their schools within two school days and provide their names, the issues, and the reasons for their appeal on a printed form available at the office. The appeal shall ~~usually~~ be decided confidentially and promptly, ~~preferably~~ within two school days.

~~(2)~~(b) The Board believes that it is especially important that any appeal involving limitation on freedom of speech — such as restricting the contents of a school-sponsored publication or prohibiting distribution or posting of a non-school-sponsored publication — be decided as quickly as possible. Therefore, individual school decisions involving limitation of freedom of speech may be appealed to the ~~school administrative specialist~~ Regional Superintendent, Office of School Administration, ~~of the Department of Leadership Services~~ after a decision has been made by the principal.

~~(3)~~(c) If the principal does not make a decision within two school days following the date of complaint, students or parents may appeal at that time by contacting the ~~Director~~ Regional Superintendent, Office of School Administration ~~Department of Leadership Services~~. The information provided should include the student's name, the school, and a description of the problem.

~~(4)~~(d) An investigation and decision shall be made within two school days and communicated to the school principal and student by telephone. A written copy of the decision should also be sent to the student and principal.

(3) Monitoring and Evaluation

This policy shall be reviewed for coherence and appropriateness to the present mission of the district every five years, consistent with Board Governance Policy.

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ADMINISTRATIVE POLICY 8.28
STUDENT DISCIPLINE

(1) General Principles

(a) The Board believes that students have a right to learn and that educators have a right to teach in a safe and orderly environment that fosters mutual respect for all individuals. No individual or group has the right to undermine the goal of providing a high-quality education for all students.

(b) All schools in MPS are expected to provide a multi-tiered system of behavioral interventions and supports to create safe, respectful, welcoming environments that are free from disruption. Rules governing in-school discipline — which should be established by the school administration after consultation with representative students, teachers, and parents — must be within policy guidelines established by the Board. The Board expects discipline to be administered in a nondiscriminatory manner and that disciplinary actions be appropriate to the circumstances.

(c) Discipline for a violation of school rules that is dangerous, disruptive, or interferes with a teacher's ability to teach effectively may include periods of exclusion from the regular school day or some other consequence. Such disciplinary actions should be combined with student counseling, parental conferences, restorative practices, referrals to appropriate supportive services, and/or adjustment of student programs. ~~Disciplinary action may not be taken for nonpayment of school fees or fines.~~

(d) Disciplinary action may not be taken for nonpayment of school fees or fines. Students cannot be denied the right to a free/reduced-price lunch (assuming eligibility) as a means of discipline. Physical education is considered an academic subject and must not be withheld from a student as punishment. Similarly, students must not be compelled to perform physical activities, including, but not limited to, running laps or doing push-ups, as punishment.

~~(d)~~(e) Serious, repeated violations of school rules or violent behavior (aggressive behaviors that cause or threaten physical or emotional harm) may result in consequences such as disciplinary transfer, suspension, or expulsion.

~~(e)~~(f) In order to establish a multi-tiered system of behavioral interventions and supports, the Board endorses that each school:

1. establish school-wide expectations that specify safety, respect, and responsibility;
2. define the behaviors that are expected from all students;
3. teach all students the expected behaviors;
4. acknowledge the positive behaviors displayed by students and address the negative behaviors displayed by students, as needed; and
5. provide interventions and supports for students who need additional assistance with meeting the behavioral expectations of the school and the district.

~~(f)~~(g) Teachers, administrators, and school staff shall also receive training in administrative policy and procedures pertaining to conduct and discipline, due-process requirements, and any revisions to the Parent/Student Handbook on Rights, Responsibilities and Discipline.

~~(g)~~(h) The Board directs that administrators follow due process in all cases in which suspension might be contemplated.

(2) Administrative Transfers

(a) Administrative transfer is defined as any school transfer based on the proven misconduct of a student. Whenever such action is being considered, the parent, guardian, or adult student shall be notified in writing that he/she has the right to an impartial meeting and that he/she may be represented by a lawyer or a representative of his/her choice before the student can be transferred to a different school for disciplinary reasons.

(b) If the parent, guardian, or adult student disagrees with the decision of the Student Services ~~Coordinator~~ s**S**upervisor, the parent, guardian, or adult student ~~can~~ may appeal the decision to the Senior Director of ~~the Department of Family and~~ Student Services within 48 hours of the decision.

(c) If the Student Services ~~Coordinator~~ supervisor is unable to schedule a disciplinary meeting within the suspension period (five days), the student shall be entitled to return to his/her original school following the period of suspension until the student has exercised the right to a hearing. Under these circumstances, the principal may determine that, because of a serious breach of discipline, the student poses a danger to him/herself or others. The principal may remove the student from the regular classroom environment. The student may also be given a temporary assignment to another school or alternative program by the Student Services ~~Coordinator~~ s**S**upervisor until the disciplinary hearing is held.

(3) Additional Disciplinary Requirements, Procedures

(a) When a student's inappropriate behavior requires that the student be removed from the instructional setting or area under supervision, a district Behavior Referral Form must be completed by a staff member. Before the student is able to return to the instructional setting or area under supervision, a disposition from an administrator must be communicated to the staff member.

(b) The district's Behavior Referral Form shall not be required in emergency situations. At the earliest possible time following the emergency situation, the staff member shall provide to the administrator a completed district Behavior Referral Form.

(c) The Board recognizes that the district's Behavior Referral Form may be used as a document in legal proceedings, and district employees are required to complete the district Behavior Referral Form in a professional manner.

(d) A student who is or has been suspended from school shall be excluded from the building and prohibited from attending all classes and all activities held at school or on any premises controlled by the Milwaukee Board of School Directors. The student shall remain under immediate administrative supervision until the parent is contacted and the student can be sent home or until the end of the school day (whichever comes first). In all suspension cases, the suspended student shall be escorted out of the building.

(e) In cases in which documentation is provided showing chronic disruption/repeated violation of school rules, a referral to the ~~Office of Family Services~~ Department of Student Services requesting a hearing with a Student Services supervisor for an appropriate disposition to be initiated~~. requesting a hearing with a Student Services Coordinator for an appropriate disposition~~.

(f) If the problem is not resolved by the previous steps, the matter should be referred to the Senior Director of the ~~Office of Family~~ Student Services for an appropriate disposition.

(4) ~~Student Court~~ Peer Council

Schools, after involvement from staff and the school community, may opt to implement a ~~student court~~ peer council to handle minor incidents that occur at school. Schools that opt to implement a ~~student court~~ peer council shall follow administrative guidelines related to confidentiality of student records, limitations of the ~~student court~~ peer council, and administrative review of the ~~court's~~ council's disposition, as well as other administrative guidelines that may be established to ensure that the ~~student court~~ peer council operates in the best interest of the district. In addition, every school that opts to implement a ~~student court~~ peer council shall be required to develop operating procedures for that ~~student court~~ peer council.

(5) Code of School/Classroom Conduct

(a) Purpose

1. The Milwaukee Public Schools is committed to providing a safe and effective learning environment by recognizing that:

a. students have a right to learn, and educators have a right to teach, in a safe and orderly learning environment; and

b. no individual or group has a right to undermine the goal of providing a quality education to all students.

2. School personnel are responsible for maintaining a positive learning environment and for enforcing proper order. Students are responsible for their behavior and are expected to abide by the Code of School/Classroom Conduct and other school and classroom rules that are established to maintain order and a favorable academic atmosphere in the school.

(b) Students' Responsibilities

1. It is the student's responsibility to:

a. adhere to all district policies and to the individual rules of their schools and classrooms;

b. work toward academic achievement by attending school and class regularly, bringing appropriate materials (books, pencils, paper, etc.), and completing all assigned classwork;

c. communicate respectfully with all adult staff members at all times;

d. peacefully resolve conflicts and disputes with others;

e. respect the rights and property of others while traveling to and from school, at all school-related activities, at bus stops, and on school buses;

f. act responsibly and honestly, both as individuals and as part of a group.

g. act responsibly with school property, school-issued books, and equipment.

h. return, replace, or reimburse the school for lost or damaged school property, books, and equipment.

2. The code of school/classroom conduct applies to all students in the district when:

a. present in or on property of the school district;

b. at any school-sponsored activity, regardless of the location;

c. traveling to and from school, including bus transportation.

3. Student conduct that violates the Code of School/Classroom Conduct and which is dangerous, disruptive, ~~unruly,~~ or interferes with the teacher's ability to teach effectively shall not be tolerated. Any student who engages in such conduct shall be subject to discipline, which may include removal from class, school suspension, removal from school, placement in an alternative education setting, a recommendation for expulsion from the Milwaukee Public Schools, or any other disciplinary action deemed appropriate at the school level. Criminal acts shall require police intervention.

(c) Students with Disabilities

The Code of Classroom Conduct applies to students with disabilities. The student's Individualized Education Plan, behavioral intervention plan, and the due-process procedures regarding discipline for students with disabilities shall be followed when disciplining students with disabilities.

(d) Removal of Student from Classroom

1. The teacher may remove from the classroom any student who violates the Code of School/Classroom Conduct. Teachers must notify the principal or the principal's designee immediately of the removal of a student from class by completing the Behavior Referral form. The Behavior Referral Form shall indicate that the student has violated the Code of School/Classroom Conduct to the principal or to the principal's designee. The teacher may, within 24 hours of the student's removal from class, provide the Administration with additional written documentation to support the removal of the student for the code violation. ~~Schools may develop alternate local forms that communicate inappropriate student conduct that has not reached the severity of a code violation that results in the referral to the principal or principal's designee.~~ Schools should use the PL Personalized Learning Plans (PLP) Notes — Behavior to communicated inappropriate student conduct that has not reached the severity of a code violation before referring to the principal or to the principal's designee.

2. The principal or principal's designee shall determine the disciplinary action level 1-4 and initiate the appropriate discipline action for the disposition of the violation of the Code of School/Classroom Conduct. ~~The~~ Based on the level determined, the principal or designee may:

a. re-admit the student to the classroom from which the student was removed;
b. place the student in another classroom or appropriate location in the school;
c. issue a pending suspension or a suspension from school; or
d. initiate a Central Services referral for removal from the school or to recommend the expulsion of the student.

3. The principal or designee shall consider the following factors in determining the appropriate discipline action:

a. Is the removal reasonable, non-discriminatory, and for an educational purpose?
b. Severity of the conduct — Is the conduct in question subject to other disciplinary procedures?
c. What resources are available?
d. What are the state and federal legal requirements?

(e) Parent/Guardian Notification of Removal of Pupil Who Has Been Removed from Class

1. The building principal or designee shall notify the parent/guardian in writing if a disciplinary action has resulted in a suspension) or change in classroom placement. The written notice shall include the reason for removal and the disciplinary outcome.

2. Administrative policies and federal and state laws and regulations shall be followed if a student removed from class has a disability. Parent/guardian notification and an updated Individualized Education Plan must occur for a change in placement.

3. When a student is subject to a suspension or expulsion, the parent/guardian shall be notified in accordance with state laws and administrative policies.

(f) Disciplinary Action Levels (1-4)

The following summarizes those actions available to administrators to address violations of the Milwaukee Board of School Directors' Code of School/Classroom Conduct. Administrators are not required to proceed sequentially through the Disciplinary Action Levels.

Level 1 — Conference/Intervention

At this level, administrators may choose to:

- detain and counsel;
- make a phone call to the parent/guardian;
- send a letter to the parent/guardian;
- assign detentions to be served during non-school periods;
- provide the student with a district-approved intervention;
- provide the student with individual and/or group counseling by a counselor, school social worker, psychologist, or other support staff member; or
- take action at the discretion of the administrator.

Level 2 — Suspension

At this level, administrators may choose to:

- issue the student a suspension;

- issue the student a pending suspension ~~(requires a parent conference for reinstatement)~~;or
- assign a regular suspension to be served at home for 1-3 days.

Level 3 — Referral to the ~~Office of Family and~~ Department of Student Services

At this level, students are automatically suspended for five days, and a hearing is scheduled. Based on the evidence presented, the hearing officer may:

- reinstate the student;
- transfer the student; or
- recommend expulsion

Level 4 — Expulsion Recommendation

At this level, students may be suspended for up to 15 days when a notice of expulsion is given to the student and parent/guardian. The district must conduct the expulsion hearing within 15 days or, if unable to do so, return the student to a school placement or provide homebound instruction, pending the expulsion hearing.

(6) Monitoring and Evaluation

This policy shall be reviewed for coherence and appropriateness to the present mission of the district every five years, consistent with Board Governance Policy.

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ADMINISTRATIVE POLICY 8.32
STUDENT EXPULSION

(1) In accordance with state statutes, a student may be expelled from school by the Board or by an Independent Hearing Officer (IHO) of the Board if the Board or IHO finds that:

(a) the student is guilty of repeated refusal or neglect to obey Board or school rules; or

(b) the student knowingly conveyed, or caused to be conveyed, any threat or false information concerning an attempt or alleged attempt being made to destroy any school property by means of explosive; or

(c) the student engaged in conduct, while at school or while under the supervision of a school authority, which endangered the property, health, or safety of others; or

(d) the student, while not at school or while not under the supervision of a school authority, engaged in conduct which endangered the property, health, or safety of others at school or under the supervision of a school authority; or

(e) the student endangered the property, health, or safety of any employee or school board member of the school district in which the pupil is enrolled; or

(f) the student who is at least 16 years old repeatedly engaged in conduct, while at school or while under the supervision of a school authority, that disrupted the ability of school authorities to maintain order or an educational atmosphere at school or at an activity supervised by a school authority, and that such conduct does not constitute grounds for expulsion under sec. 120.13(1)(c), and the interest of the school demands the student's expulsion; or

(g) the student shall be expelled from school for not less than one year whenever the Board or independent hearing officer finds that the student, while at school or while under the supervision of a school authority, possessed a firearm, as defined in 18 U.S.C. §921(a)(3).

~~(4)~~(2) Expulsion of a student from school is a very drastic step, one which the Board hopes shall be rarely necessary in the Milwaukee Public Schools. To be sure that such a step is taken only when absolutely necessary, ~~the Board or~~ the IHO shall hold a hearing before he/she orders an expulsion. Students and their parents or guardians shall be entitled to be represented by a lawyer or other persons of their choice. If the hearing is before an IHO, the Board shall review any expulsion order within 30 days after the date of the order, and the Board may approve, reverse, or modify the order.

(3) Notice of a hearing to determine whether an expulsion will be issued shall be sent to the student and the student's parent/guardian. A student may be suspended for up to 15 days if a notice of expulsion hearing is sent. The district must conduct the hearing not less than five days after sending the notice of hearing. The expulsion hearing should occur within 15 days, but if this is not feasible, the student should return to a school placement or be provided homebound instruction, pending the expulsion hearing.

~~(2)~~(4) If a student is expelled, he/she shall not be permitted to return to the Milwaukee Public Schools for the period of expulsion, unless the decision is changed by the Board, or the student meets the early-reinstatement conditions specified in the expulsion order.

~~(3)~~(5) Students expelled from the Milwaukee Public Schools shall be offered educational services, which may include online academic support. Additionally, if the IHO determines that a student who is receiving educational services for an expellable offense has committed another expellable offense, that student may be expelled with online academic support.

~~(5)~~(6) Whenever a student is expelled from school by the Board (after a hearing or after approval of an IHO order), the decision may be appealed at any time to the State Superintendent of the Department of Public Instruction. The Department of Public Instruction's decision may be appealed within 30 days to the circuit court of the county in which the school is located.

~~(6)~~(7) Every student with an Individualized Education Plan (IEP) shall receive appropriate educational services during an expulsion period.

(8) A report of the Independent Hearing Officer shall be presented to the Board for approval at the regular monthly board meeting and no later than 30 days after the date of an IHO's expulsion order.

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ADMINISTRATIVE PROCEDURE 8.01
STUDENT NONDISCRIMINATION, COMPLAINTS, AND APPEALS

(1) Complaint Procedures

Any complaint regarding the possible violation, interpretation, or application of the district's student nondiscrimination policy shall be processed in accordance with the following procedures:

(a) Receiving and Recording the Complaint

Step 1: If any person believes that Milwaukee Public Schools or any school district official or employee has engaged in discrimination that is prohibited by section 118.13, Wis. Stats., he/she may bring or send a written complaint to the designated district employee:
Milwaukee Public Schools
Central Services Building, Room 272 133
5225 West Vliet Street
P.O. Box 2181
Milwaukee, WI 53208-2181

Step 2: The designated employee, upon receiving such a written complaint, shall immediately record the receipt of the written complaint. Within 45 days after receiving the written complaint, the designated employee shall provide the complainant with written acknowledgment of the receipt of the written complaint, including the date the complaint was received.

(b) Investigating and Resolving the Complaint

Step 3: Upon receipt of a complaint, the designated employee shall convene a committee consisting of the Superintendent or his/her designee; the ~~Chief of the~~ Senior Director, Office of ~~Pupil~~ Student Services or his/her designee; and the Chief ~~of the~~ School Administration Officer, Office of ~~Academic Excellence~~ School Administration or his/her designee. This committee will be responsible for coordinating an investigation of the allegation and will investigate the circumstances of the alleged discrimination; review with the building principal, or other appropriate persons, the facts surrounding the alleged discrimination; determine whether or not a violation has occurred; and determine the action to be taken, if any. The designated employee will report in writing the committee's findings and resolution of the case to the complainant and to the Superintendent. The written determination shall be provided to complainant within 90 days of receipt of the written complaint, unless the complainant and designated employee agree otherwise in writing.

(2) Appeal Process

Step 1: If a complainant wishes to appeal the determination of the committee, he/she has the right to appeal the decision to the State Superintendent within 30 days of the committee's decision. If the school district or its employees have failed to

comply with the provisions of PI 9.04(2), the complainant may appeal directly to the State Superintendent. Any appeal should be addressed to:
State Superintendent
Department of Public Instruction
125 South Webster Street
P.O. Box 7841
Madison, WI 53707
The written determination issued by the committee shall include notice of the complainant's right to appeal the determination to the state superintendent and the procedures for making the appeal.

Step 2: Appeals under 20 U.S.C. sec. 1415, and Chapter 115, Wis. Stats., relating to the identification, evaluation, educational placement, or the provision of a free appropriate public education of a child with an exceptional educational need, shall be resolved through the procedures authorized by Chapter 115, subchapter V, Wis. Stats. Complaints under 20 USC 1231e-3 and 34 CFR, secs. 76.780-76.782, that the state or a sub-grantee is violating a federal statute or regulation that applies to a program shall be referred directly to the state superintendent.

Step 3: Discrimination complaints on some of the above bases may also be filed with the federal government at:
U.S. Department of Education
500 W. Madison Street, Suite 1475
Chicago, IL 60661
Telephone: 312-730-1560
FAX: 312-730-1576

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ADMINISTRATIVE PROCEDURE 8.02
STUDENT ANTI-SEXUAL HARASSMENT

The following procedures shall be followed concerning student sexual harassment complaints:

(1) Sexual Harassment by Another Student

Step 1

(a) Any student who feels she/he has been subjected to sexual harassment by another student must contact her/his principal or the gender equity coordinator in her/his school, who will act as a mediator. The ~~school~~ district ~~gender~~ equity ~~coordinator~~ specialist or designee will meet separately with each individual involved in the complaint. Then a group session between the parties involved in the complaint will be held in an effort to resolve the complaint on an informal basis.

(b) The informal mediation shall continue for a period of no more than 30 days or until resolution is achieved, if that is less than 30 days. When the ~~school gender equity coordinator~~ district equity specialist, or designee, can resolve the complaint informally, no disciplinary action will be taken. A confidential record of the proceedings in the informal procedure will be maintained at the school.

(c) If during the period of mediation, and/or following the 30-day period ~~of mediation~~ of mediation, the sexual harassment continues or if the harassment creates a fear of another assault to the victim, the perpetrator of the sexual harassment should be reported to the Department of ~~Parent and~~ Student Services for disciplinary action.

Step 2

(a) Following the period of 30 days, should mediation efforts at the local level fail, or in the event that the alleged offender does not follow through with the resolution agreed upon, and the complaint remains unresolved, the complainant may contact the Central Services administrator designated as the ~~gender equity coordinator~~ district equity specialist, or designee, for further resolution.

(b) Written response from the district ~~gender~~ equity ~~coordinator~~ specialist, or designee, will be forwarded to the complainant within 10 days, with a copy sent to the ~~school gender equity coordinator~~ district equity specialist or designee.

(2) Harassment by Employees or Private Citizens

(a) Any student who feels she/he has been subjected to sexual harassment by any Milwaukee Public Schools employee or private citizen must contact her/his principal or the ~~gender equity coordinator~~ district equity specialist or designee.

1. ~~Such a~~Allegations made against employees will be handled under ~~the misconduct procedures of the appropriate collective bargaining agreement or reported to the appropriate authorities~~ the district's misconduct procedures and must be reported to outside authorities, where appropriate.
2. Sexual harassment allegations against private citizens will be ~~-~~reported to the appropriate authorities.

(b) The district will act to investigate all complaints, either formal or informal, verbal or written, of sexual harassment and to discipline or take appropriate action against any student, teacher, administrator, or other school personnel who is found to have violated this policy.

(3) Retaliation

Retaliatory behavior or action against persons who complain, testify, assist, or otherwise participate in the complaint process established pursuant to this procedure will not be tolerated. Any retaliatory behavior will be subject to appropriate discipline.

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ADMINISTRATIVE PROCEDURE 8.28
STUDENT DISCIPLINE

(1) Administrative Transfer Evidentiary Conference

(a) A principal may make a recommendation for an involuntary transfer of a student (disciplinary transfer). The involuntary transfer of students from one school to another or to a behavior reassignment school for disciplinary reasons will normally be utilized only after all intermediate methods have been exhausted or when a breach of discipline is of such a severe nature that the student's continued attendance in school would be detrimental to the child, other members of the student body, or building staff. These intermediate methods should include, but are not limited to, parent-teacher conferences, referral to the school's social worker or psychologist, parent-teacher-administration conferences, suspensions, and new assignment within building.

(b) Prior to any conference regarding disciplinary transfer, the affected student and his/her parents or guardian shall confer informally, unless the parent or guardian does not wish to do so, with administrative and teaching personnel, including the student's teacher(s), to explore ways of eliminating the need for disciplinary transfer, including apologies and conciliation where appropriate. This meeting will be held within 24 hours where the parties are available and must be held within three days of any suspension if the student was suspended for a serious breach of discipline and his/her return to school is in question.

(c) If, after the informal conference, these parties are unable to develop acceptable alternatives, the matter will be referred to the Office of ~~Family and~~ Student Services for consultation. At the end of the informal conference, the parents or guardians will be given a copy of this procedure. The principal shall explain to the parent or guardian his/her right to legal or non legal representation at this conference. If the principal recommends a disciplinary transfer, a central services evidentiary conference shall be held by a student services supervisor to determine whether the involuntary transfer of the student is appropriate.

(d) ~~Following the conference with a student services coordinator from the Office Department of Family and Student Services, the decision may involve the transfer of the student from the school. Regardless of whether or not the parent or guardian consents to or contests the transfer, he/she will be given an explanation of the decision and of the action still available to him/her.~~The principal shall prepare a report detailing the reasons for his/her recommendation for disciplinary transfer and shall include any concurring or dissenting opinions of other school personnel. The sending school and the student classroom teacher(s) will also prepare a report detailing the educational progress of the student and shall prepare for the proposed new teacher any suggestions which will aid the student's development.

~~(f) In the event that the parent or guardian does not agree with the principal's recommendation for transfer and the student services coordinator's supervisor's concurrence in the recommendation for transfer, the matter may be appealed to the Office of Family and Department of Student Services for a prompt, impartial conference before a supervisor of the Office of Family and Department of Student Services.~~

~~(g) In the event that the parent or guardian does not agree with the decision of the supervisor specialist, he/she may appeal said decision to the Senior Director of the Office of Family and Student Services.~~

~~(h) During the Central Services, conference, the principal will furnish a copy of his/her report to the parent or guardian. Failure to provide such report shall entitle the parent or guardian to an extension of one day without penalty to the student in order to prepare for the conference.~~

~~(i) If the parent or guardian accepts the recommendation of the school administration and the staff of the Office of Family and Student Services and validly waives the conference, the decision of the parent or guardian will become final after 48 hours.~~

~~(j)~~(d) The ~~pre-transfer~~ central services evidentiary conference referred to above shall be conducted according to the following procedures:

1. The parent or guardian shall receive notification at least two days prior to the conference, and the conference shall be private.
2. Parent or guardian shall have the right to be represented by counsel (attorneys or non-attorneys) at his/her own expense.
3. ~~Parent or guardian shall have the right to question and cross-examine any and all witnesses.~~
4.3. Parent or guardian shall have the right to present evidence and witness statements~~es~~ on the child's behalf.
5.4. The student services ~~coordinator's~~ supervisor's recommendation shall rest upon evidence produced at the conference.
6.5. All parts of the child's school record available under Wisconsin law will be made available to the parent prior to the conference. This includes data in paragraph~~s (b) and~~ (c). Those portions of the record which are not considered a student record under Wisconsin law shall be deleted, and the parent would be advised if any deletions were so made.
7.6. The principal and other school administrative personnel have the burden of proof in establishing that the student's conduct, based on the student's record, is sufficiently severe to justify disciplinary transfer as the only appropriate educational alternative.

(e) In the event that the parent or guardian does not agree with the student services supervisor's concurrence in the recommendation for transfer, the matter may be appealed to the Department of Student Services for a prompt, impartial conference before a specialist of the Department of Student Services. Upon notification of the conference decision and of the right to appeal, the parent or guardian shall have the right to appeal in writing within 48 hours. If the parent or guardian does not assert the right to appeal, he/she will be advised of the available schools, and the transfer to the new school will be arranged by a student services ~~coordinator~~ supervisor in a timely fashion.

~~(k)~~(f) In the event that the parent or guardian does not agree with the decision of the specialist on appeal, he/she may further appeal said decision to the Senior Director of Student Services.

~~(l)~~(g) All documentation regarding the transfer will be placed in an electronic file maintained by the ~~Office of Family and~~ Department of Student Services.

(2) Due-Process Procedures Regarding Discipline for Students with Disabilities under the Individuals with Disabilities Education Act

(a) Statement of General Principles

1. Students with disabilities (i.e., special education and §504 students or students in the referral process) are subject to disciplinary procedures. Discipline of these students is governed by procedural due-process requirements as defined by special education law and IEP team procedures. It is critically important that schools accurately record the number of days of disciplinary removal for students with disabilities, including suspensions, bus suspensions (without alternate transportation), half-days, and early releases. Schools are not allowed to implement "informal" suspensions — with or without parental consent.

2. When a child with a disability exhibits severe behavioral difficulties, schools have a responsibility to focus on positive and proactive approaches rather than relying solely on exclusionary practices (e.g., suspensions or removals). A functional behavioral assessment (FBA) refers to a school-based team that meets in an attempt to examine the child's problem behaviors to figure out when, where, and why they are occurring. A behavior intervention plan (BIP) provides the school with an action plan so that when the problem behavior occurs, teachers and others will know how to respond.

(b) Disciplinary Changes of Placement

1. A disciplinary change in educational placement for a student with a disability occurs when a student is removed from his or her current educational placement, including changing the school assignment or changing the student's educational services, for more than ten consecutive school days because of a violation of school code. A change of placement also occurs if the student has been subjected to a series of removals that constitute a pattern because:

- the series of removals total more than ten school days in a school year;

- the student's behavior is substantially similar to the student's behavior in previous incidents that resulted in the series of removals; and
- of additional factors such as the length of each removal, the total amount of time the student has been removed, and the proximity of the removals to one another.

2. School personnel shall consider any unique circumstances on a case-by-case basis when determining whether a disciplinary removal (including suspensions and expulsions) that may result in a change in placement is appropriate for a child with a disability who violates the code of student conduct.

(c) Educational Services during Disciplinary Removals

If a disciplinary removal results in a change of placement, the student must be provided educational services, as determined by the IEP team, to enable the student to continue to participate in the general education curriculum, although in another setting, and to progress toward meeting the goals set out in the student's IEP. Participation in the general curriculum does not mean a school or district must replicate every aspect of the services that a student would receive if in his or her normal classroom. In addition the student must receive, as appropriate, a functional behavioral assessment (FBA) and behavioral intervention services and modifications designed to address the behavior violation so that it does not recur.

(d) Parental Notification

On the date on which the decision is made to make a removal that constitutes a change of placement of a student with a disability because of a violation of a code of student conduct, the district must notify the parents of that decision and provide the parents with the procedural safeguards notice.

(e) Manifestation Determination

1. Within 10 school days of any decision to change the placement of a child with a disability because of a violation of a code of student conduct, staff at the student's current school must conduct a manifestation determination. If the student's behavior was caused by, or had a direct and substantial relationship to, the student's disability, or if the conduct in question was the direct result of the district's failure to implement the student's IEP, then the conduct must be determined to be a manifestation of the student's disability. If the district failed to implement the student's IEP, staff at the student's current school must take immediate steps to remedy the deficiencies.

2. If the behavior subject to disciplinary action is a manifestation of the student's disability:

- staff at the student's current school must hold an IEP team meeting to conduct an FBA, unless one was conducted before the behavior that resulted in the change of placement occurred;
- school staff must implement a behavior intervention plan for the student.If a behavioral intervention plan already has been developed, staff must review and modify it, as necessary, to address the behavior; and
- the student must be returned to the placement from which the student was removed, unless the parent and district agree to a change of placement as part of the modification of the behavioral intervention plan.

3. If the behavior subject to disciplinary action is not a manifestation of the student's disability, disciplinary action may be taken, but the school district must continue to make a free appropriate public education (FAPE) available to the student.

(f) Interim Alternative Education Setting (IAES)

Under special circumstances, school personnel may remove a student to an IAES for not more than 45 school days without regard to whether the behavior is determined to be a manifestation of the student's disability. The student's IEP team determines the interim alternative education setting for services.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

No Fiscal Impact.

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish the necessary revisions.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed revisions to Administrative Policies 8.01, Student Nondiscrimination; 8.02 Student Anti-Sexual Harassment; 8.23, Weapons in the Schools (and Criminal Offenses); 8.27, Student Complaints; 8.28, Student Discipline; 8.32, Student Expulsion; and Administrative Procedures 8.01, Student Nondiscrimination; 8.02, Student Anti-Sexual Harassment; and 8.28, Student Discipline, in order to comply with the U.S. Department of Education's Office for Civil Rights (OCR) compliance review, as presented in this item.

Director Woodward moved to approve the Administration's recommendation, with the deletion of proposed section (8)(b) of Administrative Policy 8.23(8)(b), Weapons in the Schools (and Criminal Offenses), as follows:

(8) Application — K-8 Schools

(a) All students in 6th , 7th , and 8th grades, regardless of the grade configurations of the schools which they attend, shall be considered middle-school students for the purpose of the program options.

~~(b) The school administrator shall involve the police department in any instance in which criminal activity is suspected.~~

The motion passed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Woodward, and Vice-President Miller — 5
Temporarily Absent — Director Phillips — 1.

* * * * *

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Informational Overview of and Public Hearing on the MPS Proposed 2018-19 Budget

Your Committee reports having received the following report from the Administration and having given public hearing on the proposed MPS 2018-19 budget.

Background

The district's financial planning and budget development is a year-round process. The process is guided by the MPS Strategic Plan and the Milwaukee Board of School Directors and Superintendent's unwavering focus on students and schools.

The budget documents and spending plans attached to the minutes of your Committee's meetings have been developed by hundreds of stakeholders: community members, business partners, MPS families, grant coordinators, school and district staff, etc. Their insights over the budget-development time period, coupled with significant internal deliberation and debate on the most prudent investment of resources, result in a budget aligned to our Strategic Plan and the district's priorities.

Taxpayers deserve to have input into and to know how MPS is spending tax dollars in support of students and schools. It is incumbent upon the district to spend those dollars responsibly, which means that the district must be deliberate and organized in doing so. Accessing stakeholders' feedback and aligning budget to strategy ensures that the district's approach to spending is responsive, prioritized, and refined.

MPS takes its mission seriously; however, the district is constrained in its execution. Current revenues do not keep pace with the cost of the resources that MPS students deserve. It is more important than ever to

prioritize spending toward the outcomes that have been collectively identified as critical, using the voices of stakeholders and the strategic roadmap to determine where and how public dollars are spent in service of students.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

The proposed budget for July 1, 2018, through June 30, 2019, is balanced. A balanced budget is one in which authorized expenditures for the School Operations Fund match the projected revenues. Specific financial strategies and plans to support the Board of School Directors' goals and objectives are described in the attachments to the minutes of your Committee's meeting for this item.

The proposed 2018-19 budget reflects an overall reduction in spending of $10.9 million, or 0.9%, from the 2017-18 budget. Projected revenues in the general operations budget are virtually unchanged at a 0.2% decrease over 2017-18.

Stable revenues are not enough to sustain the district's operations as they are today — modest inflationary pressures require growing revenues. The district also faces more significant inflationary pressure in medical costs and other employee benefits. Planning for 2018-19 has required careful reductions and reorganizational efforts to effectively support the Strategic Plan while maintaining the fiscal health of the district.

The total proposed budget — which includes grant funding and funding for Milwaukee Recreation — is $1.17 billion, down from $1.18 billion in 2017-2018.

Implementation and Assessment Plan

During the month of May, the Milwaukee Board of School Directors will hold hearings to discuss and review the proposed budget. The Board will hear public testimony from stakeholders and hear from the Administration on the proposed budget. At the its meeting on May 29, 2018, the Board will consider any proposed amendments and take possible action on the Superintendent's 2018-19 Proposed Budget.

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Voss 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) Report with Possible Action on Results from the National Assessment of Educational Progress (NAEP)

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 Nation's Report Card is the largest ongoing assessment of what U.S. students know and can do. Annually, students across the country participate in the National Assessment of Educational Progress in

different subjects in grades 4, 8, and 12. Every other year, the Council of the Great City Schools' member districts have the opportunity to be selected through an application process for the Trial Urban District Assessment (TUDA). As a result of participation, TUDA districts receive results for reading and math in grades 4 and 8.

Milwaukee Public Schools participated as a TUDA in 2009, 2011, and 2013. The district withdrew from participation in 2015 in hopes of being able to benchmark with other districts using the Smarter Balanced Assessments, which was then discontinued during the first administration. When that opportunity failed to materialize, MPS was fortunate that Congress expanded the TUDA participation and MPS was able to again participate. This assessment is the only way to benchmark with other similar districts on an assessment that has not changed since its beginning in 1998.

- The achievement gap between White and Black students and White and Hispanic students has remained stable since 2009.
- The achievement gap between Economically Disadvantaged students and those who are not has increased each time the district has participated in NAEP since 2009.
- Across all areas and all groups, there was not statistically significant changes in any tested grade or area.

This presentation will highlight information about our performance on the 2017 NAEP assessment in reading and math at grades 4 and 8 compared with 26 other TUDA districts, the national public average, and the large urban districts' value.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.38, Balanced Assessment Systems

Fiscal Impact Statement

NA

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(Item 2) Transmittal of and Possible Action on the Achievement Gap Reduction Program's End-of-Semester Report

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

Background

The Student Achievement Guarantee in Education (SAGE) program began in the 1996-1997 school year and was subsequently expanded in 1998-1999 and 2000-2001 due to the successes demonstrated by those schools that had begun the program in 1996. Wisconsin Statutes, Section 118.43, authorized the program, which was administered by the Department of Public Instruction (DPI).

State legislation (Wisconsin Acts 53 and 71) was passed in 2015 that concluded the SAGE program and authorized the Achievement Gap Reduction (AGR) program. School districts were given the option to continue SAGE for an additional year (2015-16). Effective FY17, all schools transitioned to the Achievement Gap Reduction program.

MPS has 63 traditional schools and one non-instrumentality charter school that currently participate in the AGR program:

Douglas	Cass	Barton	Allen-Field
Brown	Fratney	Browning	Thoreau
Doerfler	Burbank	Gaenslen	Bruce
Forest Home	Clarke	MLKing Jr.	Thurston Woods
Bryant	Grant	Clemens	Siefert
Carson	Greenfield	Fifty-Third St.	Victory
Congress	Hayes	Franklin	WCLL

Eighty-First St	Lincoln Avenue	Hi-Mount	Emerson
Longfellow	Hopkins-Lloyd	Engleburg	Lowell
Jackson	Grantosa	Mitchell	Keefe
Hampton	Rogers	LaFollette	Hawthorne
Zablocki	Marvin Pratt	Kluge	Metcalfe
Lancaster	MACL	Maple Tree	Neeskara
Milw. Sign Language	Sherman	Obama	Starms (2)
Parkview	Story	River Trail	Stuart
Townsend	Westside		

Milwaukee Public Schools leverages the following strategies:

- Instructional coaching for teachers provided by a licensed teacher in grades K5 through 3; and
- Maintenance of 18:1 or 30:2 classroom rations in K5 and provision of professional development in small-group instruction.

The AGR program requires that each school describe its implementation of the program and report its objectives and success in achieving them to the school board every semester The Administration's full report is 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 1.01, Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

Does not authorize expenditures.

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(Item 3) Report with Possible Action on ACCESS for ELLs 2017-18 Results

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

Background

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

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

The presentation attached to the minutes of your Committee's meeting will review the student results from the 2017-18 administration of the assessment. New reclassification methods will also be discussed.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.38, Balanced Assessment Systems

Fiscal Impact Statement

NA

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(Item 4) Report with Possible Action on Instructional Focus on Vocabulary for the 2018-19 School Year

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

Background

In previous years, informational items have been shared with the Board to preview the instructional focus for Curriculum and Instruction for the upcoming year. For the 2018-19 school year, there will be an instructional focus on vocabulary instruction for all schools, all grades, and all content areas. Much as the Year of the Arts' focus on arts integration for the 2017-18 school year gave a focus to the professional development as a common strategy for increasing student achievement, an emphasis on teaching vocabulary will lead to improved opportunities and outcomes for students.

Vocabulary instruction was selected as the instructional focus as a result of the district leadership's work at the Aspen Institutes Urban Literacy Leadership Network Retreat in January. Discussions at the Network Retreat around observations, and data collected in MPS classrooms led to the identification of the goal regarding clearer expectations on the use of vocabulary and "word walls" in every classroom. A word wall is a group of words that are displayed on a wall, bulletin board, chalkboard, or whiteboard in a classroom. The use of a word wall in the classroom can be a highly effective in teaching strategy to improve literacy skills and to encourage active student participation. The objective of going "Beyond the Word Wall" is to display and practice vocabulary at all tiers; to use context and multiple meanings of words, including affirming students' own cultural vocabulary; and to promote student discourse with rich academic vocabulary in all content areas.

An instructional focus on vocabulary is:

- research-based;
- aligned to the state's Common Core standards;
- supportive of all grades and content areas; and
- supportive of all learners, including students with special needs, English-language learners, and advanced students.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.02, Instructional Priority Objectives

Fiscal Impact Statement

None.

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REGULAR ITEMS OF BUSINESS

(Item A) Reports of the Board's Delegates

The Board received the monthly reports of its delegates to the MPS Head Start Policy Council, to the Milwaukee Education Partnership, and to the Title I District Advisory Council.

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

As President Sain was excused from this meeting, the report will be presented at next month's meeting.

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NEW BUSINESS FOR REFERRAL

(Item 1) Action on Proposed Revisions to Administrative Procedure 8.20, Uniforms and Student Dress Code

This item was referred to the Committee on Legislation, Rules and Policies.

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DEFERRED ITEM

Item Two of the Reports and Communications from the Board Clerk/Director, Office of Board Governance, A*ction on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved*, previously had been deferred.

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

Ayes — Directors Báez, Falk, Harris, Phillips, Woodward, and Vice-President Miller — 6.
Noes — None.

The Board retired to Executive Session at 8:30 PM.

Director Phillips was temporarily absent from 8:54 to 8:59 PM.

Director Báez was temporarily absent from 9:17 to 9:21 PM.

The Board adjourned from Executive Session at 9:56 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 12, 2018

Special meeting of the Board of School Directors called to order by President Sain at 5:38 PM.

Present — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Absent — None.

The Board Clerk read the following call of the meeting:

June 7, 2018

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

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

SPECIAL BOARD MEETING
5:30 p.m., Tuesday, June 12, 2018

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

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

The Board may reconvene in open session to take action on matters discussed in closed session; otherwise, the Board will adjourn from executive session.

JACQUELINE M. MANN, Ph.D.
BOARD CLERK

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

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Noes — None.

The Board retired to executive session at 5:44 P.M.

The Board adjourned from executive session at 7:12 P.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 28, 2018

Regular meeting of the Board of School Directors called to order by President Sain at 6:44 PM.

Present — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Absent and Excused — None.

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

- Montel Gordon, Jr., a former student of Hamilton High School, who passed away on May 18, 2018;
- Shania Blackman, a fifth-grade student at Whitman Elementary School, who passed away on May 31, 2018;
- Kendryanna Webb-Collins, a second-grade student, who passed away on June 18, 2018; and
- Adebisi Agoro, an eighth-grade student at Milwaukee College Prep, who passed away on June 24, 2018.

President Sain reminded the Board and the audience that Director Báez previously had given notice that he intended to make a motion to suspend Board Rule 1.10 to take immediate action on Resolution 1819R-003, regarding family separation, and pursuant to Board Rule 1.09, to receive public testimony on this Resolution.

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AWARDS AND COMMENDATIONS

(Item 1) MPS Winners of the Wisconsin Association of Bilingual Education's (WIABE's) Student Writing Contest

Winners of the 2018 Wisconsin Association of Bilingual Education's (WIABE) Writing Contest were recently honored at the WIABE's Conference. This year's theme was "Many Cultures, Many Languages Shape Our Future!"

Dr. Juan A. Báez, President of WIABE, after giving some background on the student writing contest, announced the winners from MPS — Afnan Alshargabi, a seventh-grader at Morgandale, and Kiara Serpa, a junior at South Division High School.

Afnan Al Shargabi read her award-winning essay to the Board.

* * * * *

(Item 2) Excellence in Education Award

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, parent, or community member for a display of excellence, achievement, and innovation that may serve as an example to our school district and the entire Milwaukee community. This month, the Milwaukee Board of School Directors is pleased to present the Excellence in Education Award to the following honorees:

Scott Campbell and Julie Wilson

Milwaukee Public Schools recognizes Mr. Scott Campbell and Ms Julie Wilson for their dedication to providing Milwaukee's youth with exceptional learning experiences through the development and implementation of the Mock Trial Program.

Scott Campbell is an Assistant U.S. Attorney with the United States Attorney's Office for the Eastern District of Wisconsin. Since joining the U.S. Attorney's Office's Criminal Division in 1999 as a federal prosecutor, Mr. Campbellt has focused on taking the profits out of crime and getting criminal proceeds back to victims of crimes.

Ms Wilson recently joined the City of Milwaukee as an Assistant City Attorney. In that role, she serves as general counsel for the Housing Authority of the City of Milwaukee, representing the Authority in a wide-range of regulatory, corporate, and litigation matters. She also represents the Board of Zoning Appeals.

Prior to joining the City Attorney's Office, Ms Wilson worked as a civil rights litigator and as an expert on public records and open meetings for Milwaukee County. Previously, before becoming a partner in a litigation firm, she had started her legal career as a law clerk in the Milwaukee County Circuit Court. Ms Wilson is a graduate of Rufus King High School, Indiana University, and Indiana University's Maurer School of Law.

Over the course of the past two years, Mr. Campbell and Ms Wilson have graciously given their time and knowledge to assist MPS in implementing mock trial programs. They have provided training to MPS after-school staff and partners. They have coordinated multiple student mock trial demonstrations for high-school students interested in participating in the program. Mr. Campbell and Ms Wilson have leveraged their relationships with attorneys throughout the city of Milwaukee to link schools with attorney coaches. Most important, they have imparted their institutional knowledge from years of mock-trial participation at various levels to Milwaukee Public Schools.

The MPS Mock Trial Program has continued to grow because of their passion and generosity. In 2017, Bradley Tech High School's Mock Trial team participated in the Regional Mock Trial Competition, being the first Milwaukee public school to participate in this competition in many years. In February 2018, Bradley Tech, North Division, and Audubon high schools participated in the regional competition. In March 2018, Bradley Tech received the Spirit of Mock Trial Award from the State Bar of Wisconsin.

Because of Scott Campbell and Julie Wilson, students are being positively affected and exposed to life-altering experiences through the Mock Trial Program. Mr. Campbell and Ms Wilson continue to serve as a mock-trial coaches because they believe that they can make a difference in students' lives.

The Milwaukee Board of School Directors recognizes and honors Scott Campbell and Julie Wilson for their dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

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Nathan Conyers (Posthumously)

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, parent, or community member for a display of excellence, achievement, and innovation that may serve as an example to our school district and the entire Milwaukee community.

This month, the Milwaukee Board of School Directors is pleased to present the Excellence in Education Award posthumously to Nathan Conyers.

Nathan Conyers, co-founder of *The Milwaukee Times Weekly Newspaper*, was a longtime Milwaukee business leader, newspaperman, and chief journalistic celebrant of Milwaukee's African-American community.

Mr. Conyers was a U.S. Army veteran and earned a bachelor's degree in political science from Clark College — now Clark Atlanta University —while working as a telex operator for *Time* magazine. Having worked in the magazine's Chicago bureau for seven years, Mr. Conyers developed a taste for journalism, and a friend told him of opportunities in Milwaukee's black community. When Mr. Conyers joined the staff of the *Milwaukee Community Journal* in 1977, editor Mikel Holt was struck by the former's level of professionalism and global understanding of politics.

In 1981, Mr. Conyers founded *The Milwaukee Times* along with Louvenia Johnson and Luther Golden because he knew there were a lot of good things going on in Milwaukee's African-American community which, as a journalist, he knew were not always covered in the mainstream media.

He and *The Milwaukee Times'* publishing team launched the annual Black Excellence Awards program in 1985 to recognize and to celebrate the achievements of local African Americans. The program has recognized nearly 1,000 people and gave birth to the Louvenia Johnson Journalism Scholarship Fund, which offers financial support for college to graduating inner-city high-school seniors. To date, the Fund has awarded more than half a million dollars to area students and is now an IRS 501(c)(3) nonprofit, charitable organization.

The *Milwaukee Times* and its offshoot, Econo-Print Inc., also created an annual event called A Golden Moment in Time,which honors couples celebrating 50-year wedding anniversaries. The event was created to emphasize traditional family values and unity.

Mr. Conyers always saw the good in everyone. His favorite line was, "Everybody has a story."

The Milwaukee Board of School Directors posthumously recognizes and honors Nathan Conyers for his dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

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Vel Phillips (Posthumously)

Vel (Velvalea) Phillips, was widely respected as an unwavering voice for justice who broke racial and gender barriers — and deeply changed Milwaukee.

Ms Phillips attended North Division High School and won first place in a national Elks-sponsored oratorical contest, which helped finance her education at Howard University.

Vel Phillips built a career of Wisconsin "firsts," both as a woman and as an African American. In 1951, she became the first African American woman to graduate and to earn a law degree from the University of Wisconsin's law school. Five years later, she was the first woman — and first African-American — to be elected to the Milwaukee Common Council.

While on the Common Council, Phillips began introducing a fair housing ordinance in 1962, to make it illegal for real estate agents and landlords to refuse to sell or rent to African-Americans. She kept introducing it every 90 days for seven years until it passed.

In 1971, she was appointed as the first woman judge in Milwaukee County. Vel made national history as the first woman and African American to be elected Secretary of State in Wisconsin in 1978. To this day, she remains the only African American ever elected to statewide office in Wisconsin.

In 2002, she was named a distinguished professor at Marquette University's School of Law, with the goal of producing a memoir about the civil rights struggle in Milwaukee. She was a trailblazer who made history again and again.

Even as she got older, she stayed involved. It was not unusual to see her at monthly community brainstorming meetings to discuss issues impacting upon the disadvantaged or to see her serving on the board of America's Black Holocaust Museum. She also served on the Board of the Milwaukee Public Schools Foundation for several years.

The Vel Phillips Foundation, which was created in 2006, funds minority scholarships and awards grants for work in social justice.

Her spirit lives on in all of the organizations she was a part of. But most important, her spirit lives on because of all of the legislative and social changes that were made directly because of the impact of Vel Phillips.

The Milwaukee Board of School Directors posthumously recognizes and honors Vel Phillips for her dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

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COMMUNICATIONS FROM CITY AND COUNTY DEPARTMENTS

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

Background

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

Resolution Authorizing the Sale of
Revenue Anticipation Notes

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

Whereas, MPS is temporarily in need of funds in the amount not to exceed $275,000,000 to meet the immediate expenses of operating and maintaining the public instruction in MPS during the 20182019 school year ("Fiscal Year");

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

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

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

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

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

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

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

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

Further resolved, that all or a portion of the RANs may be issued as General Obligation and/or note anticipation note debt of the City and shall be considered RANs under this resolution. RANs may also be issued to refinance RANs, and that such refinancing(s) shall be in addition to the amount authorized by this resolution provided that the total amount of RANs outstanding shall not exceed the authorized amount; and be it

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy 4.05, Budgeting/Forecasting

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Recommendation

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

Director Bonds moved to adopt the resolution authorizing the sale of revenue anticipation notes (RANs). The motion passed, the vote being as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Noes — None.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report of the Superintendent of Schools

Background

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

Activities from late May through mid-June

During May and June, I enjoyed visiting the following schools: Bruce, Burbank, Carver, Clarke Street, Clement, Doerfler, Fairview, Forest Home, Franklin, Hawley, Holmes, Honey Creek, Kagel, Lloyd Barbee, Maple Tree, Neeskara, Milwaukee Academy of Chinese Language (MACL), Milwaukee Environmental Sciences Academy, Milwaukee Parkside, and Townsend elementary schools. School visits provide me with a wonderful opportunity to see what the students are learning and to engage with students and staff. My schedule continues to include meetings with elected officials and our business partners to make introductions, share my entry plan and Five Priorities for Success, and to hear from them on ways in which we can strengthen and maintain our partnerships. Some of those meetings included members of the Milwaukee Delegation, including Representatives Evan Goyke and David Crowley, Senator LaTonya Johnson, Senator Chris Larson, the Association of Latino/a Educators of Milwaukee (ALEM), Julia Taylor from the Greater Milwaukee Committee, and Dr. June Rimmer, State Representative.

I was honored to celebrate the success of our amazing young people at the "scholarship reveal" event at South Division High School. The class of 2018 graduates earned a record number of scholarships — $86.2 million to be exact! This is $22 million more than last year and represents significant growth by our African-American students. The MPS family accomplished this together through the hard work of our students, staff, and other key stakeholders. I am so proud of our students for this great accomplishment!

Scholarships for Class of 2018 Exceed $86 Million

Milwaukee Public Schools announced another record-breaking amount of scholarship dollars earned by students. As of 1:30 p.m. on June 13, 2018, the Class of 2018 had received an eye-popping total of $86,247,467 in scholarship offers, shattering last year's record of $64 million. This is the sixth straight year, dating back to 2012 ($18 million total), in which scholarship offers have increased. This year's class saw nearly 900 students receiving scholarships — that number has increased by more than 200 since 2015. Scholarship dollars for African-American students have doubled this year.

During the 2017-18 school year, 20 College and Career Centers were established in MPS high schools. These centers, which are a free resource for students in grades 6-12, are a critical component in helping students acquire scholarships. In the first year alone, the Centers received more than 40,000 visits and served more than 10,000 students. Additionally, school counselors across the district have strategically implemented new strategies to support students.

The Class of 2018 is the second senior class to participate in GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs). The TEAM GEAR UP grant, a seven-year federal grant worth more than $28 million (including match dollars), is in place at eight MPS high schools: Audubon, Bay View, Bradley Tech, Hamilton, Madison, Marshall, MHSA, and Vincent. Through TEAM GEAR UP, MPS has built strong partnerships with Alverno College, Cardinal Stritch University, Marquette University, Milwaukee Area Technical College, University of Wisconsin-Madison, University of Wisconsin-Milwaukee, and University of Wisconsin-Oshkosh.

Events/Programs/Announcements

MPS Receives FAFSA Completion Challenge Grant to Help Students Apply for Financial Aid

To drive awareness of the Free Application for Federal Student Aid (FAFSA), MPS is among 25 districts and organizations to receive a FAFSA Completion Challenge Grant from the National College Access Network. Funding in the amount of $40,000 will allow MPS to promote the FAFSA in its high schools and College and Career Centers and to provide assistance to students in completing their applications.

Once completed, the FAFSA informs students of financial aid for which they qualify, including Pell Grants and federal loans. The FAFSA is also required by many scholarships to determine a student's eligibility and thus opens the door to opportunities for financial assistance. A high number of students are either unaware of the financial-aid process or require assistance to complete the application.

In recent years and in partnership with Milwaukee Succeeds, MPS has set out to increase the number of FAFSA applications among its seniors. As of May 25, 2018, the district's overall completion rate for FAFSA was 67.4%, up from 64% on that date last year. MPS seniors are on track to exceed the record-breaking FAFSA completion rate of 72.8% during 2017-18, which was a 22.9% increase from the 2016-17 completion rate and well ahead of the state's average of 54 percent. The support from Milwaukee Succeeds that helped lead to these results was an important factor in MPS's being selected for the FAFSA Completion Challenge Grant.

Completion of the FAFSA may help predict a student's success in post-secondary education. Ninety percent of high-school seniors who complete the FAFSA attend college directly after high school, compared with only 55 percent of FAFSA non-completers.

Awards/Recognition

MPS Schools Awarded for Academic and Behavior Excellence

In an annual report issued by the Wisconsin Response to Intervention (RtI) Center, 108 MPS schools were recognized for achievement in reading, math, and behavior. Schools are ranked Bronze, Silver, Gold, and Platinum for the number of years of meeting standards. Academy of Accelerated Learning was the only school in Wisconsin to earn Platinum in the three measured areas of reading, math, and behavior. Of the 16 schools across the state to earn Gold in any areas, MPS is proud to count 12 schools.

The Wisconsin RtI Center assists Wisconsin's education systems to build capacity, to adopt and implement high-quality practices, to make informed decisions, and to ensure sustainability of efforts and increased success for all students. The Center's goal is to develop and to sustain an equitable multi-level system of supports to ensure success for all students. At the classroom level, RtI's practices identify students who need additional support and then respond to students with individualized plans to help them succeed.

MPS schools reaching the Gold and Platinum levels of recognition are listed below.

- Platinum Level for all Content Areas: Academy of Accelerated Learning
- Gold Level for all Content Areas: Fernwood Montessori
Lowell International Elementary School
- Gold Level for Behavior and Reading: Bryant Elementary School
Kagel Elementary School
- Gold Level for Behavior and Mathematics: Rogers Street Academy
- Gold Level for Mathematics and Reading: Barbee Elementary School
Hampton Elementary School
Honey Creek Elementary School
Humboldt Park Elementary School
Lincoln Avenue Elementary School
Longfellow School

MPS Schools Identified among the Wisconsin RtI Center's Recognized Schools

Behavior Level	Reading Level	Math Level	School
Platinum	Platinum	Platinum	Academy of Accelerated Learning
Silver	Silver	Silver	ALBA - Academia de Lenguaje y Bellas
Bronze	Bronze	Silver	Alcott Elementary School
Silver	Silver	Silver	Allen-Field Elementary School
Silver	Silver		ASSATA High School
Bronze	Silver	Silver	Audubon Technology and Communication
Bronze			Auer Avenue Elementary School
	Bronze	Bronze	Banner Preparatory School of Milwaukee
Silver	Gold	Gold	Barbee Elementary School
Bronze			Barton Elementary School
	Silver		Bay View Montessori School
Silver	Bronze	Bronze	Bethune Academy
Bronze	Bronze	Silver	Brown Street Academy
Bronze			Browning Elementary School
	Silver	Silver	Bruce Elementary School
Gold	Gold	Bronze	Bryant Elementary School
Silver		Silver	Burbank Elementary School
	Silver	Bronze	Burdick Elementary School
Bronze			Clarke Street Elementary School
Silver			Clemens Elementary School
Bronze	Silver	Silver	Clement Avenue Elementary School
Bronze	Bronze		Congress Elementary School
Silver	Silver	Silver	Cooper Elementary School
	Bronze	Silver	Craig Montessori School
	Silver	Silver	Curtin Elementary School
Bronze	Bronze		Doerfler Elementary School
Bronze	Bronze	Bronze	Eighty-First Street Elementary School
Bronze	Bronze	Silver	Emerson Elementary School
Silver	Silver	Silver	Engleburg Elementary School
Bronze	Silver	Bronze	Fairview Elementary School
Gold	Gold	Gold	Fernwood Montessori
Bronze			Fifty-Third Street Elementary School
Bronze	Silver	Silver	Forest Home Elementary School
Bronze	Bronze		Franklin Elementary School
Bronze			Fratney Elementary School
Silver	Silver	Silver	Garland Elementary School
Bronze	Bronze	Bronze	Goodrich Elementary School
Silver	Silver	Silver	Grant Elementary School
Silver	Bronze	Bronze	Grantosa Drive Elementary School
Silver	Bronze	Silver	Greenfield Bilingual
	Bronze		Groppi High School
Silver	Bronze	Bronze	Hamilton High School
Silver	Gold	Gold	Hampton Elementary School

Behavior Level	Reading Level	Math Level	School
	Bronze		Hartford Avenue Elementary School
Bronze			Hawley Environmental School
Silver	Bronze	Bronze	Hawthorne Elementary School
Silver			Hayes Bilingual School
Bronze	Silver	Bronze	Hi-Mount Elementary School
Silver	Silver	Silver	Holmes Elementary School
	Gold	Gold	Honey Creek Elementary School
Bronze	Gold	Gold	Humboldt Park Elementary School
Silver			IDEAL Individualized Developmental
	Bronze	Bronze	Jackson Elementary School
Gold	Gold	Silver	Kagel Elementary School
Bronze			Keefe Avenue Elementary School
Silver			Kilbourn Elementary School
Bronze			King Junior Elementary School
Silver			Kluge Elementary School
Silver			La Causa Charter School
Bronze	Silver	Bronze	LaFollette Elementary School
Silver			Lancaster Elementary School
Silver	Gold	Gold	Lincoln Avenue Elementary School
Bronze	Silver	Bronze	Lincoln Middle School
Bronze	Gold	Gold	Longfellow Elementary School
Gold	Gold	Gold	Lowell International Elementary School
	Silver	Silver	MacDowell Montessori School K3-12
Bronze			James Madison Academic Campus
Silver	Silver	Bronze	Manitoba Elementary School
Silver			Maple Tree Elementary School
Silver	Silver	Silver	Maryland Montessori
	Bronze	Bronze	Metcalfe Elementary School
Bronze			Milwaukee Academy of Chinese Language
Silver			Milwaukee French Immersion
Bronze	Bronze	Bronze	Milwaukee German Immersion
	Bronze	Bronze	Milwaukee High School of the Arts
		Silver	Milwaukee Parkside School
Bronze			Milwaukee School of Languages
Bronze			Milwaukee Sign Language Elementary School
Bronze	Bronze	Bronze	Milwaukee Spanish Immersion
Silver			Mitchell Elementary School
Silver			Morse Middle School
Silver	Silver	Silver	Neeskara Elementary School
Silver	Silver	Silver	Ninety-Fifth Street Elementary School
Bronze			North Division High School
Silver		Bronze	Parkview Elementary School
Silver	Bronze		Pierce Elementary School
Silver	Silver	Silver	Pratt Elementary School
Bronze			Project STAY
Silver	Silver	Bronze	Reagan College Preparatory High School
Silver	Bronze	Bronze	Riley Elementary School
	Bronze	Bronze	River Trail Elementary School
Bronze			Riverside University High School
Gold	Silver	Gold	Rogers Street Academy
Bronze	Bronze		Sherman Elementary School+

Rufus King Music Students Reach New Heights

Rufus King High School is celebrating the accomplishments of several of the school's music students. This spring, Carlos Meyers became the first student from MPS to place in the Wisconsin School Music Association's Composition Competition. Carlos won first place in the high-school instrumental ensemble division and second place in the high-school piano solo competition. A senior, Carlos is a member of the concert band, marching band, and full orchestra at Rufus King. He also directs the school's pep band for basketball games. In addition, he is a member of the Milwaukee Youth Symphony's Senior Symphony, in

which he plays French horn. Carlos plans to continue his music education next year and will pursue a degree in music composition at the Blair School of Music at Vanderbilt University.

Fellow Rufus King students made their public debut at the Riverside Theater this spring. Eight violinists, primarily freshmen and sophomores, had the chance to accompany the internationally renowned group The Piano Guys during their concert. The Piano Guys have toured and performed throughout the world, and their YouTube channel has nearly 1.5 billion video views. The students, who played during the piece "Beethoven's 5 Secrets" in front of a sold-out crowd of almost 2,600 people, received a standing ovation. The students shared that they were thrilled by this once-in-a-lifetime chance to perform in a theater like the Riverside with a group of professional musicians and to experience an overwhelming reaction from the audience.

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(Item 2) Action on Recommended Special Assignments Effective July 2, 2018

Background

Recommended for the Board's approval are individuals to be reassigned for special assignment in an interim capacity,to be effective July 2, 2018.

Name	Special Assignment Position	Office	Salary
Rosana Mateo	Interim Deputy Superintendent	Office of the Superintendent	$145,760
Marla Bronaugh	Interim Chief Communications & School Performance Officer	Office of Communications & School Performance	$145,760
Katrice Cotton	Interim Chief School Administration Officer	Office of School Administration	$145,760

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY19 budget. Salaries indicated for the listed individuals are effective during the employment of these individuals in this special-assignment period.

Implementation and Assessment Plan

Upon approval by the Board, the individuals will be reassigned to the special-assignment positions indicated.

Recommendation

The Administration recommends that the Board authorize the individuals to be reassigned to special-assignment positions in an interim capacity as indicated, to be effective July 2, 2018.

By consensus, this item was deferred to the end of the agenda.

* * * * *

(Item 3) Action on a Request to Retire to Executive Session for the Purpose of Considering Collective-bargaining Negotiations Strategy with Respect to Wages

Background

The Administration is requesting a closed session for the purpose of considering collective-bargaining negotiations strategy with respect to wages.

This request is made pursuant to Wisconsin Statutes, Section 19.85(1)(e), which allows a governing body to go into closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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

Recommendation

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

By consensus, this item was deferred to the end of the agenda.

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

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

Background

The case of *Gil v. Whitford*, the Wisconsin redistricting case concerning partisan gerrymandering, was dismissed by the U.S. Supreme Court and sent back to a lower court for review. The cased was dismissed with the ruling that the plaintiffs lacked standing for the remedy that they were seeking and that the arguments offered focused on the impact of political parties rather than on the violation of individual rights. The fact that the case was sent back to a lower court, rather than dismissed out of hand, is significant in that it means that the guidance offered in the opinions of the High Court will be reviewed, and litigation will continue. A summary of the case as offered in the ruling is provided below:

> Members of the Wisconsin Legislature are elected from single-member legislative districts. Under the Wisconsin Constitution, the legislature must redraw the boundaries of those districts following each census. After the 2010 census, the legislature passed a new districting plan known as Act 43. Twelve Democratic voters, the plaintiffs in this case, alleged that Act 43 harms the Democratic Party's ability to convert Democratic votes into Democratic seats in the legislature. They asserted that Act 43 does this by "cracking" certain Democratic voters among different districts in which those voters fail to achieve electoral majorities and "packing" other Democratic voters in a few districts in which Democratic candidates win by large margins. The plaintiffs argued that the degree to which packing and cracking has favored one political party over another can be measured by an "efficiency gap" that compares each party's respective "wasted" votes— i.e., votes cast for a losing candidate or for a winning candidate in excess of what that candidate needs to win—across all legislative districts. The plaintiffs claimed that the statewide enforcement of Act43 generated an excess of wasted Democratic votes, thereby violating the plaintiffs' First Amendment right of association and their Fourteenth Amendment right to equal protection. The defendants, several members of the state election commission, moved to dismiss the plaintiffs' claims. They argued that the plaintiffs lacked standing to challenge the constitutionality of Act 43 as a whole because, as individual voters, their legally protected interests extend only to the makeup of the legislative district in which they vote. The three-judge District Court denied the defendants' motion and, following a trial, concluded that Act 43 was an unconstitutional partisan gerrymander. Regarding standing, the court held that the plaintiffs had suffered a particularized injury to their equal protection rights.

* * * * *

(Item 2) Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved

Background

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy 2.01, General Governance Commitment

Fiscal Impact Statement

NA

Recommendation

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

By consensus, this item was deferred to the end of the agenda.

* * * * *

(Item 3) Consideration of, and Possible Action on, Employment, Compensation, and Performance-Evaluation Data Relative to the Terms of an Employment Agreement with the Board Clerk/Director, Office of Board Governance

Background

At the request of President Sain, the Milwaukee Board of School Directors will review employment, compensation, and performance-evaluation data relative to the terms of the employment agreement with the Board Clerk/Director, Office of Board Governance.

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy 3.01, Board-appointed Officials

Fiscal Impact Statement

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

Recommendation

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

By consensus, this item was deferred to the end of the 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

Current Project Updates

1. Background

The OAE has been working on the following projects that have been defined by the Board through board action:

- an inventory of district property of artistic, historic, or monetary value;
- a district-wide equity audit;
- a district-wide assessment of diversification of workforce;
- evaluation of the School Resource Officer (SRO) Program; and
- assessment of substitute teachers per the action taken by the Committee on Accountability, Finance, and Personnel on April 10 2018.

2. Update

On June 19, 2018 the OAE and the Administration presented the final report of the evaluation of the School Resource Officer (SRO) program to the Committee on Accountability, Finance, and Personnel.

The OAE continues to work with the Administration and to collaborate with stakeholders on the recommendations of the assessment of substitute teachers, per the action taken by the Committee on Accountability, Finance, and Personnel on April 10 2018.

* * * * *

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

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

Director Woodward moved to accept the reports of the Independent Hearing Officers of May 29, June 4, June 5, June 8, June 11, and June 15, 2018.

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

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Voss, Woodward, and President Sain — 8.
Noes — None.
Temporarily Absent — Director Phillips — 1.

* * * * *

REPORTS OF STANDING COMMITTEES

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

- Item Two, *Action on a Request to Approve the Non-Instrumentality Charter School Contract with Hmong American Peace Academy, Ltd. for Hmong American Peace Academy (HAPA) to Begin with the 2018-2019 School Year*, was set aside at the request of Director Miller.

- Item Three, *Action on a Request to Approve the Non-Instrumentality Charter School Contract with Mother Kathryn Daniels Conference Center, Inc., for Kathryn T. Daniels University Preparatory Academy (KT Daniels), to Begin with the 2018-2019 School Year*, was set aside at the request of Director Miller.

- Item Four, *Action on a Request to Approve the Non-Instrumentality Charter School Contract with The Milwaukee Teacher Education Center (MTEC) for Milwaukee Environmental Sciences Academy (MESA), to Begin with the 2018-2019 School Year*, was set aside at the request of Director Miller.

- Item Seven, *Action on a Request to Approve the Contracts for At-risk Seats with Assata, Grandview, NOVA, and Shalom, Beginning with the 2018-19 School Year,* was set aside at the request of Director Miller.

- Item Eight, *Action on a Request to Approve the Agreement with Milwaukee Area Technical College for At-risk Students, as Defined in Wisconsin Statutes, Section 118.15*, was set aside at the request of Director Voss.

- Item Nine, *Action on a Request to Approve the Contracts for Behavioral Reassignment and At-risk Seats with Banner Prep, Southeastern Education Center, and Lad Lake Synergy for the 2018-2019 School Year,* was set aside at the request of Director Miller.

On the motion of Director Voss, the balance of the Committee Reports was approved, the vote being as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Noes — None.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(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

Certificated Appointments

Ethnic Code	Name	Position and Salary	Date
		New Hires	
2	Bianca Boyd	Building Service Helper I $12.18 per hour	04/23/2018
2	Alicia Jacobs	Building Service Helper I $12.18 per hour	04/23/2018
5	Kenneth Kernats	Building Service Helper I $12.18 per hour	04/30/2018
2	Phillip Martin	Building Service Helper I $12.18 per hour	04/23/2018
4	Francisco Navarro IV	Building Service Helper I $12.18 per hour	05/07/2018
2	Terrence Reed	Building Service Helper I $12.18 per hour	04/30/2018
2	Reginald Ross	Building Service Helper I $12.18 per hour	04/30/2018
5	Nicholas Baptist	Boiler Attendant Trainee $32,995.28	04/23/2018
2	Lorna Stewart	Children's Health Assistant $17,235.11	04/23/2018
2	Garnett Brooks	Food Service Assistant $11.91 per hour	04/19/2018
4	Carolina Diaz	Food Service Assistant $11.91 per hour	04/17/2018
5	Alene Johnson	Food Service Assistant $11.91 per hour	04/19/2018
2	Kenneth Mitchell	Food Service Assistant $11.91 per hour	04/17/2018
2	Yolanda Payne	Food Service Assistant $11.91 per hour	04/17/2018
2	Penny Riley	Food Service Assistant $11.91 per hour	04/17/2018
5	Fatma Ruffin	Food Service Assistant $11.91 per hour	04/19/2018
2	Kiyaja Smith	Food Service Assistant $11.91 per hour	04/17/2018
5	Carlos Torres	Machine Maintenance Repair Registered Apprentice $10.94 per hour	05/22/2018
5	Gregoire Branger	Para Ed Assistant $18,315.98	05/17/2018
3	Naw Paw Wah	Para Ed Assistant $21,368.64	05/03/2018
2	Deidre Warner	Para Ed Assistant $18,315.98	05/01/2018
		Promotions	
2	Cheryl Weathersby	Accounting Assistant II $43,832.77	04/18/2018
2	Steven Carr	Building Service Helper II $33,113.60	04/23/2018
5	Mollee Cleary	Building Service Helper II $33,113.60	04/23/2018
2	Timothy Salaam	Boiler Attendant Trainee $32,995.04	04/23/2018

Ethnic Code	Name	Position and Salary	Date
5	Donna Verhagen	Boiler Attendant Trainee $34,343.78	04/23/2018
4	Eduardo Vargas	Electrician Registered Apprentice $18.76 per hour	05/24/2018
2	Rhonda Robinson	Para Ed Assistant $18,315.98	04/18/2018
4	Ivelisse Belmontes	Payroll Assistant I $31,796.00	04/23/2018
2	Lois Cowser	School Secretary I — 11-month $30,513.50	05/07/2018
5	Carrie Guzinski	School Secretary I — 12-month $34,579.61	05/07/2018
2	Shenieck Weddle	School Engineer III $49,322.74	04/23/2018
		Rehires	
2	Joyce Williams	Central Kitchen Delivery Driver $20.63 per hour	05/04/2018
5	Sue Beay	Food Service Assistant $11.91 per hour	05/22/2018
2	Latisha Mitchell	Food Service Assistant $11.91 per hour	05/22/2018

Leaves of Absence

	Present Assignment	Effective From
Personal Leave, May 2018		
Joseph Clayton	Madison H.S.	05/07/2018
Personal Leave, July 2018		
Gerald Florian	Bradley Tech & Trade	07/24/2018
Personal Leave, August 2018		
Timothy Madler	Madison H.S.	08/06/2018
Nicole Seiler	King H.S.	08/06/2018
Illness Leave, February 2018		
Faith Buggs	Gaenslen	02/19/2018
Illness Leave, April 2018		
Cari Churchill	Franklin	04/09/2018
Willette Sims	Grantosa	04/24/2018
Illness Leave, May 2018		
Marie Arroyo	Currently On Leave	05/18/2018
Lesa Hull	Madison H.S.	05/02/2018
Kari Woods Howell	Fifty-Third Street	05/03/2018
Charlene Drum	Pierce	05/15/2018
Joan Lupo	Academy Acc. Learning	05/10/2018
Illness Leave, July 2018		
Renee Fisher	Cass Street	04/12/2018
Military Leave, August 2018		
Richard Michi	Gaenslen	08/27/2018

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
			Certificated Resignations			
Other Work	2.9	5	Margaret Altschaefl	Psych	JMAC	05/24/2018
Other Work	15.8	2	Nicole Anderson	Teacher	HS of the Arts	05/22/2018
Personal	1.8	5	Jonathan Arens	Teacher	Hamilton	05/23/2018
Personal	9.8	4	Berta Barillas	Teacher	South Division	05/22/2018

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Personal	1.8	5	John Bassilakis	Teacher	Gaenslen	06/12/2018
Other Work	4.8	5	Brittany Beck	Teacher	Hi Mount	06/15/2018
Other Work	1.8	5	Jennifer Bottoni	Teacher	Bay View	05/24/2018
Other Work	0.8	2	Ruby Brock	Teacher	Emerson	06/12/2018
Personal	4.8	5	Kim Bruessel	Teacher	Audubon	05/22/2018
Retire	22.8	5	Heidi Bukowski	Mentor	Central Svcs	05/24/2018
Personal	3.9	5	Thomas Campbell	Teacher	Brown St	06/12/2018
Personal	1.9	2	Joseph Clayton	Teacher	JMAC	05/22/2018
Personal	4.8	4	Ivelisse Cruz	Teacher	South Division	05/22/2018
Other Work	2.8	5	Melanie Curti	Teacher	JMAC	05/22/2018
Personal	19.8	5	Jill Danielewski	Teacher	Grantosa	06/15/2018
Personal	0.6	2	Brandy Daniels	Teacher	Maple Tree	04/20/2018
Personal	3.8	5	Terra Dill	Teacher	Elm	06/12/2018
Personal	7.0	5	Christopher Dott	Teacher	Washington	05/22/2018
Retire	17.8	5	Jon Dzurak	AP	HS of the Arts	05/24/2018
Personal	4.5	5	Lisa Ewert	Teacher	Carver	06/12/2018
Other Work	0.8	5	Emily Eyssautier	Teacher	Clarke	06/12/2018
Personal	1.2	5	Alexis Fahlbeck	Teacher	Pulaski	05/22/2018
Other Work	4.8	6	Tarah Fedenia	Teacher	Rogers St	06/12/2018
Personal	10.9	2	Chequetta Ferguson	Teacher	Emerson	06/12/2018
Personal	1.8	4	Alexis Flores	Teacher	Hartford	06/12/2018
Personal	3.6	2	Loreen Gage	Teacher	South Division	05/22/2018
Personal	1.9	6	Jaclyn Garrow	Teacher	ALBA	05/22/2018
Other Work	10.3	5	Jennifer Grace	Teacher	Central Svcs	05/22/2018
Other Work	0.8	5	Margaret Hessel	Teacher	Keefe	06/13/2018
Personal	1.8	4	Ana Garcia Lopez	Teacher	Hayes	07/01/2018
Personal	1.9	6	Jaclyn Garrow	Teacher	ALBA	05/22/2018
Other Work	1.8	5	Daniel Garvey	Teacher	Rufus King MS	05/22/2018
Other Work	0.7	5	Jennifer Gasque	Teacher	Lancaster	06/12/2018
Personal	1.8	5	Alexandra Gawlik	Teacher	Bradley Tech	05/22/2018
Other Work	0.8	5	Nellie Gehrig	Teacher	Gaenslen	06/12/2018
Other Work	5.0	6	Heather Gladem	Supervisor	Central Svcs	06/14/2018
Personal	12.3	5	David Goeb	Teacher	Burbank	06/12/2018
Personal	2.8	5	Nuria Gonzalez	Teacher	Parkside	06/12/2018
Personal	0.9	5	Natalie Graceffa	Teacher	Audubon	05/22/2018
Personal	1.8	5	Carrie Hallblade	Teacher	Zablocki	06/12/2018
Other Work	4.2	2	Miachelle Harvey	Teacher	Forest Home	06/12/2018
Other Work	0.8	5	Myles Hecimovich	Teacher	MACL	06/12/2018
Personal	3.8	5	Kaitlin Hedman	Teacher	Alcott	06/12/2018
Personal	1.6	2	Paris Hipps	Teacher	Craig	06/12/2018
Personal	3.5	5	David Ingvoldstad	Teacher	Starms	05/22/2018
Other Work	4.8	5	Lisa Johnson	Teacher	Craig	06/12/2018
Personal	11.8	5	Nicholas Johnson	Teacher	Ronald Reagan HS	07/02/2018
Other Work	9.9	5	Chip Johnston	Teacher	MacDowell	05/23/2018

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Personal	1.2	5	Erin Kerwin	Teacher	Longfellow	06/13/2018
Personal	9.7	6	Alexia Knox	Teacher	Green Bay Ave	04/29/2018
Personal	2.8	5	Michael Kubes	Teacher	Washington HS	06/30/2018
Personal	4.4	3	Mohni Kueng	Teacher	Obama SCTE	05/22/2018
Personal	4.8	5	Tracie Kusowski	Psych	Lincoln Ave	06/13/2018
Other Work	13.4	4	Veronica Leshok	AP	Morgandale	06/30/2018
Personal	2.8	5	Alisa Lilly	Teacher	Meir	05/22/2018
Personal	2.8	5	Maureen Madden	Teacher	French Immersion	06/12/2018
Retire	34.2	2	Rahman Malik	Teacher	Dr. King Elem	06/12/2018
Personal	0.8	5	Ashley Manske	Teacher	Grant	06/12/2018
Personal	2.6	5	Marjorie May	Teacher	Marshall	05/23/2018
Other Work	24.0	5	Jennifer McCauley Dupies	Teacher	Rufus King HS	05/22/2018
Personal	1.7	2	LaCretia McGee	Teacher	Rufus King MS	05/22/2018
Personal	3.5	5	Michael Medved	Teacher	Vincent	05/22/2018
Retire	4.6	6	Richard Monroe	Teacher	Milw School Lang	05/24/2018
Personal	3.8	4	Silvia Montana	Teacher	Hayes	06/13/2018
Other Work	2.8	5	Kyle Navin	Teacher	Bay View	05/22/2018
Personal	2.8	5	Eileen Newsome	Teacher	Marshall	05/23/2018
Personal	1.6	2	Latoya Newsom	Teacher	JMAC	06/30/2018
Other Work	3.9	2	Stephanie Nook	Teacher	Alliance	06/30/2018
Personal	4.8	4	Veronica Ortiz Colon	Teacher	South Division	05/22/2018
Personal	2.8	6	Bethany Palmer Peterson	Teacher	Westside Academy	06/12/2018
Personal	25.8	2	Lori Patterson	Teacher	Metcalfe	05/22/2018
Personal	4.6	5	Victor Pedraza	Teacher	Pulaski	05/22/2018
Personal	18.8	5	Laurel Pickard	Teacher	Parkview	06/12/2018
Personal	4.3	5	Angela Pierstorff	Teacher	Hopkins Lloyd	06/12/2018
Other Work	0.8	5	Susan Pofahl	Teacher	Gaenslen	06/12/2018
Other Work	1.8	5	Emma Radomski	Teacher	Roosevelt MS	05/22/2018
Other Work	0.8	3	Mark Raymond	Teacher	Hi Mount	06/12/2018
Personal	4.7	5	Matthew Reuter	Teacher	JMAC	05/22/2018
Personal	0.8	5	Rebecca Riddle	Teacher	Longfellow	06/12/2018
Personal	5.1	2	Nakeysha Roberts Washington	Teacher	MacDowell	05/22/2018
Personal	7.7	4	Jasmina Ruano	Teacher	Forest Home	06/13/2018
Personal	2.1	5	Liam Ryan	Teacher	Gaenslen	06/15/2018
Other Work	5.3	4	Yesenia Saavedra	Teacher	Wedgewood Park	06/30/2018
Retire	33.2	4	Blanca Sandoval Gil	Teacher	Riverside	05/22/2018
Personal	0.8	5	Cora Schlei	Teacher	Craig	06/12/2018
Personal	12.8	5	Stephanie Schneider	Teacher	Craig	06/12/2018
Personal	0.9	5	Axel Scholz	Teacher	South Division	05/22/2018
Personal	0.9	5	Lindsay Shank	Teacher	Milw School Lang	05/22/2018
Personal	11.7	5	Sarah Shinkle	Teacher	Fratney	06/30/2018
Other Work	4.2	5	Aaron Smith	Teacher	Obama SCTE	05/22/2018
Personal	4.9	5	Paul Smith	Teacher	WCLL	05/22/2018
Personal	0.8	5	Stephanie Smith	Teacher	Douglas	06/12/2018
Retire	9.8	2	Diane Spence	Teacher	LaFollette	06/13/2018
Personal	2.8	5	Sonia Stark	Teacher	Forest Home	06/12/2018
Personal	1.7	4	Rosio Suchil	Teacher	Rogers St	06/12/2018
Personal	9.8	5	Dena Tellefsen Serwe	Psych	Zablocki	06/15/2018
Personal	1.0	2	Caree Thomas	Teacher	Clarke St	06/13/2018

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Personal	9.5	4	Guadalupe Torres	Teacher	ALBA	05/22/2018
Personal	17.8	2	Eugene Trotter	Teacher	Lincoln MS	05/14/2018
Other Work	2.8	3	Paul Vang	Teacher	HS of the Arts	05/22/2018
Other Work	18.8	5	Katherine Vannoy	Teacher	Audubon	05/31/2018
Personal	2.9	5	James Vernola	Teacher	ALBA	05/22/2018
Personal	0.8	5	Sara Vitucci	Teacher	Thurston Woods	06/12/2018
Personal	4.8	2	Delila Westmoreland	Nurse	Central Svcs	06/13/2018
Personal	0.8	2	Conniesha Wheeler	Teacher	Carson Academy	05/03/2018
Personal	10.2	2	Twannette Whitney	Teacher	Westside Acad	04/12/2018
Personal	10.8	5	Ashlee Whitty	Teacher	Curtin	06/13/2018
Other Work	1.2	5	Joshua Wills	Teacher	WCLL	05/22/2018
Personal	0.8	5	Eileen Wood	Teacher	Keefe	06/12/2018
Personal	22.2	5	Mark Zimmerman	Teacher	Washington HS	05/22/2018
			Classified Retirements			
Retire	27.7	2	Mary Berrios	SWA II	Bay View	05/23/2018
Retire	28.2	2	Patti Debow	Secretary I	Riverside	05/18/2018
Retire	10.0	2	Donna Eatmon Grimes	Secretary I	Townsend	05/04/2018
Retire	17.6	5	Diane Glisczinski	Secretary I	Alliance	05/23/2018
Retire	26.4	2	Sandra Harrison	Secretary I	Central Svcs	05/24/2018
Retire	23.5	5	Kathleen Hart	Secretary II	Repair Division	05/15/2018
Retire	16.6	2	Wanda Mims	Para	Bradley Tech	05/22/2018
Retire	32.6	2	Virgel Scott	Kitchen Mgr	Lincoln MS	05/23/2018
Retire	3.7	5	Janine Sedor	Secretary I	Victory	05/18/2018
Retire	9.5	2	Nettie Sims	Secretary I	Neeskara	05/24/2018
Retire	21.6	2	Jacqueline Smith	SWA II	Central Svcs	05/18/2018
Retire	15.8	5	Brian Spielman	Accountant	Central Svcs	05/02/2018

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for May 2018 is attached to the minutes of your Committee's meeting. This is an informational report, 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 Committee reports.

* * * * *

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

Recommended Appointments (to be effective upon the Board's approval)

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

Code	Name	Position and Location	Salary and Date
		Recommended Appointments	
(2)(r)	Wendell Willis	Director I, MPS Foundation Office of the Chief of Staff	Schedule 03, Range 14A $123,834

Code	Name	Position and Location	Salary and Date
(5)(r)	Martha Kreitzman	Director II, Financial Plan & Budget Office of the Chief of Finance	Schedule 03, Range 15A $123,778
(5)(nr)	Deborah Clemens	Principal II, Whitman Office of the Chief of School Administration	Schedule 03, Range 13T $110,728
(5)(r)	Christina Flood	Principal I, Curtin Office of the Chief of School Administration	Schedule 03, Range 12T $108,760
(2)(r)	Vickie Hall	Principal II, Story Office of the Chief of School Administration	Schedule 03, Range 13T $106,874
(5)(r)	Jessica Quindel	Principal II, Fratney Office of the Chief of School Administration	Schedule 03, Range 13T $101,354
(2)(r)	Alonzo Williams	Supervisor I, Maintenance & Repair Office of the Chief of Operations	Schedule 03, Range 09A $97,502
(2)(nr)	Shantee Williams	Principal I, Hawthorne Office of the Chief of School Administration	Schedule 03, Range 12T $91,882
(5)(r)	Ashley Hughes	Accountant IV Office of the Chief of Finance	Schedule 03, Range 06A $58,310
(2)(nr)	Courtney Dunn	Planning Assistant III Office of the Chief of Operations	Schedule 03, Range 02A $56,128
(2)(r)	Loretta Gross	Planning Assistant Office of the Chief of Academics	Schedule 03, Range 02A $44,335

Recommended Reassignments (to be effective upon the Board's approval)

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

Code	Name	Position and Location	Salary and Date
(4)(nr)	Adria Maddaleni	Director I, Procurement & Risk Management Office of the Chief of Finance	Schedule 03, Range 14A $116,550
(2)(nr)	Jason Galien	Assistant Principal I, Bethune Office of the Chief of School Administration	Schedule 03, Range 10C $91,688
(6)(r)	Justin Henze	Assistant Principal III, Milw HS of the Arts Office of the Chief of School Administration	Schedule 03, Range 12C $86,258
(5)(r)	Tracey Parrish	Administrative Assistant III Office of the Chief of Operations	Schedule 03, Range 03A $62,557
(2)(r)	Ronnicia Johnson Walker	Planning Assistant III Office of the Chief Academic Officer	Schedule 03, Range 2A $50,195

Recommended Reclassifications (to be effective July 1, 2018)

Code	Name	Position and Location	Salary and Date
(2)(r)	LaWanda Baldwin	Comptroller Office of the Chief of Finance	Schedule 03, Range 15A $121,720
(5)(r)	Kimberley LaMothe	Manager III, Talent Management Office of the Chief of Human Resources	Schedule 03, Range 13A $107,241
(5)(nr)	Matthew Kuhn	Coordinator I, Procurement Office of the Chief of Finance	Schedule 03, Range 6A $61,836
(5)(nr)	Leila Sadoughian	Coordinator I, Procurement Office of the Chief of Finance	Schedule 03, Range 6A $58,311
(2)(r)	Ophelia King	Manager II, School Counseling Office of the Chief of Academics	Schedule 03, Range 12A $93,717

Recommended Salary Increases/Decreases
(to be effective July 1, 2018)

Code	Name	Position and Location	Salary and Date
(5)(r)	Kim-Lien Callies	Financial Planning & Budget Analyst I Office of the Chief of Finance	Schedule 03, Range 5A $57,008

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

Your Committee recommends that the Board review and approve the following LTE contracts exceeding sixty days pursuant to Administrative Policy 6.23(4) (b) and 6.37(5).

Code	Name	Position and Location	Salary and Date
(2)(r)	Willie Jude	High School Collaborator Office of the Chief of School Administration	$50.00 7/2/18 to 12/31/18
(2)(r)	David Robinson	Smart Spaces Program Support Office of the Chief of Academics	$40.00 4/16/18 to 9/16/18
(5)(nr)	Rebecca Vonesh	Smart Spaces Program Support Office of the Chief of Academics	$40.00 4/16/18 to 9/16/18
(5)(r)	Judith Benz	Accountant III Office of the Chief of Operations	$36.11 5/01/18 to 6/30/18
(5)(nr)	Susan Freiss	Smart Spaces Online Instructor Office of the Chief of Academics	$31.00 2/1/18 to 7/30/18
(2)(r)	Tuwania Anderson	Independent Hearing Officer Office of the Chief of School Administration	$30.00 2/8/18 to 6/8/18
(2)(r)	Lajuan Barnes*	Academic Services to Expelled Student Office of the Chief of School Administration	$30.00 2/15/18 to 6/8/18
(2)(r)	Gerard Fisher*	Independent Hearing Officer Office of the Chief of School Administration	$30.00 2/8/18 to 6/8/18
(2)(nr)	Willie Hill	Independent Hearing Officer Office of the Chief of School Administration	$30.00 2/8/18 to 6/8/18
(2)(r)	Patricia Kirby*	Preventive Services Office of the Chief of School Administration	$30.00 2/15/18 to 6/08/18
(5)(nr)	Carol Reiners*	Independent Hearing Officer Office of the Chief of School Administration	$30.00 2/8/18 to 6/8/18
(2)(r)	Fred Royal	Independent Hearing Officer Office of the Chief of School Administration	$30.00 2/8/18 to 6/8/18
(2)(r)	Cortez VanFelder*	Independent Hearing Officer Office of the Chief of School Administration	$30.00 2/8/18 to 6/8/18
(5)(nr)	Amy Wilson	Social Emotional Learning Interventional at JMAC Office of the Chief of Academics	$30.00 3/02/18 to 6/30/18
(2)(r)	Louise Young-Benson*	Project AWARE Office of the Chief of Academics	$30.00 3/25/18 to 9/24/18
(2)(r)	Celeste Hoze*	Preventive Services Office of the Chief of School Administration	$30.00 2/15/18 to 6/08/18
(2)(r)	Jonitha Brown	Jobs for America's Graduates Program Specialist Office of the Chief of Academics	$20.00 4/01/18 to 9/30/18
(2)(r)	Joe Albright	Safety Assistant Office of the Chief of School Administration	$15.00 4/16/18 to 10/15/18
(2)(r)	Marguerita McClain	Safety Assistant Office of the Chief of School Administration	$15.00 4/16/18 to 10/15/18
(5)(r)	Nancy McGrew*	K4/K5 Class Size Reduction Office of the Chief of School Administration	$15.00 7/2/18 to 12/31/18
(2)(r)	Phyllis Merchant	Safety Assistant Office of the Chief of School Administration	$15.00 4/16/18 to 10/15/18
(2)(r)	Geneva Nelson	Safety Assistant Office of the Chief of School Administration	$15.00 4/16/18 to 10/15/18
(2)(r)	George Potts	Safety Assistant Office of the Chief of School Administration	$15.00 4/16/18 to 10/15/18

Code	Name	Position and Location	Salary and Date
(2)(r)	George Ragland	Safety Assistant	$15.00
		Office of the Chief of School Administration	4/16/18 to 10/15/18
(6)(nr)	Kevin Walker	Safety Assistant	$15.00
		Office of the Chief of School Administration	4/16/18 to 10/15/18
(5)(nr)	Alexander Zimmerman	Law Clerk	$12.00
		Office of the Chief of Human Resources	7/02/18 to 12/31/18
(5)(r)	Rebecca Meyer	Law Clerk	$12.00
		Office of the Chief of Human Resources	7/02/18 to 12/31/18
(2)(r)	Demuntae Bunch	CATP MPS Graduate – Shop 900 Intern	$11.00
		Office of the Chief of Operations	5/15/18 to 7/15/18

Codes

1	Native American
2	African American
3	Asian/Oriental/Pacific Islander
4	Hispanic
5	White
6	Other
r	Resident
nr	Non-resident
*	LTE contract longer than one year

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

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(Item 3) Action on Monthly Finance Matters: Authorization to Make Purchases; 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

Enterprise Licensing and Maintenance Fees from Various Vendors.

The Administration is requesting authorization to make purchases from various vendors for enterprise licensing and maintenance fees with Fiscal Year 2018-2019 funds. These purchases may entail annual, quarterly, or monthly payments, which will be made via purchase orders issued to these vendors.

These enterprise programs are those essential applications and products that are critical to the District's functions and, although requisitioned by individual departments, are managed by the Department of Technology.

The chart below summarizes budget codes, requisitioning department, vendors, applications or products, and costs.

The total cost of purchases will not exceed $8,808,064.

2018-2019 License Account Enterprise Systems

Department	Vendor/Product	Fee	Budget Code
Human Resources	Peoplesoft/Oracle	$1,080,559.04	SFS-0-0-PSU-DW-EMTC
	Frontline (ASEOP)	$59,530.00	SFS-0-0-TLN-DW-EMTC
	Subtotal	$1,140,089.04	
Family Services	Infinite Campus	$717,558.77	SSV-0-0-TLN-DW-EMTC
	Shoutpoint	$78,040.00	SSV-0-0-PSU-DW-EMTC
	Subtotal	$795,598.77	

Department	Vendor/Product	Fee	Budget Code
Board Governance	Intercom Network	$6,500.00	ADT-0-0-PSU-DW-EMTC
	iConstituent	$10,000.00	ADT-0-0-PSU-DW-EMTC
	Subtotal	$16,500.00	
Special Services	FileMaker (inc. Rec) 100	$8,100.00	SSU-0-0-TLN-DW-EMTC
	MJ Care	$112,000.00	SSU-0-0-TLN-DW-EMTC
	Subtotal	$120,100.00	
Facilities & Maintenance	AssetWorks	$125,000.00	BLD-0-0-PSU-DW-EMTC
Student Performance and Improvement	Data Warehouse (Hoonuit)	$76,339.00	SYS-0-0-PSU-DW-EMTC
	Microsoft Power BI (271)	$6,335.98	SYS-0-0-PSU-DW-EMTC
	ETL Connectors	$2,638.13	SYS-0-0-PSU-DW-EMTC
	Subtotal	$85,313.11	
Finance	IFAS	$138,059.53	FSC-0-0-PSU-DW-EMTC
	CGCS ActPoint KPI	$6,400.00	FSC-0-0-TLN-DW-EMTC
	Subtotal	$144,459.53	
College and Career Readiness	Parchment	$41,720.00	CDV-0-0-TLN-DW-EMTC
Chief of Staff	Smartsheet	$100,000.00	SPT-0-0-PSU-EMTC
Nutrition Services	Horizon	$146,000.00	FSV-0-0-TLN-DW-EMTC
Business Services	Trapeze (MapNet)	$63,509.25	DBS-0-0-TLN-DW-EMTC
	VEO Now (Tablets)	$107,580.00	DBS-0-0-TLN-DW-EMTC
	Subtotal	$171,089.25	
Recreation	Cayen Afterschool 21	$46,000.00	OSD-0-0-PSU-DW-EMTC
	SportsPak	$9,375.00	OSD-0-0-PSU-DW-EMTC
	Timeclock Plus	$42,000.00	OSD-0-0-PSU-DW-EMTC
	Vermont Systems	$22,500.00	OSD-0-0-PSU-DW-EMTC
	PowerDMS	$2,122.32	OSD-0-0-PSU-DW-EMTC
	Survey Monkey-Arts/Humanities	$8,100.00	OSD-0-0-PSU-DW-EMTC
	Subtotal	$130,097.32	
Communications and Outreach	Titan	$20,000.00	INF-0-0-PSU-DW-EMTC
	Northwoods	$45,000.00	INF-0-0-PSU-DW-EMTC
	Subtotal	$65,000.00	
Technology	Adobe Creative Cloud	$12,500.00	TSV-0-0-PSU-DW-EMTC
	Alfresco	$50,000.00	TSV-0-0-TLN-DW-EMTC
	ARIN	$150.00	TSV-0-0-TLN-DW-EMTC
	Bluejeans	$18,231.00	TSV-0-0-TLN-DW-EMTC
	Emerson (UPS)	$55,920.00	TSV-0-0-TLN-DW-EMTC
	Ephesoft	$21,000.00	TSV-0-0-TLN-DW-EMTC
	ESRI (GIS)	$10,000.00	TSV-0-0-TLN-DW-EMTC
	GoGuardian	$75,000.00	TSV-0-0-PSU-DW-EMTC
	Gynzy	$12,000.00	TSV-0-0-PSU-DW-EMTC
	HEAT Software	$44,748.00	TSV-0-0-TLN-DW-EMTC
	Hewlett Packard	$44,000.00	TSV-0-0-TLN-DW-EMTC
	HP Enterprise	$5,143.82	TSV-0-0-TLN-DW-EMTC
	IDERA	$2,617.00	TSV-0-0-TLN-DW-EMTC
	Iron Mountain	$26,000.00	TSV-0-0-TLN-DW-EMTC
	Ironport (Cisco)	$54,589.33	TSV-0-0-TLN-DW-EMTC
	Ivanti/Aptris	$26,400.00	TSV-0-0-TLN-DW-EMTC
	JCI Johnson Controls Inc.	$90,000.00	TSV-0-0-PSU-DW-EMTC
	Kemp	$7,900.00	TSV-0-0-TLN-DW-EMTC
	Lansweeper	$4,516.00	TSV-0-0-TLN-DW-EMTC
	Mediasite	$18,299.00	TSV-0-0-TLN-DW-EMTC
	Microsoft Campus	$360,000.00	TSV-0-0-PSU-DW-EMTC
	Microsoft Servers	$140,370.80	TSV-0-0-TLN-DW-EMTC
	Paessler PRTG	$20,485.46	TSV-0-0-TLN-DW-EMTC
	Palo Alto	$338,400.00	TSV-0-0-TLN-DW-EMTC
	Raptor VMS	$4,200.00	TSV-0-0-TLN-DW-EMTC
	Remind	$60,000.00	TSV-0-0-PSU-DW-EMTC
	School Messenger	$48,000.00	TSV-0-0-PSU-DW-EMTC
	Service Express	$57,036.00	TSV-0-0-TLN-DW-EMTC
	SKC	$6,000.00	TSV-0-0-TLN-DW-EMTC
	SmartNet (CISCO)	$391,400.00	TSV-0-0-TLN-DW-EMTC

Department	Vendor/Product	Fee	Budget Code
	SPECOPS	$20,064.84	TSV-0-0-TLN-DW-EMTC
	Sun (Mythics)	$10,364.97	TSV-0-0-TLN-DW-EMTC
	Versifit (Edvantage Premium)	$32,000.00	TSV-0-0-TLN-DW-EMTC
	VMware	$68,589.76	TSV-0-0-TLN-DW-EMTC
	WeVideo	$4,000.00	TSV-0-0-PSU-DW-EMTC
	Subtotal	$2,139,925.98	
HRMS/FIS Implementation	Infor — Saas Subscription	$1,688,941.00	TSV-0-0-PSU-FN-EMTC
	Infor — MHC/PCI Software	$58,397.00	TSV-0-0-PSU-FN-ESWR
	Infor — Implementation	$1,849,833.00	TSV-0-0-PSU-FN-ECTS
	Subtotal	$3,597,171.00	
	GRAND TOTAL	$8,818,064.00	

Routine Monthly Reports

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

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Allen-Field School	Amy & Paul Kolo	$1,200.00	Band Donation
Alliance H.S.	Diversity & Resilient, Inc.	$3,500.00	General School Supplies
Alliance H.S.	Black Health Coalition of Wisconsin	$500.00	General School Supplies
Alliance H.S.	MPS Foundation, Inc.	$1,500.00	General School Supplies
Auer Avenue School	Metropolitan Milwaukee Alliance	$500.00	General School Supplies
Bay View H.S.	Bay View Neighborhood Association	$200.00	Culinary Donation
Bay View H.S.	Daniel J. Goldberg	$150.00	Chess Club Donation
Bethune Academy	Ann McClain Terrell	$100.00	School Uninforms
Bethune Academy	Making Sense of Science (MSS)	$1,000.00	Science Supplies
Bradley Trade & Tech	Clutch Corp.	$200.00	General School Supplies
Bruce School	General Mills/Box Tops for Education	$46.10	General School Supplies
Clarke Street School	George F. Roth	$250.00	General School Supplies
Clarke Street School	Daniel & Penny Gentges	$250.00	General School Supplies
Clarke Street School	Anthem Blue Cross and Blue Shield	$500.00	General School Supplies
Clarke Street School	MPS Foundation, Inc.	$100.00	School Uniforms Donation
Clemens School	MPS Foundation, Inc.	$100.00	School Uniforms Donation
Congress School	General Mills/Box Tops for Education	$14.50	General School Supplies
Eighty-First Street School	Community United Methodist Church	$1,000.00	Incentive Program
Elm Creative Arts School	Compassionate Personal Care Services LLC	$175.00	General School Supplies
Forest Home Ave. School	Paul Maciejewski	$10.00	General School Supplies
Franklin School	MPS Foundation, Inc.	$100.00	School Uniforms Donation
Fratney Street School	General Mills/Box Tops For Education	$147.20	General School Supplies
French Immersion School	L. Pollard	$20.00	PBIS Support Donation
French Immersion School	The Faust Family*	$30.00	General School Supplies
French Immersion School	Marshall Chay	$100.00	General School Supplies
Gaenslen School	General Mills/Box Tops for Education	$20.30	General School Supplies
German Immersion School	YourCause, LLC*	$107.12	General School Supplies
German Immersion School	YourCause, LLC*	$50.00	General School Supplies

Location	Donor	Amount	Gift or Purpose
German Immersion School	Anthem Blue Cross and Blue Shield	$500.00	General School Supplies
German Immersion School	YourCause, LLC*	$8.24	General School Supplies
Gwen T. Jackson School	USAgain, LLC	$28.20	General School Supplies
Hamilton H.S.	African American Employee Resource Group	$1,304.85	Donation for Testing
Hamilton H.S.	Nick Elert	$1,600.00	Wrestling Equipment
Hampton School	MPS Foundation, Inc.	$100.00	School Uniforms Donation
Holmes School	MPS Foundation, Inc.	$100.00	School Uniforms Donation
Howard Avenue Montessori	Howard Ave Montessori PTO	$800.00	Buses for Field Trip
James Madison Academic Campus	Employ Milwaukee, Inc.	$1,260.00	General School Supplies
King H.S.	Mary Meins	$700.00	General School Supplies
King Middle Years	Wisconsin United Inc.	$1,200.00	General School Supplies
Lloyd Barbee Montessori	American Montessori Society	$400.00	General School Supplies
Lloyd Barbee Montessori	Lydia Rose Hummel-Dosmann Educational Foundation Inc.	$150.00	General School Supplies
MacDowell Montessori	Keri & Matthew Whitmore	$20.00	Sports Field Trip
MacDowell Montessori	Jung-Eun Lee	$40.00	Sports Field Trip
MacDowell Montessori	Sara Chopp & Ryan Shilling	$40.00	Sports Field Trip
MacDowell Montessori	Daniel Wegner & Crystal Cresci	$40.00	Sports Field Trip
MacDowell Montessori	Ashley & Anthony Hughes	$40.00	Sports Field Trip
MacDowell Montessori	Billie Jo Fatheree	$40.00	Sports Field Trip
MacDowell Montessori	Kelly & Brian John	$40.00	Sports Field Trip
MacDowell Montessori	Susan & John Peacock	$40.00	Sports Field Trip
MacDowell Montessori	Jared & Rebecca Klug	$40.00	Sports Field Trip
MacDowell Montessori	Adam & Angela Pryor	$40.00	Sports Field Trip
MacDowell Montessori	Jeremy Hietpas & Claudine Nuetzel	$50.00	Sports Field Trip
MacDowell Montessori	Andrea Corona	$40.00	Sports Field Trip
MacDowell Montessori	Walter Brummond III	$60.00	Sports Field Trip
MacDowell Montessori	Sara Chopp & Ryan Shilling	$80.00	Sports Field Trip
MacDowell Montessori	Gina & Ryan Boyer	$60.00	Sports Field Trip
MacDowell Montessori	Jason Wilhelm	$40.00	Sports Field Trip
MacDowell Montessori	Rachel & Brad Eide	$60.00	Sports Field Trip
MacDowell Montessori	Donors Choose	$459.90	General School Supplies
Meir School	MPS Foundation, Inc.	$350.00	Field Trip Donation
North Division H.S.	Metropolitan Milwaukee Alliance	$500.00	PBIS Support Donation
North Division H.S.	Peachy Clean	$500.00	College Tour Support
North Division H.S.	Teresa A. Brown	$25.00	Majorette Trip Donation
Ronald Reagan H.S.	MPS Cooper School	$50.00	Music Program Donation
Ronald Reagan H.S.	Muriel Rooney	$100.00	Travel Program Donation
Ronald Reagan H.S.	Haim Family	$50.00	PTO Donation
Ronald Reagan H.S.	Donors Choose	$610.00	Debate Supplies
Ronald Reagan H.S.	Zachary & Jennifer Marsh	$30.00	Baseball Supplies
Roosevelt Middle School	Elm Creative Arts Elementary	$50.00	General School Supplies
Roosevelt Middle School	Kluge School	$58.00	General School Supplies
School of Career & Tech Education	Joseph P. Schmidt	$100.00	General School Supplies
School of Career & Tech Education	Employ Milwaukee, Inc.	$3,000.00	General School Supplies
Siefert School	Cream City Links	$500.00	Art Supplies Donation
Siefert School	Cream City Links	$367.84	Bus for Picnic Donation
Starms Discovery School	MPS Foundation, Inc.	$100.00	General School Supplies
Starms Discovery School	Northwest Funeral Chapel Inc.	$100.00	General School Supplies
Starms Discovery School	Paradise Funeral Home	$100.00	General School Supplies
Starms Discovery School	Patrick Feerick	$75.00	General School Supplies
Starms Discovery School	Milwaukee Community Journal Atlanta Div	$250.00	General School Supplies
Starms Discovery School	Leon Williamson Funeral Home Inc.	$200.00	General School Supplies

Location	Donor	Amount	Gift or Purpose
Starms Early Childhood School	Chuck E. Cheese Entertainment	$165.65	General School Supplies
Thoreau School	General Mills/Box Tops for Education	$55.00	General School Supplies
Thurston Woods	Friends of Schlitz Audubon Nature Center	$420.00	Field Trip Donation
Trowbridge School	Sharon Cook	$50.00	PBIS Supplies Donation
Trowbridge School	Milwaukee Educators Insurance	$300.00	MMABSE Gala Donation
Victory School	Anthem Blue Cross and Blue Shield	$500.00	School Garden Donation
Vieau School	Friends of Schlitz Audubon Nature Center	$105.00	Bus Reimbursement Donation
Wedgewood Park Intl Middle Sch	Quiana Versey	$200.00	General School Supplies
Wedgewood Park Intl Middle Sch	ABRH LLC	$143.63	Parent Engagement Donation
Whittier School	UWM-Student Affairs	$84.50	General School Supplies
	Total Monetary Donations	*$30,391.03*	
Non-Monetary Donations			
Bradley Trade & Tech	Donors Choose	$566.41	Wrestling Supplies
Engleburg School	Donors Choose	$365.98	Classroom Supplies
French Immersion School	Brookfield Academy	$94.19	Books for Read to Me Program
Grantosa Drive School	Linda A. Gianni	$115.00	Linda's Kids
Grantosa Drive School	Donors Choose	$529.61	Speech Therapy Supplies
Grantosa Drive School	Donors Choose	$414.94	Robotics - STEM
Hawley School	Harken Evans	$300.00	Chair Pockets - 35
Honey Creek Elementary School	Mortgage Guaranty Insurance Corporation	$260.00	Office chairs, Whiteboard, File Cabinet
Hopkins Street School	Erin Winfrey*	$160.00	Classroom Sanitation Supplies
Keefe Avenue School	Donors Choose	$562.53	Lego Sets
Lloyd Barbee Montessori	Donors Choose	$199.13	General School Supplies
MacDowell Montessori	Donors Choose	$461.13	Special Education Supplies
MacDowell Montessori	Donors Choose	$220.90	Speech Materials
Meir School	Donors Choose	$288.81	Science Supplies
Milw. Sign Language School	Iris Novak	$150.00	Backpacks with Supplies
Morgandale School	Donors Choose	$278.31	Cleaning Supplies
Rogers Street Academy	American Cancer Society	$450.00	Books & Stuffed Animals
Ronald Reagan H.S.	Donors Choose	$514.28	Travel Supplies
Thurston Woods	Donors Choose	$289.32	Bubble Machine & Candy Machine
Whitman School	Adopt A Classroom	$500.00	General School Supplies
	Total Monetary Donations	*$6,720.54*	
	Total Value of Donations for June 2018	*$37,111.57*	
	**Donations from MPS Alumni*	*$355.36*	

Committee's Recommendation

Your Committee recommends that the Board

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

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

* * * * *

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

Background

Recommended for the Board's approval at this meeting are the following professional services contracts:

- Catapult Learning West, LLC, for Title IA, Title IIA, Title IIIA, and Title IVA Services, allocated to the following budget codes:

GOE-0-I-1N8-1S-ECTV	$ 10,670,378.62
MSS-0-S-T28-1S-ECTS	$ 1,348,024.01
GOE-0-I-T38-1S-ECTS	$ 183,438.71
MSS-0-S-4B8-1S-ECTS	$ 126,913.75
Total	$ 12,328,755.09

- Owners Group, d/b/a Learning Exchange, for Title IA, Title IIA, Title IIIA, and Title IVA Services, allocated to the following budget codes:

GOE-0-I-1N8-1S-ECTV	$ 7,433,892.69
MSS-0-S-T28-1S-ECTS	$ 732,444.88
GOE-0-I-T38-1S-ECTS	$ 112,676.73
MSS-0-S-4B8-1S-ECT	$ 68,235.69
Total	$ 8,347,249.99

- Growing Minds, Inc., Pure Edge, Inc., and Reset-Mindbody, LLC, for mindfulness programming,
  SDV-0-S-IF8-DW-ECTS ..... $ 195,000
- MJ Care, Inc., for occupational therapy services,
  OTS-0-0-SES-DE-ECTS ..... $ 75,000
- Brew City Taxi Cab Company and American United Taxicab Company, Inc., for taxi services,
  HLT-0-0-TRS-DW-EPPT ..... $ 200,000
- Dairyland Buses, Inc.; Durham School Services, LP; First Student, Inc.; Illinois Central School Bus, LLC; Lakeside Buses of Wisconsin, Inc.; Lamers Bus Lines, Inc.; and Specialized Care Transport, Inc., for field trip busing,
  Budget codes will vary by location ordering services ..... $ 760,000
- Durham School Services, LP; First Student, Inc.; Illinois Central School Bus, LLC; Lamers Bus Lines, Inc.; and Lakeside Buses of Wisconsin, Inc., for athletic and after-school activities busing, allocated to the following budget codes:

TSP-0-0-TRS-DW-EPPT	$ 877,500
SUT-0-0-TRS-DW-EPPT	$ 100,000
Total	$ 977,500

Able Access Transportation, LLC; American United Taxicab, Inc.; First Student, Inc.; and Transit Express, Inc., for Human Services vehicle transportation, allocated to the following budget codes:

RWT-0-0-TRS-DW-EPPT	$ 250,000
SM1-0-0-TRS-DW-EPPT	$ 250,000
HLT-0-0-TRS-DW-EPPT	$ 280,000
Total	$ 780,000

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 total expenditures of $23,663,505.08.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

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

Background

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

- Truescreen, Inc., for continued criminal background screenings,
  BGC-0-0-EMB-HR-ECTS ..... $ 399,620
- Board of Regents of the University of Wisconsin System for evaluation support,
  OSC-0-0-INT-OI-ECTS ..... $ 100,000
- Cooperative Educational Service Agency for support for implementation of personalized learning,
  GEN-Ol-1V9-0l-ECTS ..... $ 82,870
- Cooperative Education Service Agency #1 for Title I Services:
  SCF-0-0-CTG-DW-ECTS ..... $ 13,400.00
  GOE-0-I-1N8-1S-ECTV ..... $ 17,115.64
  MSS-0-S-T28-1S-ECTS ..... $ 1,596.73
  MSS-0-S-4B8-1S-ECTS ..... $ 152.05
  GOE-0-I-9A8-57-ECTS ..... $ 12,000.00
  GOE-0-I-9A8-7A-ECTS ..... $ 24,000.00
  Total ..... $ 68,264.42
- Milwaukee County Youth Education Center for Title ID services,
  GOE-0-I-9A8-7A-ECTS ..... $ 60,000
- City Year, Inc., to serve as a core site for Whole School, Whole Child support,
  GEN-0-I-1V9-OI-ECTS ..... $ 749,999.95
  SDV-0-S-3D9-OI-ECTS ..... $ 321,428.55
  SDV-H-S-M48-OI-ECTS ..... $ 428,571.40
  Total ..... $ 1,499,999.90
- GPS Education Partners, Inc., to provide alternative education programming,
  GEN-0-I-IF7-CI-ECTS ..... $ 77,000

- Milwaukee Area Technical College for a Summer Bridge Program for Incoming GEAR UP freshman,
  GEN-0-S-GQ8-EO-ECTS ..... $ 120,000
- Qualtrics, LLC for provision of survey software,
  GEN-0-0-INV-DW-ESWR ..... $ 211,875
- Literacy Services of Wisconsin, Inc., for basic adult education services,
  RAE-0-0-ADE-IF-ECTS ..... $ 130,000
- United Way of Greater Milwaukee & Waukesha County for services associated with the Community Schools Partnership,
  GEN-0-0-SSF-DW-ECTS ..... $ 270,250
  SDV-H-S-3D9-SD-ECTS ..... $ 80,000
  Total ..... $ 350,250
- US Postmaster and the US Postal Service for meter postage,
  MAL-00-MAL-MM-EPST ..... $ 621,000
- Milwaukee County Transit System for bus passes,
  STP-0-0-TRS-DW-EPPT ..... $ 2,124,000
- Wisconsin Center for the Blind & Deaf for the provision of transportation services,
  NRT-0-0-TRS-DW-EPPT ..... $ 218,400

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 total expenditures of $6,063,279.32.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

(Item 6) Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Extend Three Contracts for Translation and Interpretation Services

Background

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to extend two contracts with Lakeside Ventures Inc. ("Lakeside"), for translation and interpretation services and one contract with Lingua Pros, LLC, ("Linga Pros"), for translation services. These contractors provide written translation services in a variety of languages to schools and departments across the district. Lakeside also provides, as needed, oral interpretation for district and school events.

This one-year extension will allow services to continue, effective July 1, 2018, to align with the beginning of the school year 2018-19, while a new RFP is issued for the following school year. The Administration is requesting authorization to extend the contracts with Lakeside for translation and interpretation services with and Lingua Pros for translation services.

These contracts provide critical translation and interpretation services required by the federal government. They are also required under a resolution agreement with the Department of Education's Office of Civil Rights, related to availability of information in the primary languages spoken by our families.

Last year, the Department of Communications and Outreach was responsible for maintaining the contracts and approving requests; however, the funding was located in Curriculum & Instruction. This disconnect did not give the department full access to be able to analyze the costs and to make an informed decision regarding an RFP. This situation has been rectified for FY19, and the Administration is requesting an extension to review the findings over the first half of the year before an RFP. This will help ensure the best use of taxpayer money.

Contractors were chosen pursuant to RFP 885. The original contract provided for two one-year options to extend if certain performance metrics were met. Both contractors have met the performance metrics codified in the contracts.

The waiver of Administrative Policy 3.09(9)(e) is being sought as a result of the three-year maximum contract term's being surpassed by exercising a fourth, one-year option on each contract.

The contract extensions will run from July 1, 2018, through June 30, 2019. The total cost of the contracts in the extension year will not exceed $600,000 for Lakeside ($400,000 for translation services, and $200,000 for interpretation services) and $400,000 for Lingua Pros (translation services).

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:

000-0-0-000-BL-ECTS, (Contract Services)..... $ 1,000,000

Lakeside Ventures, Inc.

HUB Participation
- Required..... 5%
- Proposed 5%
- $ Value.....N/A

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

Lingua Pros, LLC

HUB Participation
- Required..... 5%
- Proposed 5%
- $ Value.....N/A

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

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the extensions with Lakeside Ventures, Inc., and Lingua Pros 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 Committee reports.

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(Item 7) Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Contract with Milliman, Inc., for Actuarial Consulting Services

Background

The Administration is requesting authorization to enter into a contract with Milliman, Inc,. ("Milliman") for actuarial consulting services.

Milliman is a qualified consulting firm that will provide actuarial services for the district's self-funded health and dental plans, fully insured post-65 plan, and other post-employment benefits. Initial analysis performed will be for the fiscal year ending June 30, 2019. The actuarial consulting service will provide various reporting throughout the fiscal year on the self-funded group plans, creditable coverage and minimum value testing, annual premium rates, trend rates, benefit expenditure forecasts, and analysis of Federal Retiree Drug Subsidy and Medicare Part D Prescription Drug benefit.

Contractor was chosen pursuant to RFP 985, which closed on May 31, 2018. The contract will run from July 1, 2018, through June 30, 2021, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

The waiver of Administrative Policy 3.09(9)(e) is being sought as a result of the three-year maximum contract term's being surpassed if both one-year options are exercised after the Initial Term.

The total cost of the contract in the Initial Term will not exceed $300,000.

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.
OBA-0-0-EMB-DW-ECTS, (Contract Services — Oth Busnsd).....$300,000

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board authorize the waiver and 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 Committee reports.

* * * * *

(Item 8) Report with Possible Action on an Evaluation of the School Resource Officer (SRO) Program

Your Committee reports having received the following report from the Office of Accountability and Efficiency. Although this item has been noticed for possible action, no action is required:

Background

On July 27, 2017, the Board directed the Administration and the Office of Accountability and Efficiency to engage an external evaluator to conduct an evaluation of the School Resource Officer (SRO) program. Consistent with Administrative Policy 2.15, Research and Survey Proposals, an external evaluator was selected from the District's pre-approved evaluator list, and the evaluation's design and methods were formally reviewed and approved by a committee comprising staff from the Division of Research and Evaluation.

On May 22, 2018, a preliminary report of the evaluator was presented to the Committee on Accountability, Finance, and Personnel. The complete report 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 2.10, Administrative Reports

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(Item 9) Action on Monthly Facilities Matters: FMS Award of Construction Contracts and Professional Services Contract Committee's Recommendation

Background

Summarized below are the contracts recommended for the Board's approval at this meeting:

- Construction Contracts Requested for Approval:
  - — Langer Roofing & Sheet Metal Inc. for roof replacement at Reagan High School;
    Code: FAR 00 MMQ TL ECNC ROF8 ..... $ 464,000.00
  - — Burkhart Construction for room 90 office remodel at Honey Creek Continuous Progress Elementary School;
    Code: 000 00 CMP HC EMMB ..... $ 158,300.00
  - — Burkhart Construction for flag pole display at Custer Stadium;
    Code: FAR 00 MRP CD ECNC ..... $ 87,600.00
  - — Burkhart Construction for flag pole display at South Stadium;
    Code: FAR 00 MRP S9 ECNC ..... $ 147,300.00
- Professional Services Contract Requested for Approval:
  -Chalk, Marker and Tack Display Boards;
    Code: Various Blanket Contract (Year) ..... $ 150,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

Total construction contracts requested = $857,200.00
Total professional services contracts requested (not to exceed) = $150,000.00/Year

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

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(Item 10) Action on a Request to Approve the Second Amendment to Extend the Lease Agreement with Assata at the 35th Street Building, Located at 3517 West Courtland Avenue

Background

Established as an MPS partnership school in 1992, Assata provides an educational program for students in grades 9 through 12 who are at risk of not graduating, as defined by Wis. Stat., sec. 118.153(1)(a). Assata's educational component is designed to integrate historic contributions and experiences of African-Americans into the daily curriculum as a means to expand both subject and content knowledge needed to overcome credit deficiencies. The term of the current lease agreement that utilizes a portion of the 35th Street School building is from July 1, 2016, through June 30, 2018, with an option to extend for one additional three-year term.

The Administration is requesting approval to exercise the second extension option under the original lease agreement for three years.

Lease Term: July 1, 2018, through June 30, 2021

The lease rent revenue shall be as follows:

July 1, 2018-June 30, 2019 ..... $106,095.00
July 1, 2019-June 30, 2020 ..... $108,217.00
July 1, 2020-June 30, 2021 ..... $110,382.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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. Total lease revenue for lease term is $324,694.00.

Implementation and Assessment Plan

Upon the Board's approval, the second amendment to the lease agreement with Assata, as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the second amendment to the lease agreement with Assata at the 35th Street building, located at 3517 West Courtland Avenue, as attached to the minutes of your Committee's meeting.

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

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(Item 11) Action on a Request to Approve a Lease Agreement with Banner Day Learning Corp. at the 35th Street School Building, Located at 3517 West Courtland Avenue

Background

Milwaukee Pubic Schools and Banner Day Learning Corp. have a long-standing relationship: Banner Preparatory School of Milwaukee (Banner Prep) was established in fall of 2006 to provide a continuum of services for students who have been expelled from the district through a Central Office hearing process. Banner Prep is currently located at 4610 W. State Street. The current partnership contract specifies services for 125 seats for behavioral-reassignment students in grades 9 through 12. The mission of Banner Prep is to provide an alternative, small-school setting for secondary-level students when academic or behavioral issues have become major barriers in a student's success in school.

The Administration is requesting approval of a lease agreement commencing on July 1, 2018, and terminating June 30, 2019, in order to provide space for the Banner Preparatory School of Milwaukee.

The lease rent revenue shall be as follows:

July 1, 2018-June 30, 2019 = $119,424.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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. Total lease revenue for the initial lease term is $119,424.00.

Implementation and Assessment Plan

Upon the Board's approval, the lease agreement between Milwaukee Public Schools and Banner Day Learning Corp., as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the lease agreement with Banner Day Learning Corp. at the 35th Street School building, located at 3517 West Courtland Avenue, as attached to the minutes of your Committee's meeting.

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

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(Item 12) Action on a Request to Approve the First Amendment to the Lease Agreement with Educators Credit Union for Space at Hamilton High School, Located at 6215 W. Warnimont Avenue

Background

Milwaukee Public Schools and Educators Credit Union have a long-standing successful relationship: the District began leasing space to Educators Credit Union in October of 2003. This enabled Hamilton High School and Educators Credit Union to collaborate on the creation of a branch office within Hamilton High School with an emphasis on providing opportunities for students.

This partnership involves students working as credit union volunteers, learning various aspects of the credit union business under the supervision of staff designated as branch coordinators and branch operations program managers. Educators Credit Union visits classrooms to provide financial information to students. They also work with the marketing instructor at Hamilton High School to establish a curriculum for the marketing classes that has students develop creative marketing campaigns that are used throughout the school to promote the program. This program also helps students develop skills in organization and gain practical experience in running a financial cooperative's daily tasks.

Over the past twelve years, Educators Credit Union has hired eleven students upon graduation as a direct result of the experience that they received through this program. There is also an Advisory Board of the Credit Union that is scheduled to meet three times per year and consists of students, faculty members, and one representative from Educators Credit Union. Its goal is to address any concerns that the students, staff, or Educators Credit Union have with the program at Hamilton High School.

The first amendment to the lease agreement shall commence on September 1, 2018, for an additional fives years, terminating on August 31, 2023.

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

This item does not authorize expenditures. Annual lease proceeds are $1.00.

Implementation and Assessment Plan

Upon the Board's approval, the first amendment to the lease agreement with Educators Credit Union, as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the first amendment to the lease agreement with Educators Credit Union at Hamilton High School, located at 6215 W. Warnimont Avenue, as attached to the minutes of your Committee's meeting.

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

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(Item 13) Action on Request to Approve the First Amendment to the Lease Agreement with Hmong American Peace Academy for Happy Hill School, Located at 7171 West Brown Deer Road

Background

Since the 2004-2005 school year, Hmong American Peace Academy (HAPA) has been under contract with the Board to operate a non-instrumentality charter school. HAPA's mission is to provide students with

rigorous academics, character development, and Hmong cultural values, preparing them to excel in college, universities, and careers. HAPA envisions that students will enjoy college and career success, value Hmong culture and heritage, and exhibit responsible and peaceful leadership in local and global communities.

In June 2016, the Board approved a lease agreement with HAPA for Happy Hill School, located at 7171 West Brown Deer Road. The Administration is requesting approval to exercise the first extension option under the original lease agreement for five years.

Lease Term: July 1, 2018, through June 30, 2023

The lease rent revenue shall be as follows:

July 1, 2018-June 30, 2019 = $342,917.00
July 1, 2019-June 30, 2020 = $349,775.00
July 1, 2020-June 30, 2021 = $356,771.00
July 1, 2021-June 30, 2022 = $363,906.00
July 1, 2022-June 30, 2023 = $371,184.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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. Total lease revenue for the lease term is $1,784,553.00.

Implementation and Assessment Plan

Upon the Board's approval, the first amendment to the lease agreement, as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the first amendment to the lease agreement with Hmong American Peace Academy for Happy Hill School, located at 7171 West Brown Deer Road, as attached to the minutes of your Committee's meeting.

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

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(Item 14) Action on a Request to Approve the First Amendment to the Lease Agreement between Milwaukee Public Schools and Learning Links MGIS, LLC, for Space in Milwaukee German Immersion School, Located at 3778 North 82nd Street

Background

In May 2017, the Board approved a lease agreement with Learning Links MGIS, LLC, for space at Milwaukee German Immersion School. Learning Links successfully supports the school community by providing before- and after-school daycare for the students of Milwaukee German Immersion.

A first amendment to the lease agreement is being proposed to further clarify room allocation and use by Learning Links to fit the educational needs of German Immersion's student population.

The following terms are also updated:

Lease term extended to June 30, 2019.

The lease rent revenue for the term, July 1, 2018, through June 30, 2019, is $13,977.00.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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. Total lease revenue for FY19 is $13,977.00.

Implementation and Assessment Plan

Upon the Board's approval, the first amendment to the lease agreement with Learning Links MGIS, LLC, as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the first amendment to the lease agreement with Learning Links MGIS, LLC, at Milwaukee German Immersion School, located at 3778 North 82nd Street, as attached to the minutes of your Committee's meeting.

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

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(Item 15) Action on a Request to Approve the First Amendment to the Lease Agreement with Lit'l Scholars Day Care at the Thurston Woods Campus, Located at 3320 West Wren Street

Background

Milwaukee Pubic Schools and Lit'l Scholars Day Care have a long-standing relationship: the District began leasing space to Lit'l Scholars Day Care in May 1996. Lit'l Scholars Day Care serves children from 6 weeks to 12 years of age. Current enrollment at the day care is approximately 37 children.

Lease Term: September 1, 2018, through August 31, 2023

The lease rent revenue shall be as follows:

September 1, 2018-August 31, 2019 = $38,973.00
September 1, 2019-August 31, 2020 = $39,753.00
September 1, 2020-August 31, 2021 = $40,548.00
September 1, 2021-August 31, 2022 = $41,359.00
September 1, 2022-August 31, 2023 = $42,186.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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. Total lease revenue for the lease term is $202,819.00.

Implementation and Assessment Plan

Upon the Board's approval, the first amendment to the lease agreement with Lit'l Scholars Day Care, as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the first amendment to the lease agreement with Lit'l Scholars Day Care, LLC, at Thurston Woods, located at 3320 West Wren Street, as attached to the minutes of your Committee's meeting.

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

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(Item 16) Action on a Request to Approve the First Amendment to the Lease Agreement with Milwaukee Teacher Education Center, Inc., for the 65th Street School Building, Located at 6600 West Melvina

Background

The Milwaukee Teacher Education Center operates the Milwaukee Environmental Sciences Academy, which is a Milwaukee Public Schools non-instrumentality charter school program that serves students in K4 through 8th grade. The program is guided by the Expeditionary Learning Education philosophy: students are prepared for college and career success through a program that combines engaging projects, academic rigor, and character development in a safe, child-centered environment.

In January 2013, the Board approved a lease agreement with Milwaukee Teacher Education Center, Inc., for the 65th Street School building, located at 6600 West Melvina.

The Administration is requesting approval to exercise the first extension option under the original lease agreement for two additional years.

Lease Term: July 1, 2018, through June 30, 2020

The lease rent revenue shall be as follows:

July 1, 2018-June 30, 2019 = $321,452
July 1, 2019-June 30, 2020 = $327,881

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

There are no expenditures associated with this item. Total lease revenue for the lease term is $649,333.

Implementation and Assessment Plan

Upon the Board's approval, the first amendment to the lease agreement, as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the irst amendment to the lease agreement with Milwaukee Teacher Education Center, Inc., for 65th Street School building, located at 6600 West Melvina, as attached to the minutes of your Committee's meeting.

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

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(Item 17) Action on a Request to Approve the First Amendment to the Sublease Agreement Between Milwaukee Public Schools and Northwest Opportunities Vocational Academy (NOVA) for Space at 2320 West Burleigh Street

Background

Since June 2010, Northwest Opportunities Vocational Academy (NOVA) has leased space in the COA Goldin Center building, located at 2320 West Burleigh Street. The building was constructed under the Neighborhood Schools Initiative (NSI) and is currently owned by COA Youth and Family Centers. As a result of the NSI agreement, Milwaukee Public Schools has rights to occupy a portion of the building and is interested in continuing the sublease agreement with NOVA for this space.

This item seeks approval of the first amendment to the sublease agreement with NOVA at 2320 West Burleigh Avenue (COA Goldin Center) for 18,016 square feet, which is the portion of the building owned by COA that is the responsibility of Milwaukee Public Schools. The proposed sublease would provide an annual rent of $90,080 for the period of July 1, 2018, to June 30, 2021, which coincides with NOVA's partnership contract with Milwaukee Public Schools.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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. Lease revenue for the term of this amended sublease agreement will be $270,240.

Implementation and Assessment Plan

Upon the Board's approval, the first amendment to the sublease agreement between Milwaukee Public Schools and NOVA, as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the first amendment to the sublease agreement with NOVA at the COA Goldin Center, located at 2320 West Burleigh Street, as attached to the minutes of your Committee's meeting.

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

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(Item 18) Action on Resolution 1718R-016 by Director Voss Regarding Composting

Background

At its meeting on January 25, 2018, the Board referred Resolution 1718R-016 by Director Voss, regarding a district-wide composting and recycling program, to the Committee on Accountability, Finance, and Personnel:

RESOLVED, That the Board direct the Administration to develop a district-wide composting and recycling program for the 2018-19 school year; and be it

FURTHER RESOLVED, That in developing the composting and recycling program:

- schools with current school-based composting and recycling programs be used as models for district-wide implementation;
- composting and recycling curriculum and learning activities be explored;
- participation in food-share programs be explored as a recycling strategy;

- partnership opportunities, such as those currently offered to MPS by Compost Crusader, be sought out;
- opportunities for cost savings in waste and recycling services be prioritized;
- recommendations and guidelines from the United States Environmental Protection Agency, the US Composting Council, and other leaders in composting and recycling be considered; and
- funding for the program be centralized; and be it

FURTHER RESOLVED, That an update on the planning and implementation of the program be brought to the Board no later than the June 2018 Board cycle.

The Resolution was carried forward by the Board at its Annual Organization Meeting on April 24, 2018.

Since that time, members of the Administration and the Office of Accountability and Efficiency have been working together to respond to the resolution. Both the Administration and Office of Accountability and Efficiency agree with the overall intent of the resolution, and are recommending adoption with minor adjustments.

Some of the adjustments include suggesting a pilot composting and recycling program of 5-7 schools interested in participating for the upcoming school year, rather than district-wide implementation. This will allow the district to begin small and scale up as appropriate over time based on interest and available funds.

In addition to seeking interested schools to participate in the pilot program, other next steps include identifying potential grant funding, asking schools currently implementing composting and/or recycling programs to share their knowledge with pilot schools, and continuing to explore implementation of sharing tables.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

This item does not authorize expenditures. Individual schools will be responsible for costs of participating in the pilot.

The Administration will work with Grant Development Services to identify potential grants that will support the pilot program.

Implementation and Assessment Plan

Upon the Board's approval, the Administration will share information with schools regarding the pilot composting and recycling program to identify participants for the 2018-19 school year.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1718R-016 by Director Voss regarding a district-wide composting and recycling program, with the following amendments:

RESOLVED, That the Board direct the Administration to develop ~~a district-wide~~ opportunities for schools to participate in a pilot composting and recycling program for the 2018-19 school year; and be it

FURTHER RESOLVED, That in developing the composting and recycling program:

- schools with current school-based composting and recycling programs be used as models ~~for district-wide implementation~~;
- composting and recycling curriculum and learning activities be explored;
- participation in food-share programs be explored as a recycling strategy;

- partnership opportunities, such as those currently offered to MPS by Compost Crusader, be sought out;
- opportunities for cost savings in waste and recycling services be prioritized;
- recommendations and guidelines from the United States Environmental Protection Agency, the US Composting Council, and other leaders in composting and recycling be considered; and
- the district work with interested schools to identify funding sources such as grants ~~for the program be centralized~~; and be it

FURTHER RESOLVED, That an update on the planning and implementation of the program be brought to the Board no later than the ~~June~~ October 2018 Board cycle.

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

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(Item 19) Action on a Resolution, in Accordance with Wisconsin Administrative Code 80.60(3), Stating the Board's Intent and Agreement to Self-insure for Worker's Compensation Benefits

Background

It is Milwaukee Public Schools' longstanding practice to be self-insured for liability under the Wisconsin Worker's Compensation Act. In order to maintain this self-insured status, Milwaukee Public Schools is required every three years to reapply and provide the Department of Workforce Development with a resolution, passed by its governing body and signed by its chief executive, stating its intent and agreement to self-insure. Wisconsin Administrative Code 80.60(3) imposes this mandate upon all Wisconsin political subdivisions and taxing authorities.

The resolution to be adopted reads:

Resolution to Authorize the Renewal of the Board's Self-Insurance Status for Worker's Compensation Benefits

WHEREAS, The Milwaukee Board of School Directors (MBSD) is a qualified political Subdivision of the State of Wisconsin; and

WHEREAS, The Wisconsin Worker's Compensation Act (ACT) provides that employers Covered by the Act either insures their liability with worker's compensation insurance Carriers authorized to do business in Wisconsin, or to be exempted (self-insured) from insuring liabilities with a carrier and thereby assuming the responsibility for their own worker's compensation risk and payment; and

WHEREAS, The State and its political subdivisions may self-insure worker's compensation without a special order from the Department of Workforce Development (Department) if they agree to report faithfully all compensable injuries and agree to comply with the ACT and rules of the Department; and

WHEREAS, The MBSD at its June 28, 2018 meeting approved the continuation of the self-insured worker's compensation program, in compliance with Wisconsin Administrative Code DWD 80.60 (3); and

NOW, THEREFORE, BE IT RESOLVED that the MBSD does ordain as follows:

1. provide for the continuation of a self-insured worker's compensation program that is currently in effect.
2. authorize the forwarding of certified copies of this resolution to the Worker's Compensation Division, Wisconsin Department of Workforce Development.
3. comply with the Act and the rules of the Department.

4. authorize the MBSD, Office of Finance, Procurement and Risk Management to submit the application documents required for renewal of MBSD's self-insurance status for worker's compensation benefits prior to June 30, 2018.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

This item does not authorize expenditures other than those already allocated to the worker's compensation budget.

Committee's Recommendation

Your Committee recommends that the Board adopt the resolution to authorize the renewal of the Board's self-insurance status at its regular meeting on June 28, 2018.

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

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(Item 20) Quarterly Report with Possible Action on the MPS School Nutrition Program

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

Background

On December 21, 2017, the Board took action regarding the MPS School Nutrition program. The key elements of this action included limiting processed, high-sugar offerings; increasing the availability of fresh fruits and vegetables; maximizing the lunch period; and establishing regular communication mechanisms for continued feedback. The Board's action also mandated quarterly updates on progress in these areas. The following is the second of the quarterly reports and focuses on three areas: Menu Enhancements, Meal Service, and Staffing.

Menu Enhancements

- The Menu Planning and Recipe Development Team has re-introduced some old favorites, such as fruit cobbler and the cornmeal crisp cookie. To further enhance the menu, new spices and food combinations continue to be tested, as requested by student feedback.
- Twelve schools participated in student taste tests this spring, testing more than 15 new items, including cheeseburger meatloaf, various varieties of breakfast croissant sandwiches, burrito bowls, savory sweet potato fries, and spicy fish.

Meal Service

- To enhance the students' dining experience, a spoon-and-fork utensil packet was phased in starting with May 2018 to replace the current spork packet. The new packet also includes a larger napkin. Student feedback has been positive. A higher-quality spoon kit with the larger napkin is also being phased in for breakfast.

Staffing

- School Nutrition continues to work with Human Resources to aggressively recruit for the open food service manager trainee and food service assistant positions. At this time, there are approximately 160 open positions remaining. Seventy individuals are currently going through background checks and physicals.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.07, Student Nutrition and Wellness Policy

Fiscal Impact Statement

N/A

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COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report with Possible Action on Family and Community Engagement

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

Background

As family and community engagement continues to be a priority at MPS, districtwide efforts are increasing to support schools in implementing the Six Standards of Engagement. Throughout the 2017-18 school year, MPS has had an increased number of programs available to schools that help to support engaging families. These include:

- M3 Parent Institute — A six-week, cohort-based learning opportunity targeting 9th-grade families to share what is needed to support their students to and through college.
- Special Education Leadership Institute for Families — A six-week, cohort-based learning opportunity for families of students with special needs to build knowledge and confidence in the Individualized Education Plan process and to learn how to be an advocate for their children's learning.
- Special Education Liaison for Families (SELF) — A peer-support opportunity through which participants receive indepth training on special education and serve as peer supports to other families.
- My Very Own Library — A school-wide program through which all students receive 10 free books of their choice, and the school receives a visit from a Scholastic author and extra funds and support to promote family literacy at home.
- Families & Schools Together — An intensive eight-week, parent-engagement and family-strengthening program designed to empower parents to be partners in supporting students' academic and social success.
- Parent-Teacher Home Visiting Project — A project focused on building meaningful relationships between staff and families through engagement outside of the school setting.

As more program options are available to families, MPS has increased focus on assessing programs' success and planning for sustainability and expansion.

In addition to continuing to support school-based family- and community-engagement efforts, the district strives to increase family voice in decision making. The District Advisory Council continues to have an increase in participants attending meetings this year. Recent agenda items have included district priorities, children's savings accounts, the FY19 budget process, bullying-prevention efforts, and the family components of the Elementary and Secondary Education Act (ESEA) Plan.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.03, Parent Empowerment

Fiscal Impact Statement

This item does not authorize expenditures.

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(Item 2) Report with Possible Action on the Homeless Education Program (HEP)

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

MPS offers services to homeless families through school-based and centrally-based programs in every MPS school to assist homeless children and families.

The McKinney-Vento Homeless Assistance Act defines the homeless as "individuals who lack a fixed, regular and adequate nighttime residence." This definition includes children and youth whose families have lost housing due to economic difficulties and are sharing the housing of others; who are living in motels, hotels, or transitional or emergency shelters; or whose nighttime residence is a place not normally used for housing. Unaccompanied youth and migratory children, who qualify as homeless because they are living in circumstances described above, have the same rights. Homeless children have rights and are eligible for many services under the McKinney-Vento Homeless Assistance Act.

Of the number of MPS students who meet the definition of "homeless," 52 have no shelter, 452 have shelter, 147 live in hotels/motels, and 4,111 share living spaces with other families.

The services homeless students are eligible for include:

- immediate enrollment without barriers
- full participation in school without barriers
- free school supplies
- waivers of school fees
- free school uniforms
- free school meals
- access to before- and after-school programs
- transportation to their schools of origin (when eligible)
- referral to social services agencies as needed.

These services are paid for through Title 1, the Education of Homeless Children and Youth grant from DPI, and Early Intervening Services funds. Transportation services are covered in the budget of the Transportation Department.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.01, Student Nondiscrimination

Fiscal Impact Statement

No Fiscal Impact

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(Item 3) Report with Possible Action on Services Provided to Students with Disabilities in the Least Restrictive Environment (LRE)

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

Background

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

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

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

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

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

Indicator 5A Percent of students with IEPs ages 6 through 21 served inside the regular class 80% or more of the day.
Indicator 5B Percent of students with IEPs ages 6 through 21 served inside the regular class less than 40% of the day.
Indicator 5C Percent of students with IEPs ages 6 through 21 served in separate schools, residential facilities, or homebound/hospital placements.

The information below compares MPS's LRE data-relative services, as defined by DPI, with Wisconsin's target percentages. The MPS percent includes all students who have IEPs, including speech and language services.\

State of Wisconsin's Target 2016-17	5 A: 68.40%	5B: 8.30%	5 C: 1. 00%
MPS August 2017*	74.76%	24.53%	0.71%
MPS September 2017	74.92	19.16	0.59
MPS October 2017	74.88%	18.86%	0.61%
MPS November 2017	75.05%	18.89%	0.54%
MPS December 2017	75.40%	18.61%	0.54%

State of Wisconsin's Target 2016-17	5 A: 68.40%	5B: 8.30%	5 C: 1. 00%
MPS January 2018	75.40 %	18.67%	0.50%
MPS February 2018	75.42%	18.72%	0.54%
MPS March 2018	76.48%	18.68%	0.57%
MPS April 2018	75.59%	18.86%	0.54%
MPS May 2018*	76.04%	18.57%	0.58%

*Please note, the numbers for MPS's August LRE are from the schools on the Early Start Calendar. At the time of the August report, there were 10,773 students with disabilities enrolled in Milwaukee Public Schools. At the time of May's report, there were 14,445 students with disabilities enrolled age 6 through 21 years of age.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.01, Student Nondiscrimination

Fiscal Impact Statement

No Fiscal Impact

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(Item 4) Report with Possible Action on the Partnership for the Arts and Humanities Retrospective Evaluation

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

Over the past 11 years, the Milwaukee Public Schools has invested more than $13 million in the well-being of Milwaukee's young people and families by directly funding arts- and humanities-based programs through the Partnership for the Arts & Humanities.

The goals of the Partnership for the Arts and Humanities program are to:

- increase access to arts and/or humanities-related experiences;
- strengthen existing and establish new community partnerships; and
- expand resources and support for arts and humanities education.

The Partnership for the Arts & Humanities is able to multiply its impact through the program's dollar-for-dollar matching requirement. Collectively, grantees have raised more than $19 million to launch, to sustain, or to expand their programs. As a result, Funding for the Partnership for the Arts & Humanities has been converted into nearly 200,000 hours of out-of-school-time programming, reaching more than 320,000 City of Milwaukee children, youth, and family members. Eighty-three percent (83%) of the participants served by Partnership for the Arts & Humanities between 2011 and 2017 were economically disadvantaged (this data is not available prior to 2011).

To better understand and communicate the impact of the Partnership for the Arts & Humanities over its first 11 years, the district partnered with the Wisconsin Evaluation Collaborative (WEC) at UW-Madison and Dr. Rachel Lander of the UW-Milwaukee School of Education between June 2017 and March 2018 to conduct a retrospective evaluation. The evaluation team used a mixed-methods approach to the evaluation, including a descriptive analysis of administrative records and a qualitative component featuring focus groups with funded organizations to determine the benefits of the program and to identify areas for improvement. The evaluation report attached to the minutes of your Committee's meeting provides a comprehensive look at the first 11 years of the program and provides a series of recommendations, including establishing a strategic vision for the program, revising program outcomes, and expanding opportunities for feedback from participants and grantees.

As a result of the program's partnership requirement, grantees have collectively created nearly 350 partnerships. Exemplary programming offered through the program has provided participants with opportunities to:

- build, paint, and launch large-scale wooden boats on the Menomonee River;
- explore personal and community topics through creative writing, storytelling, poetry, and spoken word;
- collaborate with professional artists to design and paint murals for prominent community spaces;
- develop career and life skills through arts-based internships with local businesses and community projects;
- celebrate and honor a myriad of cultural identities through traditional and historical art forms such as African drumming, calypso, and soca steel pan music; Hmong traditional dance and qeej (a windpipe instrument); Afro-Latino percussion and dance; and more;
- expand environmental awareness and responsibility by examining topics such as healthful eating, water pollution, recycling, food justice, gardening, etc.; and
- train with a theater professional to establish skills in scene study, stage movement, voice and speech, improvisation, acting theory, and more.

The Partnership for the Arts & Humanities program is fundamental in providing access to arts- and humanities-based experiences.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

This item does not authorize any expenditures.

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on Resolution 1819R-002 by Director Harris Regarding Civic Education

Background

At its annual organization meeting on April 24, 2018, the Milwaukee Board of School Directors referred Resolution 1819R-002 by Director Harris, regarding civic education, to the Committee on Student Achievement and School Innovation.

WHEREAS, The Milwaukee Board of School Directors has declared in its mission that it has the responsibility to educate all students for responsible citizenship; and

WHEREAS, The Wisconsin Model Academic Standards for Social Studies charge schools within the state with helping students "learn about political science and acquire the knowledge of political systems necessary for developing individual civic responsibility by studying the history and contemporary uses of power, authority, and governance"; and

WHEREAS, Administrative Policy 7.37, Graduation Requirements, outlines citizenship coursework and a passing score on the district's civics test as requirements for graduation; and

WHEREAS, Students become more effective problem solvers when they know how local, state, and national governments function; and

WHEREAS, The Milwaukee Board of School Directors is responsible for governing the Milwaukee Public Schools including fiduciary responsibility of a more than $1 billion annual budget; and

WHEREAS, The Board serves as trustees for the people of the City of Milwaukee and is the only official agency in the organization with the legal responsibility for the conduct of the public schools; and

WHEREAS, Board Governances Policy 2.03, Board Powers and Duties, outlines that the Board:

- has civic responsibility as the controlling body of a basic service essential to the life of the community;
- has social responsibility toward all the people who look to the school as the center of growth and development for young and old alike;
- has economic responsibility, as there is a direct relationship between good schools and the standard of living; and
- has moral and ethical responsibility to discharge its functions completely and impartially in the interests of accomplishing the greatest good for the greatest number as all times; and

WHEREAS, Board members are considered state officers with school-district jurisdiction over the execution of the state's school laws; and

WHEREAS, The Milwaukee Board of School Directors is directly accountable to the constituents of the City of Milwaukee and to the students and families of the Milwaukee Public Schools; and

WHEREAS, It is important for students and community members to understand the role of the Milwaukee Board of School Directors and engage in the process of the governance of the school district; now, therefore, be it

RESOLVED, That the Board direct the Administration to develop a lesson to teach students about locally governed bodies, including the Milwaukee Board of School Directors; and, be it

FURTHER RESOLVED, That the lesson include information about how the various forms of civic action at the local level — including running for school board, voting, and giving testimony at the Board's hearings — contribute to the well-being of the community; and, be it

FURTHER RESOLVED, That the lesson shall teach students how families, schools, and other groups develop, enforce, and change rules of behavior as they relate to the governance of the school district; and, be it

FURTHER RESOLVED, That the new lesson be implemented district-wide through incorporation in the social studies curriculum beginning with the 2018-19 school year.

The Administration is in agreement with the intent of the resolution and is recommending its adoption.

The Administration has already implemented many of the elements addressed in the Resolved and Further Resolved portions of the resolution. The district's curriculum currently addresses the role of local government (alderman, Common Council, school board), including elections, within the district's citizenship course. In addition, this course is being redesigned to include citizen action and service to the community through active participation.

District staff have also worked with the League of Women Voters and the Milwaukee Election Commission to develop a voter-registration toolkit that is located in every high school. Every high school has a voter registration liaison to assist all high-school students in registering to vote. The Administration will further refine curriculum to include additional information and lessons regarding the role of the Milwaukee Board of School Directors.

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

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon adoption of the resolution by the Board, the Administration will proceed with any adjustments necessary to the current curricular focus on civic education in order to fully implement the resolution, beginning with the 2018-19 school year.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1819R-002 by Director Harris regarding Civic Education with the modification of replacing the word *lesson* with the word *program* throughout the resolution.

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

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(Item 2) Action on a Request to Approve the Non-Instrumentality Charter School Contract with Hmong American Peace Academy, Ltd., for Hmong American Peace Academy (HAPA) to Begin with the 2018-2019 School Year

Background

Hmong American Peace Academy (HAPA) was established as a non-instrumentality charter school beginning with the 2004-2005 school year. The current contract is for up to a maximum of 1,692 full-time-equivalent (FTE) pupils in grades K4 through 12. HAPA has two campuses — HAPA Happy Hill, located at 7171 W. Brown Deer Rd., which serves grades K4 through 2, and HAPA main campus, located at 4601 N. 84th St., which serves grades 3 through 12.

HAPA's mission is to provide students with rigorous academics, character development, and Hmong cultural values, preparing them to excel in college, universities, and careers. HAPA envisions that students will enjoy success in college and in their careers, value Hmong culture and heritage, and exhibit responsible and peaceful leadership in local and global communities.

On January 25, 2018, the Board approved a five-year renewal for HAPA and authorized the Administration, in collaboration with the Board's designee and the Office of the City Attorney, to begin contract negotiations with representatives from the Hmong American Peace Academy, Ltd., for HAPA.

In June 2018, representatives from Hmong American Peace Academy, Ltd., for HAPA, the MPS Office of Board Governance, the Office of the City Attorney, and the MPS Administration reviewed and negotiated the proposed modifications to the model non-instrumentality charter school contract and agreed to the redlined contract as attached to the minutes of your Committee's meeting.

Contingent upon the Board's approval, Hmong American Peace Academy, Ltd., for HAPA accepts the non-instrumentality charter contract with the modifications outlined in the attachment 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

The funds for this charter school contract are included as part of the FY19 budget. The per-pupil funding will be based on the state-determined amount for students in grades K5-12. Students in grade K4 will be funded at 0.6 FTE of the per-pupil amount.

Implementation and Assessment Plan

Upon approval, the contract will be effective with the 2018-2019 school year and will end with the 2022-2023 school year.

A copy of the contract will be forwarded the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the non-instrumentality charter school contract with Hmong American Peace Academy, Ltd., for Hmong American Peace Academy, as attached to the minutes of your Committtee's meeting, to begin with the 2018-2019 school year and to end on the last regularly scheduled day of the 2022-2023 school year.

Director Miller explained that he had asked that this item, as well as items 3, 4, 7, and 9 of the report of the Committee on Student Achievement and School Innovation, be set aside in order to ask that, in the future, the Administration and the Committees' chairs make sure that the Board receives "interim data" on traditional, charter, and partnership schools throughout the school year.

Director Woodward moved to accept the Committee's recommendation to approve the non-instrumentality charter school contract with Hmong American Peace Academy, Ltd., for Hmong American Peace Academy, as attached to the minutes of your Committtee's meeting, to begin with the 2018-2019 school year and to end on the last regularly scheduled day of the 2022-2023 school year.

Director Falk made a substitute motion to simultaneously consider items 2, 3, 4, 7, and 9 of the report of the Committee on Student Achievement and School Innovation and to approve the Committee's recommendation for each of those items. The motion passed, the vote being as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.

Noes — None.

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(Item 3) Action on a Request to Approve the Non-Instrumentality Charter School Contract with Mother Kathryn Daniels Conference Center, Inc., for Kathryn T. Daniels University Preparatory Academy (KT Daniels), to Begin with the 2018-2019 School Year

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 275 full-time-equivalent (FTE) pupils in grades K4 through 8. Kathryn T. Daniels is located at 4834 Mother Daniels Way.

KT Daniels's mission is to design a rigorous college-preparatory program with highly-skilled teachers and an unwavering commitment to use 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.

On January 25, 2018, the Board approved a two-year renewal for KT Daniels and authorized the Administration, in collaboration with the Board's designee and the Office of the City Attorney, to begin contract negotiations with representatives from Mother Kathryn Daniels Conference Center, Inc., for KT Daniels.

In June 2018, representatives from Mother Kathryn Daniels Conference Center, Inc., for KT Daniels, the MPS Office of Board Governance, the Office of the City Attorney, and the Administration reviewed and negotiated the proposed modifications to the model non-instrumentality charter school contract and agreed to the redline contract as attached to the minutes of your Committee's meeting.

Contingent upon the Board's approval, Mother Kathryn Daniels Conference Center, Inc., for KT Daniels accepts the non-instrumentality charter contract with the modifications as outlined in the attachment 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

The funds for this charter school contract are included as part of the FY19 budget. The per-pupil funding will be based on the state-determined amount for students in grades K5-8. Students in grade K4 will be funded at 0.6 FTE of the per-pupil amount.

Implementation and Assessment Plan

Upon approval, the contract will be effective with the 2018-2019 school year and will end with the 2019-2020 school year.

A copy of the contract will be forwarded the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the non-instrumentality charter school contract with Mother Kathryn Daniels Conference Center, Inc., for Kathryn T. Daniels University Preparatory Academy, as attached to the minutes of your Committee's meeting, to begin with the 2018-2019 school year and to end on the last regularly scheduled day of the 2019-2020 school year.

Approved with the roll call vote to consider items 2, 3, 4, 7, and 9 of the report of the Committee on Student Achievement and School Innovation simultaneously.

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(Item 4) Action on a Request to Approve the Non-Instrumentality Charter School Contract with the Milwaukee Teacher Education Center (MTEC) for Milwaukee Environmental Sciences Academy (MESA), to Begin with the 2018-2019 School Year

Background

Milwaukee Environmental Sciences Academy (MESA) was established as a non-instrumentality charter school beginning with the 2013-2014 school year. The current contract is for up to a maximum of 530 full-time-equivalent (FTE) pupils in grades K4 through 8. MESA is located at 6600 West Melvina Street.

MESA is dedicated to the intellectual, physical, social, and emotional growth of all students, with an emphasis placed on engaging students in thinking, problem solving, and decision making, allowing students to function in a global society. The goal of MESA is to provide instruction to students through the implementation of expeditionary learning.

On January 25, 2018, the Board approved a two-year renewal for MESA and authorized the Administration, in collaboration with the Board's designee and the Office of the City Attorney, to begin contract negotiations with representatives from the Milwaukee Teacher Education Center, Inc., (MTEC) for MESA.

In June 2018, representatives from MTEC for MESA, the MPS Office of Board Governance, the Office of the City Attorney, and the MPS Administration reviewed and negotiated the proposed modifications

to the model non-instrumentality charter school contract and agreed to the redline contract as attached to the minutes of your Committee's meeting.

Contingent upon the Board's approval, MTEC for MESA accepts the non-instrumentality charter contract with the modifications outlined in the attachments 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

The funds for this charter school contract are included as part of the FY19 budget. The per-pupil funding will be based on the state-determined amount for students in grades K5-8. Students in grade K4 will be funded at 0.6 FTE of the per-pupil amount.

Implementation and Assessment Plan

Upon approval, the contract will be effective starting with the 2018-2019 school year and ending with the 2019-2020 school year.

A copy of the contract will be forwarded the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the non-instrumentality charter school contract with Milwaukee Teacher Education Center for Milwaukee Environmental Sciences Academy, as attached to the minutes of your Committee's meeting, to begin with the 2018-2019 school year and to end on the last regularly scheduled day of the 2019-2020 school year.

Approved with the roll call vote to consider items 2, 3, 4, 7, and 9 of the report of the Committee on Student Achievement and School Innovation simultaneously.

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(Item 5) Action on a Request to Amend the Contracted Instrumentality Charter School Full-time-equivalent (FTE) Seats for ALBA

Background

Academia de Lenguaje y Bellas Artes (ALBA), located at 1712 South 32nd street, serves students in Head Start through grade 5. The current contract is for up to 470 pupils for the 2017-2018 school year.

Based on the 2017-18 enrollment, ALBA has requested an amendment to the contracted number of full-time-equivalent (FTE) seats for up to 493 pupils for 2017-2018 school year and for the remainder of the contract term.

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

Funding for the 2017-18 increase of 23 FTE seats was approved by the Board as part of October budget adjustments.

Implementation and Assessment Plan

Upon the Board's approval of the requested seat amendments as outlined, the amended charter contract will reflect enrollment for the 2017-18 school year and the remainder of the contract term.

A copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the amended instrumentality charter contract with ALBA as attached to the minutes of your Committee's meeting.

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

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(Item 6) Action on a Request to Amend the Contracted Instrumentality Charter School Full-time-equivalent (FTE) Seats for Whittier Elementary School

Background

Whittier Elementary School, located at 4382 South 3rd Street, serves grades K4 through 5. The current contract is for up to 210 pupils.

Based on the 2017-18 enrollment, Whittier has requested an amendment to the contracted number of full-time-equivalent (FTE) seats for up to 219 pupils for the 2017-2018 school year and 225 pupils for the remainder of the contract term.

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

Funding for the 2017-18 increase of 9 FTE seats was approved by the Board as part of October budget adjustments.

Implementation and Assessment Plan

Upon the Board's approval of the requested seat amendments as outlined, the amended charter contract will reflect enrollment for the 2017-18 school year and the remainder of the contract term.

A copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the amended instrumentality charter contract with Whittier Elementary School as attached to the minutes of your Committee's meeting.

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

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(Item 7) Action on a Request to Approve the Contracts for At-risk Seats with Assata, Grandview, NOVA, and Shalom, Beginning with the 2018-19 School Year

Background

Since 1986, in accordance with Wisconsin Statutes, Sec. 118.153, MPS has been offering alternative school options to students considered at-risk of not graduating high school.

Administration has determined that there is a continued educational programing need for schools that provide services for students that are at risk of not graduating that may not be addressed within a traditional school setting. It is necessary to contract with non-traditional schools and community-based agencies to ensure that the district offers a continuum of services that meets the changing needs of the families and students in the district.

Based on a thorough review of the schools' applications, data, presentations, and site visits, the team has recommended a three-year renewal of the partnership school contracts with the following programs:

- Assata High School, located at 3517 W. Courtland Avenue, established in 1992: The proposed contract is to serve up to a maximum of 120 FTE seats in grades 9 through 12. Assata's educational component is designed to integrate historic contributions and experiences of African-Americans into the daily curriculum as a means to expand both subject and content knowledge needed to overcome credit deficiencies.
- Grandview High School, located at 2745 S. 13th St., established in 1988: The proposed contract is to serve up to a maximum of 240 FTE seats in grades 9 through 12. Grandview's mission is to help young adults become academically, emotionally, and socially prepared for productive participation in the 21st Century.
- NOVA High School, located at 2320 W. Burleigh St., established in 1993: The proposed contract is to serve up to a maximum of 110 FTE seats in grades 9 through 12. NOVA's vision is to help each student find his or her individual purpose in life in order to make a positive contribution to his or her community and to live a full, healthy life.
- Shalom High School, located at 1749 N. 16th St., established in 1986: The proposed contract is to serve up to a maximum of 100 FTE seats in grades 9 through 12. Shalom's mission is to allow at-risk students an opportunity to earn high-school diplomas and to prepare students to be productive, successful adults, good citizens and to become responsible, mature members of their communities.

Representatives from the partnership schools, the Office of the City Attorney, and Administration collaborated to update the contracts for students at-risk of not graduating from high school. The representatives agree with the contract modifications, as outlined in the attachments to the minutes of your Committee's meeting, for the Board's approval.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06, Fiscal Accounting and Reporting

Fiscal Impact Statement

School allocations are approved annually by the Board of School Directors as part of the budget process.

Implementation and Assessment Plan

The contract term for schools serving at-risk students is three years and may be renewed based on the outcome of the contract review, availability of funds, and needs of MPS.

Upon the Board's approval, the contracts will become effective with the 2018-19 school year and will end on the last regularly scheduled day of the 2020-21 school year.

Committee's Recommendation

Your Committee recommends that the Board approve the contracts for at-risk seats with Assata, Grandview, NOVA, and Shalom, as attached to the minutes of your Committee's meeting, beginning with the 2018-19 school year and ending on the last regularly scheduled day of the 2020-21 school year.

Approved with the roll call vote to consider items 2, 3, 4, 7, and 9 of the report of the Committee on Student Achievement and School Innovation simultaneously.

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(Item 8) Action on a Request to Approve the Agreement with Milwaukee Area Technical College for At-risk Students, as Defined in Wisconsin Statutes, Section 118.15

Background

In accordance with Wisconsin State Statutes, Section 118.153(1)(b), Milwaukee Public Schools (MPS) has partnered with Milwaukee Area Technical College (MATC) to serve students who are 16 years of age or older and at risk of not graduating from high school. This statute allows students to attend technical colleges in lieu of attending high school and to participate in programs leading to high-school graduation. MPS has partnered with MATC since 2000 to serve students who are defined as at-risk under the state statute and to help these students work toward earning high-school diplomas.

On July 27, 2017, the Board approved a one-year agreement with MATC and authorized 75 full-time-equivalent pupils for the 2017-2018 school year. Based on the review of data for the 2017-18 school year, Administration recommends a one-year agreement renewal with MATC for the 2018-2019 school year.

Contingent upon the Milwaukee Board of School Directors' approval, representatives from MATC, the Office of the City Attorney, and the MPS Administration have agreed to the following:

1. MATC will provide a program, named the MATC Emerging Scholars Program, to serve a maximum of 45 full-time-equivalent (FTE) pupils as set forth in the agreement as attached to the minutes of your Committee's meeting;
2. students participating in the MATC Emerging Scholars Program will be enrolled at MATC and will remain connected to their home schools in the MPS Student Information System;
3. MATC will serve at-risk students who are 16 years of age or older and who are seeking high-school diplomas through the credit-earning system;
4. MATC will serve students who are 17 years of age or older and who are seeking high-school-equivalency diplomas; and
5. students completing the program will receive MPS diplomas.

Technical revisions have been made throughout the agreement to reflect current practices.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06, Fiscal Accounting and Reporting

Fiscal Impact Statement

MPS will be charged the hourly rate of $11.50 (per hour/per pupil) for the 2018-2019 school year. This rate is charged to the local school district by the Wisconsin Technical College System as required by Wisconsin law under Wis. Stat., Sec. 118.15. Funding for the agreement was included in the FY19 budget.

Implementation and Assessment Plan

Upon the Board's approval, the agreement, as attached to the minutes of your Committee's meeting, will become effective for the 2018-2019 school year.

The term of this agreement is one year. This agreement may be renewed for subsequent years, based upon MPS's assessment of agreed-upon performance criteria.

Committee's Recommendation

Your Committee recommends that the Board approve the agreement with Milwaukee Area Technical College, as attached to the minutes of your Committee's meeting, for the 2018-2019 school year.

Director Voss recused herself from consideration of this item.

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

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Woodward, and President Sain — 8.
Noes — None.

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(Item 9) Action on a Request to Approve the Contracts for Behavioral Reassignment and At-risk Seats with Banner Prep, Southeastern Education Center, and Lad Lake Synergy for the 2018-2019 School Year

Background

MPS provides a continuum of services, including placements for students who have significant emotional, behavioral, and social needs. The Behavioral Reassignment (BR) schools were created to serve students who have been expelled through a Central Office hearing process and have received placements in BR schools for specified periods of time.

In June 2017, the Milwaukee Board of School Directors approved one-year contracts for educational services with the following BR schools:

- Banner Prep, currently located at 4610 W. State Street (a new location has been identified for fall 2018 at 3517 W. Courtland Ave.): The current contract specifies that Banner Prep shall serve 115 BR seats and an additional 10 special education comprehensive behavioral seats in grades 9 through 12, for a total of 125 seats. The mission of Banner Prep is to provide an alternative small-school setting for secondary-level students when academic and/or behavioral issues have become major barriers in the students' success in school.
- Southeastern Education Center, located at 4200 N. Holton Street.: The current contract specifies services for 85 BR seats and an addition 10 special education comprehensive behavioral seats in grades 6 through 8, for a total of 95 seats. The mission of Southeastern is to provide students with a safe and secure environment within which they can strengthen their academic skills, develop effective work and school habits, and improve interpersonal relationships.
- Lad Lake Synergy, located at 2820 W. Grant Street.: The current contract specifies services for 90 BR seats in grades 6 through 12 and 20 at-risk seats in grades 9 through 12, for a total of 110 seats. The mission of Synergy is to guide growth, to reach potential, and to live responsibly.

MPS continues to have a need to partner with community-based agencies to serve students who have been reassigned for designated periods of time due to level-four violations of the MPS code of conduct.

In February 2018, a team met to review the data for each of the BR schools, which included a presentation by school representatives and student and staff focus groups. The team was provided the opportunity to discuss the findings, to consider additional input from schools, and to provide feedback.

Based on the review of data, on the outcome of the review process, and on the needs of the district, Administration recommends one-year contract renewals with Banner Prep, Southeastern Education Center, and Lad Lake Synergy for behavioral-reassignment seats for the 2018-2019 school year.

The proposed recommendation is for Banner Prep to serve 115 BR seats and an additional 10 special education comprehensive behavioral seats in grades 9 through 12, for a total of 125 seats; Southeastern to serve 85 BR seats in grades 6 through 8; Lad Lake Synergy to serve 90 BR seats in grades 6 through 12 and 20 at-risk seats in grades 9 through 12, for a total of 110 seats.

Representatives from the partnership schools, the Office of the City Attorney, and Administration collaborated to update the contract for BR seats. The representatives agree with the contract modifications for the Board's approval as outlined in the attachments 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 3.06, Fiscal Accounting and Reporting

Fiscal Impact Statement

School allocations are approved annually by the Board of School Directors as part of the budget process.

Implementation and Assessment Plan

The contract term for behavioral reassignment schools is one year and may be renewed for subsequent years, based on the outcome of the contract review, availability of funds, and the needs of MPS.

Upon the Board's approval, the contracts will become effective for the 2018-19 school year.

Committee's Recommendation

Your Committee recommends that the Board approve the contracts for behavioral reassignment and at-risk seats, as attached to the minutes of your Committee's meeting, with Banner Prep, Southeastern Education Center, and Lad Lake Synergy for the 2018-2019 school year.

Approved with the roll call vote to consider items 2, 3, 4, 7, and 9 of the report of the Committee on Student Achievement and School Innovation simultaneously.

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(Item 10) Action on a Request to Approve FY18 Federal Head Start Cost-of-living-adjustment (COLA) Funding Application

Background

The Milwaukee Public Schools' Head Start Program is eligible to apply for a supplemental cost-of-living adjustment (COLA) grant through the Administration for Children and Families, Office of Head Start. The 2017 Consolidated Appropriations Act contains an increase of approximately $610 million for programs under the Head Start Act for FY18. A portion of the increase provides a COLA of 2.6% to assist all Head Start grantees in increasing staff salaries and fringe benefits or in offsetting higher operation costs.

The Milwaukee Public Schools Head Start Program has been allocated $222,607 for COLA, including $1,743 for training and technical assistance (TTA). Awarded funds will be applied as follows:

- raises awarded to Head Start Staff in the 2017-18 school year
- increases to fringe benefit rate for the last school year
- increases in the operational cost in the last school year.

In addition to staff raises, the district has transitioned 10 K3 classrooms to full-day programs. The $158,066 for staff wages will cover salary increases as well as the increased staffing expenses associated with full-day implementation for K3 teachers and teacher assistants. Additional staff time has supported increased program services, and COLA funds will be applied to offset this cost.

Funds allocated for operational costs of $44,246 support program costs for all MPS Head Start sites. In addition to teaching staff, family partnership associates, nurse associates, and coordinators are supporting the Head Start programs across Milwaukee Public Schools. This support specifically benefits sites during high enrollment periods as well as with other grant-required activities (recruitment, canvasing, outreach, etc.). In addition, $1,743 will be used for training and technical assistance, including staff time and training costs.

All MPS Head Start teachers are licensed through the Wisconsin Department of Public Instruction and are highly qualified under ESEA as reconstituted for No Child Left Behind. Other staffs, such as administrators, nutrition technician, and nursing and social work staff, have appropriate licensure or certification. All employees have at least high-school educations and undergo pre-employment criminal background checks and drug screening.

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

The Federal Head Start Cost of Living Adjustment (COLA) Supplemental grant is expected to be $222,607.

Implementation and Assessment Plan

Upon the Board's approval, MPS Head Start office will submit the Federal Head Start COLA Application.

Committee's Recommendation

Your Committee recommends that the Board approve the submission of the Federal Head Start Cost of Living Adjustment (COLA) application.

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

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(Item 11) Action on a Request to Approve the Head Start Funding Application for the 2018-19 School Year

Background

The Administration of Children and Families (ACF) requires the participation-through review, feedback, and approval-of the Milwaukee Public Schools' Head Start Policy Council and Board of School Directors.

The Wisconsin Department of Public Instruction provides for state supplemental Head Start funds in the amount of $421,578 to operate the Head Start programs at Obama School of Technical and Career Education and at Richard Kluge Elementary School during the 2018-19 school year. The proposed grant application reflects the current seat allocations and funding for the MPS Head Start program.

The Head Start state supplemental grant application information was presented to and approved by the Head Start Policy Council on May 16, 2018.

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

Does not authorize expenditures. The state grant is expected to be $421,578.

Implementation and Assessment Plan

Upon the Board's approval, the Milwaukee Public Schools Head Start program will submit the state grant application in order to continue providing and expanding services to Head Start students.

Committee's Recommendation

Your Committee recommends that the Board approve the submission of the 2018-19 Head Start State Funding Application.

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

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(Item 12) Transmittal of, and Possible Action on, the Achievement Gap Reduction Program's End-of-Year Report

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

Background

The SAGE (Student Achievement Guarantee in Education) program began in the 1996-1997 school year and was subsequently expanded in 1998-1999 and 2000-2001 due to the successes demonstrated by those schools that had begun the program in 1996. Wisconsin State Statutes, Section 118.43, authorized the program, which is administered by the Department of Public Instruction (DPI).

State legislation (Wisconsin Acts 53 and 71) was passed in 2015 that concluded the SAGE program and authorized the Achievement Gap Reduction program. School districts were given the option to continue SAGE for one additional year (2015-16). Effective FY17, all school districts that participated in the SAGE program were transitioned to the Achievement Gap Reduction (AGR) program.

MPS has 63 traditional schools and one non-instrumentality charter schools that currently participate in the AGR program.

Milwaukee Public Schools leverages the following AGR strategies:

1. instructional coaching for teachers provided by a licensed teacher in grades K5 through 3; and
2. maintenance of 18:1 or 30:2 classroom ratios in K5 and provision of professional development in small-group instruction.

The AGR program requires that each school describe its implementation of the program and report its objectives and success in achieving them to the school board every semester.

The report is 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 1.01, Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

Does authorize expenditures.

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(Item 13) Report with Possible Action on Student Work Readiness

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

Students' work readiness receives broad support at the national, state, and district levels. Work readiness is a major tenant of NAF Career Academies, is strongly supported through the state's Department of Work Development's Youth Apprenticeship Program, is a requirement in every student's academic and career plan, and is a focus in career and technical education (CTE).

CTE plays an important role in preparing students for success in the global workforce, including providing students with such work-based learning experiences as internships and youth apprenticeships. These experiences provide students with opportunities to apply skills learned in the classroom and teach the necessary employability skills and behaviors to be successful in the workforce.

Over the past year, the CTE staff has built the infrastructure and put systems in place to expand work readiness throughout the district.

- Each high school now has a main point of contact to coordinate communication and work-based learning activities with CTE.
- A total of 42 work-readiness sessions were held at 21 high schools in preparation for internships and youth apprenticeships.
- A new job board for students is on Career Cruising and on all high-school websites.
- Information sessions were held to recruit and inform employers.
- Sessions were held for students and their families to learn about and to apply for internships and youth apprenticeships.
- The College and Career Centers' staff assisted students with resumes, job searches, and job applications.
- The first all-district job fair was held in March, with over 130 students receiving jobs as a direct result of the event. Employers report that they anticipate hiring at least 70 additional students in the coming weeks.

The end result was that at least 2,255 students had some sort of work experience during the 2017-2018 school year.

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

Work Readiness is supported by existing CTE and College and Career Center staff.
This item does not authorize expenditures.

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(Item 14) Report with Possible Action on the 2018-19 Ambitious Instruction Plan: Using Reading, Writing and Mathematics to Improve Outcomes for Students and Supports for Teachers

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

As a priority area for the 2018-19 school year, the Ambitious Instruction Plan outlines a focus on core instruction in the areas of reading, writing, math, and vocabulary for all students. For each of the focus areas, the essential skills, strategies, and professional development needed for success are outlined.

Based on the work that has been done in the past two years on the Strategic Academic Priorities and on setting a clear direction for the academic work moving forward, the presentation includes a vision statement for this work as well as the supports that will be provided for every school and every classroom. At the center of this plan are the pillars of high expectations, culturally-relevant teaching practices, and a connection to the lived experiences of MPS students.

The skills, strategies, and developmental needs presented do not represent a comprehensive list of all academic skills in these areas, but rather a list of the essential components that will ensure a consistent focus and implementation across the district. This information was developed by a team of professionals including all departments of Central Services, school administrators, and K-12 teachers. Finally, the skills and strategies presented are not tied to a specific textbook or program, allowing for schools to choose materials to ensure success.

Importance of Work Readiness

"Skills Gap"

> An estimated 46,000 jobs could go unfilled in the state in 2022 due to labor force quantity constraints. There is existing demand for jobs in almost every industry, occupation and geography. In fact, it is the supply side of the equation that is holding back increased economic growth in the state.
>
> — Wisconsin Department of Workforce Development, Bureau of Workforce Information and Technical Support

What Influences Career Choice?

> Students were influenced by their father[s] (22%), mother[s] (19%), teachers (11%), social media (4%), and guidance counselors (3%). An overwhelming number of students (64%) identified personal experiences as having the greatest influence over their career decisions.
>
> — The Manufacturing Institute, in partnership w/SkillsUSA and the Educational Research Center of America

Background

- Work readiness is a major component of career & technical education
- Department of Workforce Development supports Youth Apprenticeship Program
- Every student's academic and career plan must include a work-readiness component
- A tenant of the NAF Academies (formerly the National Academy Foundation) is to provide every student with an internship

This Year's Work: Infrastructure Build-up

- New Youth Apprenticeship and internship staff
- Employer and student/family information sessions
- Career Champions at all high schools
- Work-readiness sessions at all high schools
- Job board on all websites and Career Cruising
- Collaboration with College and Career Centers
- The first all-district job fair

COSBE's Be the Spark Tours

The Council of Small Business Executives (COSBE) is a part of the Milwaukee Metropolitan Association of Commerce (MMAC)

All 7th-grade classrooms visit local industry partners to explore careers.

Number of Seventh Grade Students Participating in COSBE's Be The Spark Tours

2014-15 890
2015-16 1,600
2016-17 2,100
2017-18 3,700

Student Work-readiness Data

- 42 work-readiness sessions with 1,672 students
- Three employer information sessions with 150 participants
- 70% increase in 2017-2018 Youth Apprenticeships from 2016-2017 (47 to 80)
- 656 students and 55 employers participated in March 2018 job fair
- Over 130 new work experiences due to the March 2018 student job fair

Work Experience	Number of Students
CTE Assisted Internships*	126
Community	81
Cooperative Education	24
School-to-Work	446
Youth Apprenticeship	80
Work Release	526
Employ Milwaukee	972
TOTAL	2,255

*Does not include students who were hired and scheduled to begin after school ended

Next Steps

- Provide students with work-readiness opportunities in J-Term and Summer Academy
- Continue to onboard students through work-readiness sessions
- Expand knowledge and use of Inspire SE WI
- Refine identification, recruitment, and follow-up procedures
- Increase partnerships with businesses

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the monthly reports of its delegates to the MPS Head Start Policy Council, to the Milwaukee Education Partnership, to the Milwaukee Public Library Board, and to CESA #1.

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

In an effort to support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President's activities during the months of May and June 2018 included the following:

Academic Achievement

Attended various district events, including:

- Soapbox speech competition at James Madison Academic Campus
- Vincent High School's Spring Showcase
- Fab Lab announcement at Bay View High School
- Trane Moves event at Obama
- Vincent Stadium's groundbreaking
- MPS scholarship announcement
- visits to various schools, including Bruce School and Maple Tree School
- graduation ceremonies for Vincent High School, James Madison Academic Campus, and Milwaukee High School of the Arts

Student, Family, and Community Engagement

Attended various district events, including:

- Black and Latino Male Achievement mentor luncheon
- 2nd Annual MPS Business Symposium
- Milwaukee Recreation's master planning key leader meeting
- MPS senior send-off
- MPS Enrollment Bus Campaign kick-off

Discussed improved continuity of services and expanded opportunities for Milwaukee's children and families with local leaders, including:

- Danae Davis, Executive Director of Milwaukee Succeeds
- Panasonic Foundation
- Shyla Deacon
- Moira Kelly of Kelly Consulting, LLC.
- Meralis Hood of City Year
- Gerard Randall, Executive Director of Milwaukee Education Partnership (MEP)
- Evan Goyke, State Representative
- David Crowley, State Representative
- LaTonya Johnson, State Senator
- Ashanti Hamilton, President of the Milwaukee Common Council
- The Association of Latino/a Educators of Milwaukee (ALEM)
- Vincent Lyles, President and CEO of Boys & Girls Clubs of Greater Milwaukee

Attended various community events, including:

- Milwaukee Public Library Lunch with Urban Libraries Council President, Susan Benton
- Milwaukee Public Library Board Meeting
- Milwaukee Public Library Building and Development meeting
- Metropolitan Milwaukee Alliance of Black School Educators Student Appreciation Event
- City of Milwaukee Black Male Achievement Advisory Council meeting
- City Year Annual Dinner
- STEM Showcase at Direct Supply
- Student Encouragement Reception Celebration at Alverno
- 25th Anniversary Gala for the Survive Alive House
- Trauma in Milwaukee Press Conference
- MKE Fellows Fellowship Open
- Vincent Stadium Community Meeting

Effective and Efficient Operations

Met with district leaders to receive updates on district initiatives:

- Keith Posley, Ed.D., Interim Superintendent
- Various members of the Milwaukee Board of School Directors

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RESOLUTIONS

(Item 1) Resolution 1819R-003 by Directors Báez and Falk Regarding Family Separation

Resolution 1819R-003

By Directors Báez and Falk

WHEREAS, Recent federal immigration policies resulting in separating children from their families and/or detaining children and families for extended periods of time put thousands of children at risk and are an affront to all human rights; and

WHEREAS, Children separated from their families and/or detained for extended period of time lack access to their adult family members as teachers and lack the proper opportunities and resources to engage in educational activities; and

WHEREAS, Research shows that children should be engaged in learning activities and play and that students lacking educational opportunities from a young age have the potential for lifelong, harmful consequences; and

WHEREAS, All children have the right to a free and appropriate education; and

WHEREAS, Children separated from their families and/or detained for extended periods of time lack access to free and appropriate education; and

WHEREAS, Parents separated from their children are denied the opportunity to make informed decisions about their child's education; and

WHEREAS, the equal protection clause of the 14th amendment requires states and public schools Districts to provide free public schooling to children residing in the state and school district boundaries, as affirmed by Plyler v. Doe 1982 Supreme Court Decision; and

WHEREAS, On March 30, 2017, the Milwaukee Board of School Directors unanimously approved Resolution 1617R-007 regarding safe havens for students and families; and

WHEREAS, through adoption of Resolution 1617R-007, the Milwaukee Board of School Directors declared the Milwaukee Public Schools to be a safe haven for its students and families threatened by immigration enforcement or discrimination, to the fullest extent permitted by the law; now, therefore, be it;

RESOLVED, That by adopting this resolution, the Milwaukee Board of School Directors echoes the voices of students and families in Milwaukee Public Schools and across the nation in condemning the separation of families and the long-term detainment of families by the federal government; and, be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors call on legislative leaders at the federal level to immediately cease the practice of separating children from their families and/or detaining families for extended periods of time; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors call on legislative leaders at the state and federal levels to cease providing resources that support any policy that results in the separation of children from their families and/or the detainment of families for an extended period of time;

FURTHER RESOLVED, That the Milwaukee Board of School Directors call on nonprofit and private organizations that are partners of MPS or conduct business with MPS to cease providing resources that support any policy that results in the separation of children from their families and/or the detainment of families for an extended period of time, as a function of immigration policy; and be it

FURTHER RESOLVED, That the Board direct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared, and delivered to the Milwaukee Common Council, the Milwaukee delegation of the Wisconsin State Legislature, and the Wisconsin delegation of the United States Congress.

Director Báez, having given previous notice of his intent to do so, moved to suspend Board Rules 1.10 and Board Rule 1.09(2), respectively, in order to take up immediate consideration of, and to receive public testimony on, Resolution 1819R-003. The motion passed, the vote being as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Noes — None.

The gavel was passed to Director Miller at 8:42 PM.

Director Bonds moved to adopt Resolution 1819R-003, with the entire Board sponsoring the Resolution. The motion passed, the vote being as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Noes — None.

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DEFERRED ITEMS

The following items previously had been deferred:

- Item 2, from the Reports and Communications from the Superintendent of Schools, *Action on Recommended Special Assignments Effective July 2, 2018.*

- Item 3, from the Reports and Communications from the Superintendent of Schools, *Action on a Request to Retire to Executive Session for the Purpose of Considering Collective Bargaining Negotiations Strategy with Respect to Wages*.

- Item 2, from the Report of the Reports and Communications from the Board Clerk/Director, Office of Board Govenrnance, *Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved*.

- Item 3, of the Reports and Communications from the Board Clerk/Director, Office of Board Govenrance, *Consideration of and Possible Action on Employment, Compensation, and Performance-Evaluation Data Relative to the Terms of an Employment Agreement with the Board Clerk/Director, Office of Board Governance*.

In regard to these items, Director Bonds moved to retire to executive session as follows:

- pursuant to Wisconsin Statutes, Section 19.85(1)(c) — which allows a governing body to go into closed session for the purpose of considering employment, promotion, compensation, or performance-evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility — for the purpose of considering recommended special assignments to be effective July 2, 2018;

- pursuant to Wisconsin Statutes, Section19.85(1)(e) — which allows a governing body to go into closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session —, for the purpose of considering collective-bargaining negotiations strategy with respect to wages;

- pursuant to Wisconsin Statutes Section 19.85(1)(g), to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved; and

- pursuant to Wisconsin Statutes, Section 19.85(1)(c) — which provides that a governmental body may convene in executive session for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility — for the purpose of considering the terms of an employment agreement with the Board/Clerk/Director, Office of Board Governance.

The motion passed, the vote being as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Noes — None.

The Board retired to executive session at 9:02 PM.

The Board reconvened in open session at 10:48 PM.

Relative to Item 2 of the Reports and Communications from the Sperintendent of Schools, Director Miller moved to authorize the following individuals to to be reassigned to the special assignment positions in an interim capacity, effective July 2, 2018:

Name	Special Assignment Position	Office	Salary
Rosana Mateo	Interim Deputy Superintendent	Office of the Superintendent	$145,760
Marla Bronaugh	Interim Chief Communications & School Performance Officer	Office of Communications & School Performance	$145,760
Katrice Cotton	Interim Chief School Administration Officer	Office of School Administration	$145,760

The motion passed, the vote being as follows:

Ayes — Directors Báez, Bonds, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 9.
Noes — None.

The Board adjourned at 10:50 PM.

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BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 26, 2018

The regular meeting of the Board of School Directors was called to order by President Sain at 6:40 PM.

Present — Directors Báez, Falk, Harris, Miller, Voss, Woodward, and President Sain — 7.
Absent and Excused — Director Phillips – 1
Vacancy on the Board — 1.

The seat for District 3 of the Milwaukee Board of School Directors had become vacant upon the resignation of Dr. Michael Bonds, effective July 13, 2018.

Before moving to the agenda, President Sain asked for a moment of silence to commemorate the passing of the following individuals:

- Master Sergeant Stephen Randall, an ROTC instructor at Hamilton High School, who passed away on July 14, 2018; and

- Laura Borrman Smith, a former MPS reading teacher, who passed away on June 14, 2018.

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APPROVAL OF MINUTES

The minutes of the April 2018 Organizational Meeting and the special and regular board meetings of May and June 2018 were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report of the Superintendent of Schools

Background

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

- Improve District and School Culture
- Ensure Fiscal Responsibility and Transparency
- Increase Academic Achievement and Accountability
- Develop Our Staff
- Strengthen Communication Collaboration

As I complete my second month as interim superintendent, I continue to meet with staff, community members, business leaders, and elected officials to talk about my entry plan, the Five Priorities for Success and ways in which we can develop and strengthen relationships, partnerships, and experiences for our students. Communication is essential to our collective efforts to realize positive outcomes for our students,

and the participation of all stakeholders is encouraged. Please follow us on social media — Facebook, lnstagram, Twitter — and share your feedback via the MPS website!

During July, I met with Mayor Tom Barrett to discuss our district's top priorities and opportunities for success. I held my standing meeting with MTEA leadership and also shared Bradley Tech leadership changes with the Bradley Tech Commission. I also met with Dr. Alan Shoho of the University of Wisconsin-Milwaukee to discuss an opportunity to develop a teacher pipeline. I participated in a press conference at the Harley-Davidson University campus to celebrate the signing of four of our students — Jamaris Flowers, Kiya Mooney, Debora Oquendo, and Ethan Sanchez — from Lynde and Harry Bradley Technology and Trade School who have accepted youth apprenticeships at Harley-Davidson. Harley has been a major supporter of Bradley Tech for many years, and in partnership with MATC, our students are gaining the employability skills that they need to succeed, while also earning college credits. I'm truly grateful and honored to have these great partnerships and opportunities for our students. Youth apprenticeships and internships will remain a priority for the district.

The Milwaukee Public Schools' Enrollment Bus Campaign is well underway and showing consistent increases due to the efforts of our schools and of our canvassers. We are doing a great job of getting the word out on the many educational offerings and opportunities at MPS! You can check out the fall enrollment on the MPS homepage.

We had a successful end to J-Term, a four-week non-compulsory educational and experiential program offering for MPS students in K5-grade 12 on the early-start calendar. J-Term classes allowed students to complete courses for credit recovery or acceleration, to participate in internships, to build proficiency in key skill areas, and to stay on track for graduation.

Our other summer programs, organized to promote healthful lifestyles, personal development, and academic achievement throughout the summer, continue to enroll students. I was lucky to able to visit some of our summer recreation programs. It provided me the opportunity to engage with our students and staff at Gaenslen, North Division, and Riverside. At Gaenslen, I walked through Club Rec, which is a six-week therapeutic recreational summer program tasked with improving the quality of life of children with disabilities. Staff members help participants across different areas, including music, art, aquatics, and technology. I also mingled with students at Riverside during the Community Learning Centers' Summer EXCEL (Exciting Camps for Enrichment and Learning) program. Milwaukee Recreation hosts various EXCEL classes, but during the visit to Riverside, the students were engaged in a culinary session, with three teams of students cooking different chicken dishes, as well as brownies for dessert.

Events, Programs, and Announcements

Milwaukee Public Schools' Office of Human Resources hosted a Bilingual Career Recruitment Fair at South Division High School for individuals who may be interested in becoming part of the MPS family as employees. In addition to teaching options, MPS also has exciting career opportunities for secretaries, safety aides, food service workers, and school engineers.

Milwaukee Public Schools is participating in the MKE Fellows program this summer. The MKE Fellows was created to encourage young men from Milwaukee to complete their college education and to return home as successful professionals. This summer, MPS welcomed five MKE Fellows for summer internships:

- Richard Nwabuzor, Department of Black and Latino Male Achievement
- Aaron Wilder, Department of Recreation/Project Management Team
- Coker Lucas, IT Department
- Kentaurias Johnson, Milwaukee Recreation Therapeutic Recreation Program for Individuals with Disabilities
- Perez Ogunkunle, Milwaukee Recreation/Finance Department

Congratulations

Casimir Pulaski High School has been officially authorized as an International Baccalaureate (IB) Middle Years Program school! This is a very rigorous process, and the Pulaski school community should be very proud of this great accomplishment.

The IB programs operate within a curricular structure that focuses on developing inquiring, knowledgeable, and caring young people who will have the personal and professional skills to succeed in our

modern, global society. The IB Middle Years Program serves students in grades 6-12 in preparation for the career program and/or the diploma program.

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

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

Background

As the state's budget discussions begin to ramp up, new analysis from the Wisconsin Budget Project makes clear that, "in 2019, Wisconsin school districts will receive $153 million less in state aid than [they did] in 2011 in inflation-adjusted dollars, or 2.6% less." It should be noted that funding levels in 2011 were insufficient to support the school-funding needs of districts that are engaged in the annual practice of cutting programs from their budgets.

In addition, this month marked the beginning of the new Special Needs Scholarship Program, which provides a minimum 90% reimbursement rate for students with disabilities in private schools. Students with disabilities in public schools receive a reimbursement rate of 26%. The link below provides information on the additional support that students with disabilities would receive if valued at the same reimbursement level as are their private-school counterparts. This information is based on numbers provided by the Legislative Fiscal Bureau. This information can be viewed at:
https://k12mps.maps.arcgis.com/apps/webappviewer/index.html?id=6f6188df3e3b4f2985e642386d54afab

President Sain requested that the Board Clerk/Director, Office of Board Governance, share information regarding the potential need for a special election as a result of the vacancy on the Board resulting from the resignation, effective July 13, 2018, of Michael Bonds.

The Board Clerk/Director, Office of Board Governance, explained that — while state statutes mandate that, if a vacancy on the Board is to be filled before the next regular scheduled election for the vacant seat, a special election must be held to fill the vacancy — the statutes do not identify the circumstances under which the Board must fill a vacancy.

The Board Clerk/Director, Office of Board Governance, further advised the Board that, under Section 8.50 of the statutes, the earliest that a special election could be held would be November 2018, while the latest would be January of 2019. In light of this, should the Board choose to hold a special election, the person elected would be seated on the Board for only a few months before the regular scheduled election in April 2018. Any person elected in the special election would then have to run for re-election in the April election if he or she would be interested in continuing on the Board. There has been some concern expressed about potential confusion to voters around the need to circulate separate nomination papers in the short time between the special and regular elections for the same seat.

Should it choose to hold a special election to fill the vacancy, the Board would be responsible for the total cost of the election, which would include notices of the election, the ballots, special inspectors, opening and staffing of polling places, and everything else relative to a special election. Conversations with various authorities have indicated that the minimum cost to the Board would be around $40,000.

Strategic Plan Compatibility Statement

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

Statute, Board Rule, or Administrative Policy Statement

BG 2.13, Board Legislation Program

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(Item 2) Consideration of, and Possible Action on, Employment, Compensation, and Performance-Evaluation Data Relative to the Terms of an Employment Agreement with the Board Clerk/Director, Office of Board Governance

Background

At the request of President Sain, the Milwaukee Board of School Directors will review employment, compensation, and performance-evaluation data relative to the terms of the employment agreement with the Board Clerk/Director, Office of Board Governance.

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

The Board may reconvene in open session to take action on matters discussed in closed session or to continue with the remainder of its agenda.

Fiscal Impact Statement

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

Recommendation

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

This item was deferred to the end of the agenda.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

Current Project Updates

Interactive Map — Legislative Services

The Office of Accountability and Efficiency (OAE) continues to analyze local, state, and federal data for the district's legislative policy manager in support of the district's legislative agendas to create a funding model that is sufficient, sustainable, and equitable across all districts. The OAE has developed an online, interactive map for the manager regarding special education funding. The online module illustrates the increase in special education funding that each school district in the state would receive if proration rates increased from their current rate of 25.7% to 90%. The office is working on calculating other proration rates, ranging from 33% to 70%, and will update the online tool to reflect a range of proration rates.

Business-intelligence & Data-visualization Reporting

1. Background

The OAE uses an online business-intelligence (BI) tool to create custom visuals and reports to enhance data-driven decisions across the district. The BI tool allows stakeholders to quickly analyze raw data in visual displays, resulting in clean, transparent, and efficient reporting metrics.

2. Update

The OAE continues to work with the Administration to create an interactive business-intelligence dashboard for central administrators to monitor school, student, and programmatic metrics regarding efficiency, performance, and progress. This dashboard allows users to visualize these data metrics to help inform data-driven decisions. The tool's enhancements allow users to drill-down into the data, to sort by regions and zones, and to review year-to-date and year-over-year comparisons. The OAE will continue to work with the Administration to roll out more features throughout the school year through the updates to the district's reporting tools.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

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

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

(Item 1) Action on a Correction to the Approved Reports of the Independent Hearing Officers of June 2018

Background

On June 28, 2018, the Milwaukee Board of School Directors approved the Administration's recommendation to accept the reports of the Independent Hearing Officers of the Milwaukee Board of School Directors.

Upon further review, the Administration has discovered that a correction was necessary, as an Independent Hearing Officer inadvertently categorized a student disposition as an expulsion. The corrected June 2018 reports of the Independent Hearing Officers has been provided under separate cover for the Board's review.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 8.32, Student Expulsion

Fiscal Impact Statement

No Fiscal Impact.

Recommendation

The Administration recommends that the Board approve the correction to the June 2018 reports of the Independent Hearing Officers of the Milwaukee Board of School Directors as indicated in the attachments provided under separate cover.

Vice-President Miller moved acceptance of the correction to the June 2018 reports of the independent hearing officers. The motion passed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Voss, Woodward, and President Sain — 7.
Noes — None — 0.

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REPORTS OF STANDING COMMITTEES

In accordance with Board Rule 1.09, Regular Items of Business, the Board gave public hearing on all regular items of business, below, which replaced the reports of standing committees at the Board's regular July 2018 meeting.

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REGULAR ITEMS OF BUSINESS

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

Classified Personnel Transactions

Code	Name	Position and Salary	Date
		New Hires	
2	Emerald Moore	Building Service Helper I $13.12 per hour	06/18/2018
5	Nazar Loshniv	IT Service Technician $47,588.00	06/06/2018
5	Daniel Peters	IT Service Technician $47,588.00	06/11/2018
5	Tim Welke	Steamfitter $43.86 per hour	06/25/2018
		Promotions	
2	David Johnson	Building Service Helper I $12.18 per hour	06/04/2018
5	James Meyer	Building Service Helper II $33,113.60	06/04/2018
2	Sharnetta Belcher	Building Service Helper II $33,113.60	06/04/2018
2	Timotheous Paris	Boiler Attendant $36,619.18	05/29/2018
2	Cory Satterfield	Boiler Attendant $36,619.18	05/29/2018
5	Jordan Wodack	Boiler Attendant $36,619.18	05/29/2018

Certificated Leaves of Absence

	Present Assignment	Effective
Personal Leave, August 2018		
Ericka S. Johnson	Thurston Woods	08/27/2018
Stacy Knetter	Ronald Reagan HS	08/06/2018
Sarah Lewkowski	A.L.B.A.	08/15/2018
Kim Schroeder	Central Services Bldg.	08/27/2018
Erin Wanezek	Parkview	08/27/2018

Personal Leave, September 2018		
Elizabeth Fons	Riverside H.S.	09/12/2018
Personal Leave, October 2018		
Sara Soleymani-Alizadeh	Holmes	02/19/2018
Illness Leave, April 2018		
Sarah Bellehumer	Browning	04/30/2018
Ashley Buell	Garland	04/24/2018
Illness Leave, May 2018		
Tamika Marable	Keefe Ave	05/03/2018

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Effective Date
			Certificated Resignations			
Other Work	1.0	2	Jared Anderson	Teacher	Bay View	06/14/2018
Other Work	5.9	5	Katharine Boehms	Teacher	Hampton	06/12/2018
Retire	38.2	2	Kathy Bonds	Inst Super	Central Svcs	08/03/2018
Personal	23.4	2	Melissa Bonds	Manager	Central Svcs	06/25/2018
Personal	2.9	5	Joshua Capodarco	Teacher	Vincent	06/21/2018
Personal	4.9	5	Julia Carlan	Teacher	Lincoln MS	05/23/2018
Personal	4.9	5	Ken Dunbeck	Teacher	Bradley Tech	06/21/2018
Other Work	17.0	5	Catherine Fouliard	Soc. Worker	Cass	06/13/2018
Personal	1.9	4	Ana Garcia Lopez	Teacher	Hayes	06/12/2018
Personal	2.9	5	Julie Gifford	Teacher	Curtin	06/12/2018
Other Work	4.9	5	Michelle Grunert	Teacher	ALBA	06/01/2018
Retire	29.2	5	Valerie Hoehnke	Teacher	Central Svcs	05/30/2018
Personal	1.0	5	Elizabeth Hoffman	Teacher	HS of the Arts	06/27/2018
Personal	17.0	5	Katie Holliday	Teacher	Central Svcs	06/22/2018
Personal	4.9	5	Michelle Hucke	Teacher	Victory	06/12/2018
Other Work	1.9	5	Allison Jacobs	Teacher	Forest Home	06/12/2018
Personal	4.9	2	Ebonee Kimbrough	Teacher	Rufus King MS	06/15/2018
Personal	8.8	5	Leah Klaybor	Teacher	HS of the Arts	05/22/2018
Retire	29.0	5	Melissa LeClair	Teacher	Doerfler	06/12/2018
Other Work	20.9	2	Shawon LeFlore	Teacher	Neeskara	06/12/2018
Other Work	5.0	4	Daniel Maldonado	Teacher	Riverside	07/01/2018
Personal	13.9	5	Samuel Mattke	Teacher	Hamilton	06/11/2018
Other Work	0.9	5	Adam Melster	Teacher	Grantosa	06/12/2018
Other Work	4.9	5	Cassandra Mentzer	Teacher	Bay View	06/25/2018
Retire	19.5	5	James Metz	Soc. Worker	Milw Sch of Lang	07/24/2018
Personal	17.9	2	Nicole Mitchell	AP	53rd Street	06/15/2018
Retire	33.3	4	Danilo Rivas	Teacher	Rogers St Acad	07/27/2018
Personal	1.0	4	Jose Rivera Lopez	Teacher	Doerfler	06/26/2018
Other Work	4.0	5	Molly Schuld	Teacher	Ronald Reagan HS	07/06/2018
Other Work	4.9	5	Shawna Steinbrecher	OT	Central Svcs	06/13/2018
Retire	18.9	2	Toni Straughter	Principal	Carson Academy	06/21/2018
Retire	16.0	6	Ann Terrell	Director	Central Svcs	06/30/2018
Personal	2.3	5	Shannon Tuzzio	Teacher	Bradley Tech	05/25/2018
Personal	3.2	5	Gabrhael Walman	Teacher	Emerson	06/26/2018
Personal	1.9	2	Kandice Young	Nurse	Central Svcs	06/22/2018
Other Work	15.9	5	Anna Zimmers	Teacher	Craig	06/18/2018
			Classified Retirements			
Retire	18.7	6	Gwendolyn Anderson	Para	Honey Creek	06/09/2018
Retire	21.7	5	Carla Buchel	Para	Burdick	06/13/2018
Retire	21.1	5	Cathy Engbring	Para	Curtin	06/13/2018
Retire	32.6	5	Randall Erickson	Chargeman	Metal Shop	06/01/2018
Retire	33.8	5	Dawn Finnegan	Kitchen Mgr	Victory	07/01/2018
Retire	28.5	2	Mary Fitzgerald	Para	Elm	06/09/2018

Reason	Yrs Svc	Code	Name	Position	Location	Effective Date
Retire	27.7	5	Jilandante Glynn	Para	Audubon	06/16/2018
Retire	27.8	2	Edward Hamilton	BSH II	Obama SCTE	06/30/2018
Retire	23.5	5	Carol Hartley	Para	Doerfler	06/14/2018
Retire	34.4	2	Elaine Huey	Secretary I	Hamilton	06/30/2018
Retire	21.8	2	Mildred Jackson	Safety Asst	School Safety	06/13/2018
Retire	28.6	2	Von Jackson	Para	Starms	06/13/2018
Retire	25.6	5	Lynn Kane	FSA	Obama SCTE	06/01/2018
Retire	34.1	5	Anne Kiefer	Secretary I	Hampton	06/22/2018
Retire	23.7	5	Pamela Kozeniecki	FSA	Thoreau	06/09/2018
Retire	8.3	6	Darlene La Mar	Para	Gaenslen	06/13/2018
Retire	11.8	2	Mary Lee	CHA	Alcott	06/09/2018
Retire	24.4	5	Ann Loper	Para	Zablocki	06/12/2018
Retire	5.7	4	Maria Guadalupe Macias	Para	Riley	07/01/2018
Retire	36.9	2	Ruth Moore	Para	Kluge	06/13/2018
Retire	38.1	5	Penny Muffler	Technician	Central Svcs	06/30/2018
Retire	25.2	4	Maria Nedobeck	Para	Spanish Imm	06/13/2018
Retire	40.4	5	Jill Pinkowski	Secretary I	Burdick	06/22/2018
Retire	26.7	5	Lynn Porchetta	Para	German Imm	06/13/2018
Retire	2.8	5	Harold Powell	Engineer I	AAL	06/16/2018
Retire	25.8	5	Susan Radtke	Gen Ed Asst	95th St	06/13/2018
Retire	31.7	2	Margie Reid	Gen Ed Asst	Mitchell	06/12/2018
Retire	7.4	5	Cheryl Rodefer	Technician	Central Svcs	06/30/2018
Retire	20.6	4	Jose Sepulveda	Para	Allen Field	06/13/2018
Retire	20.4	5	Therese Shiltz Nowak	Para	Clement Ave	06/13/2018
Retire	25.8	5	Nancy Siettmann	Gen Ed Asst	Humboldt Park	07/01/2018
Retire	15.5	2	Michelle Simmons	CHA	Marshall	06/05/2018
Retire	26.6	5	Richard Smith	Chargeman	Machine Shop	06/30/2018
Retire	31.3	5	Mary Strang	Para	Clement Ave	06/13/2018
Retire	25.1	5	Debra Tabaka	BSH I	IDEAL	06/01/2018
Retire	27.7	2	Debra Thames	CHA	Gaenslen	06/13/2018
Retire	19.7	4	Maria Torres	Para	Forest Home	06/13/2018
Retire	26.4	5	Patti Voelz	CHA	Kluge	06/13/2018
Retire	29.2	5	Cassandra Woznicki	Secretary I	Cooper	06/22/2018
Retire	30.9	5	Patricia Zandron	Associate III	Central Svcs	06/30/2018

Monthly Affirmative Action Transaction Report

The Affirmative Action monthly personnel transaction report for June 2018 has been provided under separate cover. This is an informational report, and no action is required.

Administration's Recommendation

The Administration recommends that the Board approve the classified personnel transactions and leaves of absence as listed above, to be effective upon approval by the Board.

Vice-President Miller moved to approve the Administration's recommendations. The motion passed, the vote being as follows:

Ayes — Directors Báez, Harris, Miller, Voss, Woodward, and President Sain — 6.
Noes — None — 0.
Temporarily Absent — Director Falk — 1.

* * * * *

(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications; Action on Increases and Decreases in Salaries; and Action on 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	Position and Location	Salary
(4)(nr)	Jarely Ruiz	Employment Relations Specialist Ill Office of the Chief of Human Resources	Schedule 03, Range 10A $85,855
(5)(nr)	Lesa Branch	Special Education Program Supervisor I Office of the Chief of Academics	Schedule 03, Range 09C $83,443
(6)(r)	Misa Sato	Assistant Principal III, Ronald Reagan HS Office of the Chief of School Administration	Schedule 03, Range 12C $83,396
(5)(nr)	Carla Fries	Grants Specialist I Office of the Chief of Academics	Schedule 03, Range 08A $65,474
(5)(nr)	Ryan Hudak	Employment Relations Specialist I Office of the Chief of Human Resources	Schedule 03, Range 08A $65,474
(2)(r)	Maryjean Schmierer	Special Education Program Supervisor I Office of the Chief of Academics	Schedule 03, Range 09C $59,486
(2)(r)	Sharee Brown	Special Education Program Supervisor I Office of the Chief of Academics	Schedule 03, Range 09C $59,060
(6)(r)	Ranjit Singh	Special Education Program Supervisor I Office of the Chief of Academics	Schedule 03, Range 09C $59,060
(2)(nr)	Lakita Wells	Transportation Associate II Office of the Chief of School Administration	Schedule 03, Range 04A $53,107

Recommended Reassignments

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

Codes	Name	Position and Location	Salary
(2)(r)	Tonya Adair	Chief Academic Officer Office of the Chief of Academics	Schedule 03, Range 18A $148,865
(5)(r)	Aaron Shapiro	Principal II-High School, Bradley Tech & Trade Office of the Chief of School Administration	Schedule 03, Range 15A $122,067
(4)(r)	Jineen Mclemore Torres	Principal II — High School, Madison Academic Campus Office of the Chief of School Administration	Schedule 03, Range 15A $117,449
(2)(r)	Kirsten Brown	Principal I, Gaenslen School Office of the Chief of School Administration	Schedule 03, Range 14T $109,568
(2)(r)	Cynthia Dismuke	Principal II — Elementary, Carson Academy of Science Office of the Chief of School Administration	Schedule 03, Range 13T $109,568
(2)(r)	Valencia Carthen	Principal II — Elementary, Lancaster School Office of the Chief of School Administration	Schedule 03, Range 13T $107,285
(2)(r)	Alvin Baldwin	Assistant Principal Ill, Madison Academic Campus Office of the Chief of School Administration	Schedule 03, Range 12C $98,715
(5)(r)	Susan Stoner	Assistant Principal, Wedgewood Park Office of the Chief of School Administration	Schedule 03, Range 11C $94,153

Codes	Name	Position and Location	Salary
(2)(nr)	Scott Hawkins	Assistant Principal, Lincoln Middle School Office of the Chief of School Administration	Schedule 03, Range 11C $90,885
(5)(r)	Steven Emmling	Assistant Principal I, Grantosa Drive School Office of the Chief of School Administration	Schedule 03, Range 10C $89,776
(5)(nr)	Jennifer Mandel	Assistant Principal I, Morgandale School Office of the Chief of School Administration	Schedule 03, Range 10C $89,776
(5)(r)	Jason O'Brien	Assistant Principal III, Pulaski High School Office of the Chief of School Administration	Schedule 03, Range 12C $86,192
(2)(r)	Richard Watkins	Assistant Principal I, Keefe Avenue School Office of the Chief of School Administration	Schedule 03, Range 10C $85,816
(2)(r)	Edwin Conner	Assistant Principal I, Thoreau & 53rd St School Office of the Chief of School Administration	Schedule 03, Range 10C $75,853

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 60 days, pursuant to Administrative Policy 6.23(4)(b) and 6.37(5).

Codes	Name	Position and Location	Hourly Rate
(2)(r)	Teresa Adams	Educator Effectiveness Implementation Coach Office of the Chief of Academics 8/1/18 to 1/31/19	$40.00
(5)(nr)	Thomas Back	Financial Planning and Management Office of the Chief of Finance 6/25/18 to 11/25/18	$40.00
(5)(r)	Linda Bolin	Educator Effectiveness Implementation Coach Office of the Chief of Academics 8/1/18 to 1/31/19	$40.00
(2)(nr)	Karen Bradley	Principal Assessment Center Office of the Chief of School Administration 1/01/18 to 6/30/18	$40.00
(5)(r)	Jeffrey Krupar	Educator Effectiveness Implementation Coach Office of the Chief of Academics 8/1/18 to 1/31/19	$40.00
(5)(r)	James Lawton	Educator Effectiveness Implementation Coach Office of the Chief of Academics 8/1/18 to 1/31/19	$40.00
(5)(r)	Barbara Luepke	Educator Effectiveness Implementation Coach Office of the Chief of Academics 8/1/18 to 1/31/19	$40.00
(5)(r)	James Sonnenberg	Educator Effectiveness Implementation Coach Office of the Chief of Academics 8/1/18 to 1/31/19	$40.00
(5)(r)	Carol Stein	District IB/Advanced Academics Expansion Consultant Office of the Chief of Academics 7/1/18 to 12/31/18	$40.00
(5)(r)	Patricia Zandron	Transition Work Office of the Chief of Finance 7/16/18 to 12/14/18	$35.90
(4)(nr)	Hector Valdez	Nutrition Support - Project Coordinator Office of the Chief of Finance 6/1/18 to 12/31/18	$35.00

Codes	Name	Position and Location	Hourly Rate
(5)(nr)	Colleen Hamilton	Smart Spaces - Curriculum Evaluator Office of the Chief of Academics 6/1/18 to 12/30/18	$30.00
(5)(r)	Carol Stein	MYP/CP Programme Support Office of the Chief of School Administration 8/1/18 to 5/17/18	$30.00
(5)(nr)	Robert Strehlow	Alternative Programs Enrollment Associate Office of the Chief of Academics 9/4/18 to 2/5/19	$30.00
(5)(nr)	Heidi Wylie	Vocal Music Support Office of the Chief of School Administration 8/14/18 to 12/22/18	$30.00
(2)(r)	Jacquay Eichelberger	Board Staff Assistant Office of Board Governance 4/18/18 to 10/18/18	$27.00
(5)(nr)	Laura Kressin	Smart Spaces — Online Designer Office of the Chief of Academics 7/2/18 to 1/30/19	$12.00

Codes

1	Native American
2	African American
3	Asian/Oriental/Pacific Islander
4	Hispanic
5	White
6	Other
r	Resident
nr	Non-resident
*	LTE contract longer than one year

Vice-President Miller moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Voss, Woodward, and President Sain — 7.
Noes — None — 0.

(Item 3) Action on Negotiated Collective-bargaining Agreements with MTEA (Milwaukee Teachers' Education Association) — Teachers, Educational Assistants, and Accountants/Bookkeepers

Background

As required by state law, the Milwaukee Board of School Directors (MBSD) has engaged in negotiations with its certified collective-bargaining units on the subject of base wages. Negotiations have been completed with the MTEA (Milwaukee Teachers' Education Association) — Teachers, Educational Assistants and Accountants/Bookkeepers:

Highlights of Contract Resolution between
the Milwaukee Board of School Directors and the Milwaukee Teachers' Education Association
July 1, 2018, through June 30, 2019

Teachers — Tentative Agreement

1. One-year contract (July 1, 2018, through June 30, 2019).
2. Base wage increase of 2.13% across the board, to be effective July 1, 2018.

Educational Assistants — Tentative Agreement

1. One-year contract (July 1, 2018 through June 30, 2019).
2. Base wage increase of 2.13% across the board, to be effective July 1, 2018.

Accountants/Bookkeepers — Tentative Agreement

1. One-year contract (July 1, 2018 through June 30, 2019).
2. Base wage increase of 2.13% across the board, to be effective July 1, 2018.

Each agreement has a term of one year and provides for a 2.13% base wage increase. Employees who separate from service prior to the effective date of the wage increase will not be eligible to receive back-pay for the covered period. The base wage increase is effective for the start of the FY19 payroll calendar in place for the appropriate classification. This does not include 2018 Summer School.

Also, through the meet-and-confer process, the District will raise the minimum starting annual salary for teachers to $42,500 and fully fund the educational assistants' salary structure for the 2018-19 school year, as outlined in the attachments provided under separate cover.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

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

Fiscal Impact Statement

The funding for these wage increases was approved by the Board in the FY19 budget.

Implementation and Assessment Plan

Upon approval by the Board, the collective-bargaining agreements will be implemented.

Recommendation

The Administration recommends that the Board approve the collective-bargaining agreements as outlined above and in the attachments provided under separate cover.

Vice-President Miller moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Voss, Woodward, and President Sain — 7.
Noes — None — 0.

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(Item 4) Action on Monthly Finance Matters: Informational 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

Routine Monthly Reports

The report on cumulative purchases in excess of $50,000, the report on revenues and expenses, the monthly expenditure control report, the report on administrative and school fund transfers, the monthly report on contracts awarded with a value under $50,000 and cumulative total report, and the report on monthly grant awards have been provided under separate cover. These are informational reports, and no action is required.

Report on Change Orders in Excess of $25,000

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

C026443 Transit Express, Inc.

On July 1, 2017, the Administration requested authorization to enter into a contract with Transit Express, Inc., for human-service vehicle (HSV) or van transportation services. The vendor was chosen pursuant to RFB 5759 for the amount of $160,000 in the initial term. Due to the increase in route transportation needs throughout the 2017-18 school year, the contract has now met the compensation amount. In order to remit payment for the services provided by Transit Express, Inc., additional funds are required in the amount of $52,965.21.

Original Contract Amount	$ 160,000.00
Increase	$ 52,965.21
Adjusted Contract Amount	$ 212,965.21

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C026699 First Student, Inc.

On July 1, 2014, the Administration requested authorization to enter into a contract with First Student, Inc., for yellow school bus transportation services. The vendor was chosen pursuant to RFP 844 for the amount of $5,296,373 for the fourth term. Due to the increase in route transportation needs throughout the 2017-18 school year, the contract has now met the compensation amount. In order to remit payment for the services provided by First Student, Inc., additional funds are required in the amount of $794,455.

Original Contract Amount	$ 5,296,373
Increase	$ 794,455
Adjusted Contract Amount	$ 6,090,828

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C026702 Lakeside Buses of Wisconsin, Inc.

On July 1, 2014, the Administration requested authorization to enter into a contract with Lakeside Buses of Wisconsin, Inc,. for yellow school bus transportation services. The vendor was chosen pursuant to RFP 844 for the amount of $9,509,067 for the fourth term. Due to the increase in route transportation needs throughout the 2017-18 school year, the contract has now met the compensation amount. In order to remit payment for the services provided by Lakeside Buses of Wisconsin, Inc., additional funds are required in the amount of $1,428,360.

Original Contract Amount	$ 9,509,067
Increase	$ 1,428,360
Adjusted Contract Amount	$ 10,937,427

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C026704 Riteway Bus Service, Inc.

On July 1, 2014 the Administration requested authorization to enter into a Contract with Riteway Bus Service, Inc., for yellow school bus transportation services. The vendor was chosen pursuant to RFP 844 for the amount of $8,039,200 for the fourth term. Due to the increase in route transportation needs throughout the 2017-18 school year, the contract has now met the compensation amount. In order to remit payment for the services provided by Riteway Bus Service, Inc., additional funds are required in the amount of $1,755,880.

Original Contract Amount	$ 8,039,200
Increase	$ 1,755,880
Adjusted Contract Amount	$ 9,795,080

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations of $5,000 or more			
Franklin School	Quarles & Brady LLP	$5,000.00	Hero Headquarters
	Total Monetary Donations of $5,000 or more	*$5,000.00*	

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
ALBA	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
ALBA	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Allen-Field School	LeadDog Marketing Group	$2,890.00	Kohl's Cares Field Trip Grant
Alliance High School	Patrick Mutsune	$200.00	General School Supplies
Alliance High School	Roberta L. Isaacson	$50.00	General School Supplies
Audubon High School	LeadDog Marketing Group	$878.00	Kohl's Cares Field Trip Grant
Audubon High School	LeadDog Marketing Group	$775.00	Kohl's Cares Field Trip Grant
Audubon High School	LeadDog Marketing Group	$957.50	Kohl's Cares Field Trip Grant
Audubon Middle School	LeadDog Marketing Group	$867.00	Kohl's Cares Field Trip Grant
Audubon Middle School	LeadDog Marketing Group	$867.00	Kohl's Cares Field Trip Grant
Audubon Middle School	LeadDog Marketing Group	$963.00	Kohl's Cares Field Trip Grant
Audubon Middle School	LeadDog Marketing Group	$846.00	Kohl's Cares Field Trip Grant
Audubon Middle School	LeadDog Marketing Group	$846.00	Kohl's Cares Field Trip Grant
Auer Avenue School	William Mcclure	$20.00	Parent Center
Auer Avenue School	Laura A. Hopp	$100.00	General School Supplies
Bethune Academy	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Bethune Academy	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Bradley Trade & Tech	Harbor District, Inc.	$320.00	Motorcycle Club
Brown Street School	Rotary Club of Milwaukee	$2,500.00	Club of Most Improved
Bruce School	LeadDog Marketing Group	$100.00	Kohl's Cares Field Trip Grant
Bryant School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Bryant School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Bryant School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Burbank School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Burbank School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Clarke Street School	Daniel & Penny Gentges	$250.00	Field Trip
Clarke Street School	George F. Roth	$250.00	Attendance
Clarke Street School	Robert & Robin Foster	$100.00	EOY Carnival
Clarke Street School	Sandy & Rick Voss	$200.00	EOY Carnival
Clemens School	LeadDog Marketing Group	$557.00	Kohl's Cares Field Trip Grant
Clemens School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Clement Avenue School	Anthem Blue Cross Blue Shield	$500.00	General School Supplies
Congress School	LeadDog Marketing Group	$900.00	Kohl's Cares Field Trip Grant
Congress School	LeadDog Marketing Group	$925.00	Kohl's Cares Field Trip Grant
Congress School	LeadDog Marketing Group	$875.00	Kohl's Cares Field Trip Grant

Location	Donor	Amount	Gift or Purpose
Cooper School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Cooper School	LeadDog Marketing Group	$150.00	Kohl's Cares Field Trip Grant
Cooper School	Children's Hospital of Wisconsin & Affiliates	$100.00	Stipend for CHW
Curtin School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Curtin School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Doerfler School	LeadDog Marketing Group	$990.00	Kohl's Cares Field Trip Grant
Doerfler School	LeadDog Marketing Group	$950.00	Kohl's Cares Field Trip Grant
Carson Academy of Science	LeadDog Marketing Group	$2,700.00	Kohl's Cares Field Trip Grant
Carson Academy of Science	General Mills/Box Tops For Education	$50.00	General School Supplies
Engleburg School	Professional Firefighters of WI Charitable Foundation	$1,500.00	Fire Safety Supplies
Engleburg School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Fairview School	LeadDog Marketing Group	$862.50	Kohl's Cares Field Trip Grant
Fairview School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Fifty-Third Street School	LeadDog Marketing Group	$2,978.60	Kohl's Cares Field Trip Grant
Fifty-Third Street School	LeadDog Marketing Group	$2,978.70	Kohl's Cares Field Trip Grant
Forest Home Avenue School	LeadDog Marketing Group	$978.00	Kohl's Cares Field Trip Grant
Forest Home Avenue School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Franklin School	Anthem Blue Cross Blue Shield	$500.00	General School Supplies
Franklin School	LeadDog Marketing Group	$1,591.50	Kohl's Cares Field Trip Grant
Franklin School	General Mills/Box Tops for Education	$42.60	General School Supplies
Franklin School	International Computer & Information Literacy Study	$200.00	Computer and Literacy
French Immersion School	Mr. Dye's Pies	$100.00	40th Anniversary
French Immersion School	Jenny Chay	$100.00	Support for 40th Anniversary
French Immersion School	Giles Fouquart	$30.00	Summer Bridge Books Donation
French Immersion School	Anonymous Donor	$15.00	Summer Bridge Books Donation
French Immersion School	Your Cause AbbVie*	$30.00	General School Supplies
French Immersion School	Paul & Kelley Post	$200.00	Summer Bridge Books Donation
French Immersion School	Elizabeth-Kelcey & Kasongo Kalumbula	$60.00	Summer Bridge Books Donation
French Immersion School	Zachary Nelson & Rita Kerhin	$30.00	Summer Bridge Books Donation
French Immersion School	Sarah J. Koffi-Kutodzo	$30.00	Summer Bridge Books Donation
French Immersion School	Jeff D. & Anne E. Weber	$15.00	Summer Bridge Books Donation
French Immersion School	Tamika Humphries	$15.00	Summer Bridge Books Donation

Location	Donor	Amount	Gift or Purpose
French Immersion School	Andrea H. Bell	$30.00	Summer Bridge Books Donation
French Immersion School	Tyler & Anna Willingham	$30.00	Summer Bridge Books Donation
French Immersion School	Heidi M. & Jason D. Seymour*	$60.00	Summer Bridge Books Donation
French Immersion School	Jade M. & Christopher D. Parisey	$30.00	Summer Bridge Books Donation
French Immersion School	Anonymous Donor	$105.00	Summer Bridge Books Donation
French Immersion School	Craig Bertman	$30.00	Summer Bridge Books Donation
French Immersion School	Jason K. Larkee	$30.00	Summer Bridge Books Donation
French Immersion School	Anonymous Donor	$50.00	Summer Bridge Books Donation
French Immersion School	Robert J. & Jennifer Fischer	$15.00	Summer Bridge Books Donation
French Immersion School	Anonymous Donor	$40.00	Summer Bridge Books Donation
Garland School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Garland School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Garland School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Garland School	General Mills/Box Tops for Education	$50.40	General School Supplies
Garland School	Garland PTA	$500.00	General School Supplies
Garland School	Paula Ortmann	$50.00	STEM Program
Garland School	Garland PTA	$324.48	General School Supplies
German Immersion	YourCause, LLC*	$8.24	General School Supplies
German Immersion	LeadDog Marketing Group	$720.00	Kohl's Cares Field Trip Grant
German Immersion	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
German Immersion	LeadDog Marketing Group	$926.00	Kohl's Cares Field Trip Grant
German Immersion	Erin Mindt	$100.00	Courtyard Project
German Immersion	Ashley Maben	$25.00	Courtyard Project
German Immersion	Christina Tietjen	$20.00	Courtyard Project
German Immersion	Kaye Bloede	$20.00	Courtyard Project
German Immersion	YourCause, LLC*	$50.00	General School Supplies
German Immersion	YourCause, LLC*	$8.24	General School Supplies
Goodrich School	LeadDog Marketing Group	$2,743.00	Kohl's Cares Field Trip Grant
Grant School	Platt Construction, Inc.	$400.00	Carnival Activities
Grant School	Leaddog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Hamilton High School	Eric A. Jochims	$250.00	FAFSA Supplies
Hamilton High School	Nick Elert	$50.00	Wrestling Equipment
Hamilton High School	Snap Raise	$887.00	Baseball Equipment
Hampton School	LeadDog Marketing Group	$2,674.00	Kohl's Cares Field Trip Grant
Hayes Bilingual School	LeadDog Marketing Group	$2,000.00	Kohl's Cares Field Trip Grant
Hi-Mount School	LeadDog Marketing Group	$2,850.00	Kohl's Cares Field Trip Grant
Honey Creek Elementary School	LeadDog Marketing Group	$1,045.00	Kohl's Cares Field Trip Grant

Location	Donor	Amount	Gift or Purpose
Hopkins Street School	LeadDog Marketing Group	$268.00	Kohl's Cares Field Trip Grant
Hopkins Street School	LeadDog Marketing Group	$990.50	Kohl's Cares Field Trip Grant
Humboldt Park School	LeadDog Marketing Group	$1,622.50	Kohl's Cares Field Trip Grant
Humboldt Park School	Curriculum Study (BSCS)	$300.00	Science Field Trip
I.D.E.A.L.	LeadDog Marketing Group	$2,000.00	Kohl's Cares Field Trip Grant
Kagel School	LeadDog Marketing Group	$998.75	Kohl's Cares Field Trip Grant
Kagel School	LeadDog Marketing Group	$625.00	Kohl's Cares Field Trip Grant
Kagel School	LeadDog Marketing Group	$803.00	Kohl's Cares Field Trip Grant
Keefe Avenue School	LeadDog Marketing Group	$810.00	Kohl's Cares Field Trip Grant
Keefe Avenue School	Cream City Links	$1,000.00	Mental Health Services
Keefe Avenue School	St. Mark AME Church	$300.00	PBIS Incentives
Kilbourn School	LeadDog Marketing Group	$650.00	Kohl's Cares Field Trip Grant
King Elem School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
King Elem School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
King Elem School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
King High School	Sandra & Bruce Stark	$700.00	General School Supplies
King High School	Marion Clendenen-Acosta	$200.00	Forensics Donation
King Middle Years	LeadDog Marketing Group	$2,000.00	Kohl's Cares Field Trip Grant
Kluge School	Anonymous Donation	$50.00	General School Supplies
Lafollette School	LeadDog Marketing Group	$800.00	Kohl's Cares Field Trip Grant
Lafollette School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Lafollette School	Lisa A. Gonzalez*	$10.00	8th Grade Camp
Lancaster School	LeadDog Marketing Group	$700.00	Kohl's Cares Field Trip Grant
Lincoln Avenue School	LeadDog Marketing Group	$850.00	Kohl's Cares Field Trip Grant
Lincoln Avenue School	LeadDog Marketing Group	$2,000.00	Kohl's Cares Field Trip Grant
Lincoln Avenue School	Sixteenth Street Community Health Centers, Inc.	$217.92	General School Supplies
Lincoln Middle School	University of Wisconsin Survey Center	$245.00	General School Supplies
Lloyd Barbee Montessori	LeadDog Marketing Group	$2,000.00	Kohl's Cares Field Trip Grant
Lloyd Barbee Montessori	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Lloyd Barbee Montessori	Black Arts MKE — Marcus Center	$2,446.16	General School Supplies
Lowell School	LeadDog Marketing Group	$865.00	Kohl's Cares Field Trip Grant
Lowell School	LeadDog Marketing Group	$719.50	Kohl's Cares Field Trip Grant
Lowell School	LeadDog Marketing Group	$818.00	Kohl's Cares Field Trip Grant
Lowell School	LeadDog Marketing Group	$995.00	Kohl's Cares Field Trip Grant
Lowell School	M&M Sub Ventures, LLC	$448.00	General School Supplies

Location	Donor	Amount	Gift or Purpose
MacDowell Montessori	Macdowell Montessori PTO*	$252.00	General School Supplies
Maple Tree School	LeadDog Marketing Group	$3,000.00	Kohl's Cares Field Trip Grant
Maryland Avenue School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Maryland Avenue School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Maryland Avenue School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Maryland Avenue School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Maryland Avenue School	Lead Dog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Meir School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Meir School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Meir School	Wisconsin Masonic Foundation	$1,000.00	General School Supplies
Meir School	Wisconsin Masonic Foundation	$1,000.00	General School Supplies
Meir School	Mark Wade II, LLC	$500.00	General School Supplies
Milw. Academy of Chinese Language	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Milw. Academy of Chinese Language	LeadDog Marketing Group	$2,000.00	Kohl's Cares Field Trip Grant
Milw. High School of the Arts	Cream City Foundation	$1,000.00	General School Supplies
Milw. High School of the Arts	MPS Foundation, Inc.	$1,000.00	Art Programs
Milw. High School of the Arts	ADAMM Education	$500.00	Boys' Tennis
Milw. School of Languages	The Finch Family	$25.00	General School Supplies
Milw. School of Languages	Wisconsin Masonic Foundation	$1,000.00	Scholarship Donation
Milw. School of Languages	Wisconsin Masonic Foundation	$650.00	Scholarship Donation
Milw. School of Languages	French American Cultural Exchange Foundation	$4,000.00	General School Supplies
Milw. School of Languages	LeadDog Marketing Group	$995.00	Kohl's Cares Field Trip Grant
Milw. School of Languages	LeadDog Marketing Group	$999.00	Kohl's Cares Field Trip Grant
Milw. School of Languages	Lead Dog Marketing Group	$368.75	Kohl's Cares Field Trip Grant
Milw. Sign Language School	LeadDog Marketing Group	$950.00	Kohl's Cares Field Trip Grant
Milw. Sign Language School	LeadDog Marketing Group	$950.00	Kohl's Cares Field Trip Grant
Milw. Sign Language School	LeadDog Marketing Group	$750.00	Kohl's Cares Field Trip Grant
Ninety-Fifth Street School	LeadDog Marketing Group	$728.00	Kohl's Cares Field Trip Grant
Ninety-Fifth Street School	LeadDog Marketing Group	$995.00	Kohl's Cares Field Trip Grant
North Division High School	Lisa D Kromraj	$60.00	Majorette Donation
North Division High School	Employ Milwaukee	$300.00	Graduation Fees
North Division High School	Employ Milwaukee	$3,150.00	Graduation Fees

Location	Donor	Amount	Gift or Purpose
Pierce School	LeadDog Marketing Group	$2,000.00	Kohl's Cares Field Trip Grant
Pulaski High School	LeadDog Marketing Group	$3,000.00	Kohl's Cares Field Trip Grant
Ralph Metcalfe School	LeadDog Marketing Group	$740.00	Kohl's Cares Field Trip Grant
Ralph Metcalfe School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Ralph Metcalfe School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Ralph Metcalfe School	Thomas E. Riemann	$100.00	General School Supplies
Riley School	Stefanovich Insurance Agency	$250.00	General School Supplies
Riley School	Stefanovich Insurance Agency	$250.00	General School Supplies
Riley School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Riley School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Riverside High School	Patti Debow	$55.00	General School Supplies
Riverside High School	City on a Hill	$355.00	General School Supplies
Riverside High School	Herb Kohl Educational Foundation	$250.00	General School Supplies
Riverside High School	Abundant Living Care LLC	$150.00	General School Supplies
Riverside High School	LeadDog Marketing Group	$1,994.50	Kohl's Cares Field Trip Grant
Rogers Street Academy	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Rogers Street Academy	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Rogers Street Academy	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Rogers Street Academy	Xiomara Alicea	$170.50	General School Supplies
Ronald Reagan High School	Scott Jackson	$500.00	General School Supplies
Ronald Reagan High School	Cooper Elementary	$50.00	General School Supplies
Ronald Reagan High School	Natural Resources Foundation of Wisconsin	$1,994.00	General School Supplies
Ronald Reagan High School	Debra & Sterch Butz	$75.00	Music Supplies
Sherman School	LeadDog Marketing Group	$4,000.00	Kohl's Cares Field Trip Grant
Sherman School	Heritage Senior Living	$450.00	Basketball Supplies
South Division High School	Marilyn A. Swiontek	$525.00	General School Supplies
South Division High School	Herb Kohl Philanthropies	$250.00	French Club Supplies
South Division High School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
South Division High School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
South Division High School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Spanish Immersion	LeadDog Marketing Group	$2,000.00	Kohl's Cares Field Trip Grant
Stuart School	Ball Corporation	$1,920.00	Summer Reading Supplies
Thoreau School	LeadDog Marketing Group	$1,988.00	Kohl's Cares Field Trip Grant
Trowbridge School	The Meemic Foundation	$1,000.00	Teacher Activities
Trowbridge School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Trowbridge School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant

Location	Donor	Amount	Gift or Purpose
Trowbridge School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Victory School	Making Sense of Science (MSS)	$600.00	Science Supplies
Victory School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Victory School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Victory School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Vieau School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Westside Academy I	MPS Foundation, Inc.	$100.00	School Uniforms
Whitman School	LeadDog Marketing Group	$820.00	Kohl's Cares Field Trip Grant
Whittier School	University of Wisconsin-Milwaukee	$480.00	Student Affairs
Whittier School	Whittier PTO	$1,145.00	Educational Support
Whittier School	Whittier PTO	$1,000.00	Student Incentive
Whittier School	Catherine Arnold	$200.00	Faculty/Staff Supplies
	Total Monetary Donations	*$183,071.84*	
Non-monetary Donations			
Burbank School	Patrick & Amy Shields	$50.00	Used Boys Clothes
Emerson School	OshKosh B'gosh	$263.75	Clothes for Students
Goodrich School	Donors Choose	$387.47	Classroom Material for Learning
Goodrich School	Donors Choose	$600.00	Classroom Math/Writing Materials
Grantosa Drive School	Donors Choose	$713.81	Classroom Materials
Grantosa Drive School	Donors Choose	$482.79	Classroom Materials
Grantosa Drive School	Donors Choose	$159.58	Art Supplies
Hamilton High School	Donors Choose	$487.10	Tennis Racquets
Hampton School	Olive Garden Italian Restaurant	$200.00	Food
Hi-Mount School	Berean Family Worship Center, Inc.	$704.95	General School Supplies
Hi-Mount School	Berean Family Worship Center, Inc.	$286.83	General School Supplies
Hi-Mount School	Berean Family Worship Center, Inc.	$259.34	General School Supplies
Hi-Mount School	Berean Family Worship Center, Inc.	$259.34	General School Supplies
Keefe Avenue School	Young Enterprising Society (YES)	$8,800.00	YES STEAM Sessions
Lincoln Middle School	Sky Zone Trampoline Park	$64.00	Sky Zone Passes
Lincoln Middle School	Milwaukee Public Museum	$36.00	Museum Pass
Lincoln Middle School	Half Price Books	$44.00	CD's
Lincoln Middle School	Milwaukee Art Museum	$38.00	Admission to Art Museum
Lincoln Middle School	Wisconsin Timber Rattlers	$56.00	Tickets to Timber Rattlers Game
Lincoln Middle School	Toppers Pizza	$64.00	Toppers Gift Certificate
Lincoln Middle School	Half Price Books	$232.00	Books
MacDowell Montessori	Donors Choose	$189.06	Special Needs Supplies
MacDowell Montessori	Donors Choose	$170.22	Special Needs Supplies
Manitoba School	Donors Choose	$259.59	Chair, Pillow, Stool
Manitoba School	Donors Choose	$283.31	Set of Headphones
Manitoba School	Donors Choose	$472.95	Echo, Pencils, Clay
Manitoba School	Donors Choose	$244.71	Four (4) Learning Stools
Manitoba School	Donors Choose	$268.26	Mat, Timer, Sensory Balls
Manitoba School	Donors Choose	$174.25	Crayons, Colored Pencils
Manitoba School	Donors Choose	$189.31	Sensory/Fine Motor Supplies
Manitoba School	Donors Choose	$575.43	IPad, Cover, Protector
Manitoba School	Donors Choose	$338.76	Books
Manitoba School	Donors Choose	$336.05	Center Art Materials
Manitoba School	Donors Choose	$231.10	Books
Manitoba School	Donors Choose	$198.44	Pencils, Colored Pens, Markers
Manitoba School	Donors Choose	$968.96	Games

Location	Donor	Amount	Gift or Purpose
Manitoba School	Donors Choose	$498.54	Books, Puzzles
Manitoba School	Donors Choose	$335.84	Paper, Stickers, Paint
Manitoba School	Donors Choose	$468.05	Snow pants, Boots, Hats, Gloves
Manitoba School	Donors Choose	$335.11	Books
Manitoba School	Donors Choose	$335.15	Art Supplies
Manitoba School	Donors Choose	$182.25	Professional Development Supplies
Manitoba School	Donors Choose	$842.00	Professional Development Supplies
Manitoba School	Donors Choose	$137.88	General School Supplies
Manitoba School	Donors Choose	$179.70	Flash Math Game/Stools
Manitoba School	Donors Choose	$189.86	Crayola Markers
Manitoba School	Donors Choose	$365.56	Snacks for Students
Manitoba School	Donors Choose	$388.11	Books
Manitoba School	Donors Choose	$384.22	Building Tiles
Manitoba School	Donors Choose	$778.84	Games, Blocks, Lap Desk, STEM
Manitoba School	Donors Choose	$609.42	Books, Games, Insect Specimen
Manitoba School	Donors Choose	$333.48	Online Subscription to Happy Numbers
Manitoba School	Donors Choose	$337.10	Balls, Bean Bags, Alpha Bowline
Meir School	Donors Choose	$116.12	Choir Supplies
Meir School	Donors Choose	$716.23	Theater Supplies
Starms Early Childhood School	The Home Depot	$100.00	Garden Supplies
	Total Non-Monetary Donations	*$26,722.82*	
	**Donations from MPS Alumni*	*$418.48*	
Total Value of Donations for July 2018		$214,794.66	

Administration's Recommendation

The Administration recommends that the Board accept the donations as listed above, with appropriate acknowledgement to be made on behalf of the Board.

Vice-President Miller moved to accept the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Voss, Woodward, and President Sain — 7.
Noes — None — 0.

* * * * *

(Item 5) Action on the Award of Professional Services Contracts

Background

Recommended for the Board's approval at this meeting are the following professional services contracts:

- Marquette University, for cognitive growth and supportive services,
  ARC-0-0-AGN-1S-ECTV ..... $ 240,480
- Wheaton Franciscan Healthcare — Southeast Wisconsin, Inc., for licensed athletic trainer services,
  ATH-0-0-IAT-DW-ECTS ..... $ 70,000

- Arts-education programming:
  - Arts at Large, Inc. ..... $ 1,000,000
  - Black Arts Think Tank, Inc. ..... $ 350,000
  - Milwaukee Children's Choir, Inc ..... $ 350,000
  - TBEY Arts Center, Inc ..... $ 350,000
  - Wisconsin Conservatory of Music, Inc ..... $ 500,000

  Budget codes will vary by location ordering services ..... $ 2,550,000
- Violence-reduction program services:
  - Milwaukee Christian Center, Inc. ..... $ 865,128
  - Running Rebels Community Organization ..... $ 1,207,500

  OGA-00-SST-DW-ECTS ..... $ 2,072,628

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments provided under separate cover.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments provided under separate cover.

Administration's Recommendation

The Administration recommends that the Board approve the professional services contracts as set forth in the attachments provided under separate cover.

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

Ayes — Directors Báez, Falk, Harris, Miller, Voss, Woodward, and President Sain — 7.
Noes — None — 0.

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(Item 6) Action on the Award of Exception-to-Bid Contracts

The Administration recommends that the Board approve the following exception-to-bid requests:

State Contract CFD0407 Extension of a Contract with Language Line Services, Inc., for Phone-and-Video Interpretation Services

The Administration is requesting authorization to extend the contract with Language Line Services, Inc., ("Language Line") for phone-and-video interpretation services. This contractor provides foreign-language interpretation services over the phone and video remote interpreting for all schools and departments within the MPS system. These services are necessary to comply with federal and state regulations regarding equal access to education, Title VI and Title XIX, as well as the language-access requirements set forth by the Office of Refugees.

The exception from the requirement of a competitive procurement process conducted by the Department of Procurement and Risk Management for this contract is on the basis of purchasing through an existing state contract which had been bid competitively (Administrative Policy 3.09(7)(e)(1)(a)).

The contractor was chosen pursuant to Wisconsin State Contract CFD0407. The original contract provided for two one-year options to extend if certain performance metrics were met. Language Line has met

the performance metrics codified in the contract; therefore, MPS is exercising the first option year of the contract.

This first contract extension will run from July 1, 2018, through June 30, 2019. The total cost of the contract in this extension year will not exceed $75,000.

Budget Code: OGA-0-0-SSF-CI-ECTS (School Special Funds — Contract Services).....$75,000

Language Line Services, Inc.

HUB Participation
Required..... 5%
Proposed 5%
$ Value.....NA

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

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Exception Authorization to Purchase News 2 You Products for a Unique Learning System for Educational Services

The Administration is requesting authorization to purchase from News 2 You Products ("n2y") the Unique Learning System, a comprehensive, modified curriculum for students with significant intellectual disabilities who participate in a curriculum based on the Common Core Essential Elements. This curriculum encompasses all academic areas for grades 1 through 12: literacy; math; science; and social studies.

The Unique Learning System provides differentiated learning materials with adapted methods for instruction so the students participate in rigorous daily classroom instruction similar to that of their non-disabled peers. The activities include visual representations onscreen, hearing text-to-speech as selected text is read aloud, hands-on learning with experiments, and written-expression opportunities. The Unique Learning System includes a standards-based set of interactive tools specifically designed for students with disabilities to access the general curriculum. All materials, licenses, and on-line access for the proposed product are included in this purchase.

News 2 You Products has provided MPS with this curriculum for the past seven years. RFP 921 was issued in May 2016 to test the marketplace, but did not result in an award. As such, the Administration has chosen to continue to utilize n2y based on the familiarity with the curriculum throughout the District.

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

The first option to extend was exercised for the 2017-2018 school year. The Administration seeks to exercise the second option to extend. This purchase will cover the period from September 1, 2018, to August 31, 2019.

The total cost of the goods purchased will not exceed $140,000.

Budget Code SSU-0-A-IF9-DW-ECTS (IDEA — Contracted Services).....$140,000

News 2 You Products

HUB Participation
Required..... 0%
Proposed 0%
$ Value.....NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 200
Student Career-awareness Commitment 10

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments provided under separate cover.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments provided under separate cover.

Administration's Recommendation

The Administration recommends that the Board approve the exception-to-bid requests as set forth in the attachments provided under separate cover.

Vice-President Miller moved approved of the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Voss, Woodward, and President Sain — 7.
Noes — None — 0.

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(Item 7) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Blanket Contract with Alpha Baking Company, Inc., for Bakery Products

Background

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) to and extend a blanket contract with Alpha Baking Company, Inc., ("Alpha Baking") to provide bakery items to all MPS school cafeterias for the school nutrition program.

This blanket contract covers hamburger buns, hot dog buns, dinner rolls, deli buns, 1-oz. bread sticks, 2-oz. bread sticks, and Pullman loaves.

This one-year extension will allow services to continue effective August 31, 2018, in order to align with the beginning of the 2018-19 school year while a new RFB is issued for the following school year.

The contractor was chosen pursuant to RFB 5723. The original blanket contract was for a one-year term and provided for two one-year options upon written mutual consent and the Board's approval. The waiver of Administrative Policy 3.09(9)(e) to extend the blanket contract is being sought as a result of the contract's three-year maximum term's having being surpassed by exercising a third, one-year option on the blanket contract.

The contract extension will run from August 31, 2018, through August 30, 2019. The total cost of the blanket contract in the extension year will not exceed $500,000.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachment provided under separate cover.
LNC-0-0-LNH-XX-EFOD = $500,000

Alpha Baking Company, Inc.

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

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

Implementation and Assessment Plan

Upon approval by the Board, the extension will begin as indicated in the attachment provided under separate cover.

Administration's Recommendation

The Administration recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the extension with Alpha Baking Company, Inc,. as set forth in the attachment provided under separate cover.

By consensus, Items 7, 8, and 9 were considered together.

Vice-President Miller moved to accept the Administration's recommendations relative to Items 7, 8, and 9. The motion passed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Voss, Woodward, and President Sain — 7.
Noes — None — 0.

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(Item 8) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Blanket Contract with Prairie Farms Dairy, Inc., for Dairy Products

Background

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to extend a blanket contract with Prairie Farms Dairy, Inc., ("Prairie Farms") to provide milk to all MPS school cafeterias for the school nutrition program.

This blanket contract covers 8-ounce cartons of four types of BGH-free milk: white skim milk, white 1% milk, skim chocolate milk and lactose-free skim milk

This one-year extension will allow services to continue effective September 1, 2018, in order to align with the beginning of the 2018-19 school year while a new RFB is issued for the following school year.

The contractor was chosen pursuant to RFB 5724. The original blanket contract was for a one-year term and provided for two one-year options upon written mutual consent and the Board's approval. The waiver of Administrative Policy 3.09(9)(e) to extend the blanket contract is being sought as a result of the contract's three-year maximum term having been being surpassed by exercising a third, one-year option on the blanket contract.

The contract extension will run from September 1, 2018, through August 31, 2019. The total cost of the blanket contract in the extension year will not exceed $2,750,000.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachment.
LNC-0-0-LNH-XX-EFOD (Nutrition Services) = $2,750,000

Prairie Farms Dairy, Inc.

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

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

Implementation and Assessment Plan

Upon approval by the Board, the extension will begin as indicated in the attachment provided under separate cover.

Administration's Recommendation

The Administration recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the extension with Prairie Farms Dairy, Inc., as set forth in the attachment provided under separate cover.

Adopted with the roll call vote on the motion for Item 7, above.

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(Item 9) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Blanket Contract with Boelter, LLC, for Food-service Equipment

Background

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and extend a blanket contract with Boelter, LLC, to provide various types of food-service equipment to those school cafeterias determined by the School Nutrition Service Department to be in need of replacement equipment.

This one-year extension will allow services to continue effective June 1, 2018, in order to align with the beginning of the 2018-19 school year while a new RFB is issued for the following school year.

The contractor was chosen pursuant to RFB 5721. The original blanket contract provided for a term of three years.

The waiver of Administrative Policy 3.09(9)(e) is being sought as a result of the contract's three-year maximum term having been surpassed by exercising a first, one-year option on the blanket contract.

The contract extension will run from June 31, 2018, through May 31, 2019. The total cost of the blanket contract in the extension year will not exceed $178,806.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachment.
LNC-0-0-LNH-XX-ECTS (Nutrition Services) = $178,806

Alpha Baking Company, Inc.

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

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

Implementation and Assessment Plan

Upon approval by the Board, the extension will begin as indicated in the attachment provided under separate cover.

Administration's Recommendation

The Administration recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the extension with Boelter, LLC as set forth in the attachment provided under separate cover.

Adopted with the roll call vote on the motion for Item 7, above.

* * * * *

(Item 10) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Piggyback Agreement with Cherwell Software, LLC, for IT Service-management Software

Background

The Administration is requesting authorization to enter into a piggyback agreement with Cherwell Software, LLC, ("Cherwell") for licensing, hosting, and implementation of an IT service-management system.

In accordance with Administrative Policy 3.09(7)(e)1a, the District has not directly engaged in a competitive procurement process for these services; instead, these materials and services will be obtained via a piggyback agreement pursuant to the University of Wisconsin-Madison's Contract #13-5399.

This software will be used for all of the district's call center's IT service requests, tracking, and reporting. Cherwell will replace the current HEAT ticketing system, which is long overdue for hardware and software upgrades. High costs of this upgrade made it advantageous for MPS to look at other options.

After initial implementation, the annual costs for this platform will be $44,400 per year. The district will be moving this application and support to the Cloud for about the same annual cost as MPS currently pays for HEAT, which would eliminate the need to purchase hardware as well as the ongoing internal support provided by staff.

This piggyback agreement will run from August 1, 2018, through July 31, 2021, ("Initial Term") with two one-year options to extend. The waiver of Administrative Policy 3.09(9)(e) is being sought as a result of the contract's three-year maximum term being surpassed if both one-year options are exercised after the Initial Term.

The total cost of the piggyback agreement will not exceed $80,400 in year 1, $44,400 in year 2, and $44,400 in year 3.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachment provided under separate cover.
TSV-0-0-TLN-DW-EMTC (Technology — Maintenance Contracts) = $169,200

Cherwell Software, LLC

Alpha Baking Company, Inc.

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

Student Engagement (hours per 36-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 0

Implementation and Assessment Plan

Upon approval by the Board, the piggyback agreement will begin as indicated in the attachment provided under separate cover.

Administration's Recommendation

The Administration recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the piggyback agreement with Cherwell Software, LLC, as set forth in the attachment provided under separate cover.

Vice-President Miller moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Voss, Woodward, and President Sain — 7.
Noes — None — 0.

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(Item 11) Action on a Request to Enter into an Intergovernmental Cooperative Agreement with the City of Milwaukee and an Agreement with Boys & Girls Club of Greater Milwaukee for the Truancy Abatement and Burglary Suppression (TABS) Program

Background

The Administration is requesting authorization to enter into an Intergovernmental Cooperative Agreement with the City of Milwaukee for the Truancy Abatement and Burglary Suppression (TABS) program. The City of Milwaukee provides six city police officers for the TABS program. MPS is also required by state statute to contract with the Boys & Girls Club of Greater Milwaukee for the operation of two established youth service centers.

The Department of Student Services is accountable for ensuring the implementation of the TABS program. These contracts are consistent with state statute §119.55 as well as Administrative Policy 8.14.

Each contract will run from July 1, 2018, through June 30, 2019.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 8.14, Truancy

Fiscal Impact Statement

City of Milwaukee for Truancy Abatement and Burglary Suppression (TABS) program, STV-0-0-TAB-DW-ECTS = $435,000

Boys & Girls Club of Greater Milwaukee for Truancy Abatement and Burglary Suppression (TABS) program, STV-0-0-TAB-DW-ECTS = $219,726

Implementation and Assessment Plan

Upon approval by the Board, the agreements will begin as indicated in the attachments provided under separate cover.

Administration's Recommendation

The Administration recommends that the Board:

1. authorize the Intergovernmental Cooperative Agreement with the City of Milwaukee as set forth in the attachments provided under separate cover, and
2. enter into an Agreement with Boys & Girls Club of Greater Milwaukee for the Truancy Abatement and Burglary Suppression (TABS) Program as set forth in the attachments provided under separate cover.

Vice-President Miller moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Voss, Woodward, and President Sain — 7.
Noes — None — 0.

* * * * *

(Item 12) Action on a Request to Enter into an Intergovernmental Cooperation Agreement between the Milwaukee Board of School Directors, the Wauwatosa School District, and the Milwaukee County Department of Health and Human Services/Division of Youth and Family Services for Record Sharing

Background

The Milwaukee Board of School Directors (MPS), Wauwatosa School District (WSD), and the Milwaukee County Department of Health and Human Services (DHHS)/Division of Youth and Family Services (DYFS) would like to enter into an Intergovernmental Cooperation Agreement in order to promote the parties' respective missions of improved public safety, youth accountability and rehabilitation, and youth educational outcome and the parties' aim to implement an improved case-plan development and a more efficient response to youths' community behavior.

MPS, WSD, and DHHS are authorized to enter into this agreement pursuant to Wis. Stats., §118.125(2)(n)1 and 2, and Wis. Stat., §938.78(2)(b)(1m). These state laws allow MPS, WSD, and DHHS/DYFS to share pupils' information with one another to effectively serve pupils in the youth-justice system prior to adjudication as delinquent or in need of protection or services.

Authority for sharing of educational information is also provided in 20 U.S.C., § 1232g, (recently amended by the Uninterrupted Scholars Act) and 20 U.S.C., § 1417(c), which apply to Parts B and C of the Individuals with Disabilities Education Act (IDEA) under the circumstances set forth under the amendment. Specifically, 20 U.S.C., §1232g(b)(E)(ii), provides that disclosure of student records without parental consent is allowed if the disclosure concerns the juvenile-justice system and the system's ability to effectively serve a student prior to adjudication and a state statute has been adopted to that effect.

Each party agrees to comply with the agreed upon measures to protect the confidentiality of any information provided under this agreement and state and federal laws to protect such information against unauthorized access or disclosure.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 8.42, Student Records

Fiscal Impact Statement

No Fiscal Impact.

Implementation and Assessment Plan

Upon approval by the Board, the Intergovernmental Cooperation Agreement will be implemented for the period of August 1, 2018, through July 31, 2019.

Administration's Recommendation

The Administration recommends that the Board approve the Intergovernmental Cooperation Agreement with the Wauwatosa School District, and the Milwaukee County Department of Health and Human Services/Division of Youth and Family Services, as provided under separate cover, for records sharing.

The gavel was passed from President Sain to Vice-President Miller at 9:02 PM.

Director Voss moved approval of the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Voss, Woodward, and President Sain — 7.
Noes — None — 0.

* * * * *

(Item 13) Action on the Award of Contracts for 21st-Century Community Learning Centers

Background

The Administration is requesting authorization to enter in agreements with eight community-based organizations (CBOs) to operate 35 Community Learning Centers (CLCs) during the 2018-19 school year. These community-based organizations were chosen pursuant to RFP 939: Before- and After-school Recreational Providers.

CLCs service more than 19,000 participants annually. Each CBO provides fiscal administration for its respective CLC sites, hires and evaluates CLC staff, and assists day school in developing extended-day academic, recreational, and parent/family programming.

These agreements are funded by a combination of grant funds awarded to the district by the Wisconsin Department of Public Instruction (DPI), as well as the district's Extension funds.

Each of the agreements presented for authorization will run from July 1, 2018, through June 30, 2019. The total cost of each contract and the associated budget codes are identified below:

Agency	Site	DPI Grant Funds		Extension Funds CSV-0-0-CNR-XX-ECTS		Total
Milwaukee Kickers Soccer Club, Inc.	Riley Elementary School	RCC-L-5-CL9-RI	$137,750	RI		$137,750
Boys and Girls Club of Greater Milwaukee	Allen Field Elementary School	RCC-L-5-2M9-AF	$50,000	AF	$25,000	$75,000
Boys and Girls Club of Greater Milwaukee	Audubon High School	RCC-M-5-DG9-AD	$123,500	AD		$123,500
Boys and Girls Club of Greater Milwaukee	Bay View High School	RCC-H-5-DG9-BV	$95,000	BV		$95,000
Boys and Girls Club of Greater Milwaukee	Bethune	RCC-X-X-XXX-37	$123,500	37		$123,500

Agency	Site	DPI Grant Funds		Extension Funds CSV-0-0-CNR-XX-ECTS		Total
Boys and Girls Club of Greater Milwaukee	Bradley Tech High School	RCC-H-5-2K9-MT	$99,000	MT		$99,000
Boys and Girls Club of Greater Milwaukee	Carson K-8 Academy	RCC-P-5-2F9-CA	$137,750	CA		$137,750
Boys and Girls Club of Greater Milwaukee	Carver K-8 Academy	RCC-P-5-2M9-PA	$50,000	PA	$25,000	$75,000
Boys and Girls Club of Greater Milwaukee	Clarke Street K-8 School	RCC-P-5-2L9-CK	$137,750	CK		$137,750
Boys and Girls Club of Greater Milwaukee	Eighty-first Street K-8 School	RCC-P-5-2L9-91	$137,750	81		$137,750
Boys and Girls Club of Greater Milwaukee	Engleburg Elementary School	RCC-L-5-CL9-EG	$137,750	EG		$137,750
Boys and Girls Club of Greater Milwaukee	Fifty-third Street K-8 School	RCC-P-5-2L9-53	$137,750	53		$137,750
Boys and Girls Club of Greater Milwaukee	Fratney Elementary School	RCC-L-5-CL9-FT	$137,750	FT		$137,750
Boys and Girls Club of Greater Milwaukee	Greenfield Avenue K-8 School	RCC-P-5-2L9-GN	$137,750	GN		$137,750
Boys and Girls Club of Greater Milwaukee	Hayes Bilingual	RCC-P-5-2K9-HY	$99,000	HY		$99,000
Boys and Girls Club of Greater Milwaukee	Lincoln Elementary School	RCC-L-5-2M9-LI	$50,000	LI	$25,000	$75,000
Boys and Girls Club of Greater Milwaukee	North Division High School	RCC-H-5-DL9-NO	$137,750	NO		$137,750
Boys and Girls Club of Greater Milwaukee	Obama-School of Career & Tech Ed	RCC-X-X-XXX-T6	$109,250	T6		$109,250
Boys and Girls Club of Greater Milwaukee	Pierce Elementary School	RCC-L-5-CL9-PI	$137,750	Pl		$137,750
Boys and Girls Club of Greater Milwaukee	Sherman K-8 School	RCC-P-5-2H9-SE	$123,500	SE		$123,500
Boys and Girls Club of Greater Milwaukee	Siefert Elementary School	RCC-L-5-2M9-SF	$50,000	SF	$25,000	$75,000
Boys and Girls Club of Greater Milwaukee	Townsend K-8 School	RCC-P-5-CL9-TO	$123,500	TO		$123,500
Boys and Girls Club of Greater Milwaukee	Washington High School	RCC-H-5-CL9-IT	$109,250	IT		$109,250
Boys and Girls Club of Greater Milwaukee	Wedgewood Park International School	RCC-M-5-2L9-BE	$137,750	BE		$137,750
Boys and Girls Club of Greater Milwaukee	Zablocki Elementary School	RCC-L-5-DG9-ZA	$137,750	ZA		$137,750
Children Outing Association	Auer Avenue K-8 School	RCC-P-5-2P9-AU	$50,000	AU	$25,000	$75,000
Children Outing Association	Doerfler K-8 School	RCC-P-5-2F9-DF	$123,500	DF		$123,500
Children Outing Association	Hopkins-Lloyd Community School	RCC-P-5-2L9-HK	$123,500	HK		$123,500
Children Outing Association	OW Holmes K-8 School	RCC-P-5-2M9-HM	$50,000	HM	$25,000	$75,000
Children Outing Association	Westside I & II K-8 Academy	RCC-P-5-DL9-WE	$123,500	WE		$123,500
First Stage Milwaukee, Inc.	Kluge Elementary School	RCc-L-S-2Q9,,KL	$99,000	KL		$99,000
Journey House, Inc	Longfellow K-8 School	RCC-P-5-2M9-LO	$50,000	LO	$25,000	$75,000
Neu-Life Community Development, Inc.	Gwen T. Jackson Early Childhood	RCC-L-5-2M9-21	$50,000	21	$25,000	$75,000

Agency	Site	DPI Grant Funds		Extension Funds CSV-0-0-CNR-XX-ECTS		Total
Silver Spring Neighborhood Center, Inc.	Thurston Woods	RCC-P-5-DG9-TW	$123,500	TW		$123,500
United Migrant Opportunity Services, Inc.	Vieau K-8 School	RCC-P-5-DL9-VU	$123,500	VU		$123,500
		Total:	$3,775,000		$200,000	$3,975,000

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures in the amount of $3,975,000:

- DPI Grant Funding..... $ 3,775,000
- Extension Fund ..... $ 200,000

Implementation and Assessment Plan

Upon the Board's approval, the Administration will enter into contracts with 35 community-based organizations to provide 21st-Century Community Learning Center programs throughout the city of Milwaukee. The 21st-Century CLC project's director (or designee) will monitor the agencies' compliance with the contracts and will manage the reimbursements of monthly expenditures. Daily attendance and overall performance of the CLCs will be monitored by the CLC Project Team through the Cayen web-based data-tracking system, as well as through regular site visits.

Administration's Recommendation

The Administration recommends the Board approve the 21st-Century Community Learning Centers' contracts as provided in the attachments under separate cover.

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

Ayes — Directors Báez, Falk, Harris, Miller, Voss, Woodward, and President Sain — 7.
Noes — None — 0.

* * * * *

(Item 14) Action on the Award of Contracts for the Partnership for the Arts and Humanities

Background

The Milwaukee Public Schools' Partnership for the Arts & Humanities is an annual allocation of 1.5 million dollars from the Extension Fund that supports after-school, weekend, and summer arts- and humanities-related programs for city of Milwaukee's children, youth, and families. The goals of the Partnership for the Arts & Humanities program are to:

1. increase access to arts and/or humanities experiences for all city of Milwaukee children, youth, and families;
2. strengthen existing and to establish new community partnerships that motivate students to higher levels of academic and social-emotional achievement; and

3. build the collective capacity of community-based organizations to effectively serve children, youth, and families.

Since the 2006-2007 school year, the Milwaukee Board of School Directors has approved 449 contracts with community-based organizations to provide arts- and humanities-related programming during out of school time. These programs are vetted by the Administration through a rigorous application process:

1. Applicants complete an eligibility check and application form, which includes the following sections: needs assessment, demographic information, projects' descriptions, culturally-responsive practices, programs' quality, staffing, partners' information, projects' settings, expected outcomes, budgets, and matching funds.
2. Administration facilitates an application-review process in which a panel of MPS staff and community members with expertise in the arts, humanities, education, and youth development reviews and rates applications based on a detailed rubric. New this year, student representation has been added to the review panel to incorporate youths' voices. As a result of a full-day deliberation, funding recommendations are determined.

The Administration communicated the application's guidelines and eligibility criteria to schools, community organizations, and individuals via the Superintendent's Thursday Updates, local listservs, and Constant Contact e-mail service. Information was also accessible online at http://www.MilwaukeeRecreation.net/ArtsAndHumanities. As additional support, the Administration offered informational sessions and a technical-assistance workshop for prospective applicants. This year, 56 proposals were received in comparison with 49 proposals in 2017. Funding requests total $2,817,212 in 2018, in comparison with $2,462,603 in 2017.

The Administration recommends entering into contracts with 47 community-based organizations totaling $1,437,299 in funding. The programs led by these organizations will serve a projected 20,200 unduplicated children, youth, and family members between September 2018 and August 2019. Collectively, these organizations have secured more than three million dollars in cash and in-kind matching support for the same or similar programming.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures in the amount of $1,437,299 from CSV-0-0-ART-RC-ECTS (Extension Fund — Arts and Humanities)

Implementation and Assessment Plan

Upon the Board's approval, the Administration will enter into contracts with 47 community-based organizations to provide arts and humanities programming throughout the city of Milwaukee.

Administration's Recommendation

The Administration recommends that the Board approve the Partnership for the Arts and Humanities contracts as provided in the attachments under separate cover.

Director Voss moved approval of the Administration's recommendations. The motion passed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Voss, Woodward, and President Sain — 7.
Noes — None — 0.

The gavel was returned to President Sain at 9:23 PM.

* * * * *

(Item 15) Action on a Request for Adoption of a Resolution, under Section 119.25 of the Wisconsin Statutes, to Delegate the Board's Expulsion Authority to Independent Hearing Officers

Background

Section 119.25 of the Wisconsin Statutes allows the Board to adopt a resolution authorizing the use of either an independent hearing panel or hearing officers appointed by the Board to hear and decide student expulsion cases. The resolution is effective for the school year for which it is adopted.

At its meeting on August 28, 2008, the Board approved revisions to Administrative Policies 8.32 and 8.33 to authorize the use of independent hearing officers to hear and decide student expulsion cases.

For the 2017-18 school year, the Board adopted a resolution authorizing the use of independent hearing officers who are non-district employees (as suggested by the City Attorney) to hear and decide expulsion cases.

For the 2018-19 school year, the Administration is recommending the continued use of independent hearing officers to hear and decide student expulsion cases. The Department of Student Services will continue to provide training for the independent hearing officers to ensure that all independent hearing officers understand their role, responsibilities, and options.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 8.33, Student Expulsion: Independent Hearing Officer

Fiscal Impact Statement

Approval of this item does not authorize expenditures. The primary cost of processing student expulsion cases is the transcription services and the cost of the independent hearing officers. These costs were previously approved in the FY2019 budget for the Department of Student Services.

Administration's Recommendation

The Administration recommends that the Board adopt the following resolution:

RESOLVED, That for the 2018-19 school year, student expulsions from the Milwaukee Public Schools shall be ordered by an Independent Hearing Officer; and be it

FURTHER RESOLVED, That the Administration implement the behavior reassignment option, whenever possible; and be it

FURTHER RESOLVED, That the same due process procedures as were used in 2017-18 be followed when hearing all cases of student expulsions; and be it

FURTHER RESOLVED, That the Independent Hearing Officer may impose one or more early reinstatement conditions under which a student who is expelled from school may be reinstated to school before the end of his or her expulsion. The reinstatement condition may be a condition a student is required to meet before he or she may be granted reinstatement, or a condition that the pupil is required to meet after his or her early reinstatement. The early reinstatement conditions must be related to the reasons for the student's expulsion and be stated in the expulsion order; and be it

FURTHER RESOLVED, That the Independent Hearing Officer in all expulsion cases provide educational services to expelled students at an MPS alternative/partnership school or online academic support; and be it

FURTHER RESOLVED, That the expelled students shall be reinstated to the Milwaukee Public Schools through the Department of Student Services in the manner described herein.

Vice-President Miller moved to adopt the resolution. The motion passed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Voss, Woodward, and President Sain — 7.
Noes — None — 0.

* * * * *

(Item 16) Action on a Recommendation to Approve the 2018-2019 Inter-district Transfer Agreements

Background

1. Section 121.85(3) of the Wisconsin Statutes allows the Board to enter into annual written inter-district transfer agreements with school districts for the purpose of reducing racial imbalance.

2. In April 2018, the Administration mailed to each suburban district the appropriate version (I or II) of the 2018-2019 Inter-district Transfer Agreement with a request that the agreement be signed by the respective board president.

3. As of July 2018, all 21 participating suburban districts have returned the 2018-2019 Inter-district Transfer Agreement.

4. For the 2018-2019 school year, Milwaukee Public Schools will arrange transportation services for 13 of the 21 participating school districts — Cudahy, Franklin, Greendale, Greenfield, Hamilton/Sussex, New Berlin, Saint Francis, Shorewood, South Milwaukee, Wauwatosa, West Allis/West Milwaukee, Whitefish Bay, and Whitnall. (See Inter-district Transfer Agreement, Version I, provided under separate cover.) The remaining eight of the 21 participating school districts — Fox-Point/Bayside, Elmbrook, Germantown, Maple Dale/Indian Hill, Menomonee Falls, Mequon-Thiensville, Nicolet, and Oak Creek/Franklin — will arrange their own transportation. Reimbursement for transportation services will be funded by Milwaukee Public Schools. (See Inter-district Transfer Agreement, Version II, provided under separate cover.)

5. The chart below outlines the actual enrollment for the 2016-2017 and 2017-2018 school years, as well as the number of contracted seats for the 2018-2019 school year for all 21 participating suburban school districts.

	Seats		
Chapter 220 District	2018-2019 Contracted	2017-2018 Actual	2016-2017 Actual
Cudahy	4	4	9
Elmbrook	58	80	101
Fox Point/Bayside	61	72	86
Franklin	20	27	33
Germantown	21	27	37
Greendale	35	40	46
Greenfield	9	14	19
Hamilton/Sussex	48	65	85
Maple Dale/Indian Hill	10	12	15
Menomonee Falls.	36	46	64
Mequon-Thiensville	72	96	100
New Berlin	2	3	6
Nicolet	40	37	34
Oak Creek/Franklin	24	35	54
St. Francis	8	11	20
Shorewood	52	70	78
South Milwaukee	2	5	8
Wauwatosa	44	56	64
West Allis/West Milwaukee	6	9	15
Whitefish Bay	134	151	176
Whitnall	24	28	36
TOTAL	710	888	1,086

6. The chart below details the projected contract amount for each of the districts that will be reimbursed for transportation for the 2018-2019 school year.

Chapter 220 District	Contracted Seats	Per-Pupil Cost	Contract Amount
Elmbrook	58	$3,596.18	$208,578.44

Chapter 220 District	Contracted Seats	Per-Pupil Cost	Contract Amount
Fox Point-Bayside	61	$3,227.18	$196,857.98
Germantown	21	$4,941.78	$103,777.38
Maple Dale-Indian Hills	10	$3,023.68	$30,236.80
Menomonee Falls	36	$3,582.59	$128,973.24
Mequon-Thiensville	72	$4,209.84	$303,108.48
Nicolet	40	$2,267.76	$90,710.40
Oak Creek-Franklin	24	$3,779.60	$90,710.40
TOTAL	322		$1,152,953.12

7. Milwaukee Public Schools initially pays the district a per-pupil amount equivalent to the average per-pupil cost for that district if Milwaukee Public Schools scheduled the service. In subsequent years, Milwaukee Public Schools pays the average pe- pupil cost, plus inflation, as measured by the Consumer Price Index (CPI). Actual costs are based on enrollments on the third Friday in September. Annually, the Administration reviews the contracts to ensure that these suburban contracts cost the district less than if Milwaukee Public Schools scheduled the transportation services. The Administration is requesting authorization to enter into contracts with the suburban districts above to reimburse the cost of transportation services for students participating in the Inter-district Transfer Program (Chapter 220).

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

8. The recommendation regarding the Inter-district Transfer Agreement is in compliance with Administrative Policy 8.11, Admission of Nonresident Students; Wisconsin Statutes, § 121.85; and direction from the U.S. Department of Education regarding procedures for Title I funding.

Fiscal Impact Statement

9. The Administration is requesting authorization to enter into contracts with the following suburban districts to reimburse the cost of transportation services for students participating in the Inter-district Transfer Program (Chapter 220). Contracts will be for the 2018-2019 school year. The budget code for reimbursement of the expenditures is SM1-0-0-TRS-DW-EPPT.

Chapter 220 District	2018-2019 Contract Amount
Elmbrook	$208,578.44
Fox Point/Bayside	$196,857.98
Germantown	$103,777.38
Maple Dale/Indian Hill	$30,236.80
Menomonee Falls	$128,973.24
Mequon-Thiensville	$303,108.48
Nicolet	$90,710.40
Oak Creek/Franklin	$90,710.40
TOTAL	$1,152,953.12

10. This item authorizes expenditures pursuant to federal law. Districts are reimbursed based on the number of eligible Milwaukee- resident students who receive Title I services provided by the host district.

Implementation and Assessment Plan

Upon approval by the Board, the Inter-district Student Transfer Agreements will be implemented.

Administration's Recommendation

The Administration recommends that the Board:

1. approve the Inter-district Transfer Agreements for the 2018-2019 school year as presented above and in the attachments to this item provided under separate cover; and
2. authorize the Administration to enter into contracts with the 21 school districts, as presented above and in the attachments to this item provided under separate cover, to provide transportation services for the 2018-2019 school year.

Vice-President Miller moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Voss, Woodward, and President Sain — 7.
Noes — None — 0.

* * * * *

(Item 17) Action on Monthly Facilities Matters: FMS Award of Emergency Purchase and Contract Recommendation

Background

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

Emergency Replacement of Water Filter Cartridges District-wide

An emergency contract is being reported as required by Administrative Policy 3.09(14), Purchasing and Bidding Requirements. Facilities and Maintenance Services (FMS) received quotes on May 11, 2018, for a formally solicited Request for Quotation (RFQ) to supply water-filter cartridge replacements as a part of the district's water-quality initiative. A&A Plumbing of Milwaukee submitted a low bid of $23,061.50 and was awarded a contract on May 14, 2018, after written verification that the vendor had the ability to meet the requirements of the RFQ. The filters were required to be provided by June 13, 2018, in order for building engineers to have the filters installed before school started.

On June 26, 2018, the vendor provided notice to FMS that it required an additional $65,686.50 to complete itsd order, for a total cost of $88,748.00. FMS rejected the request and submitted to A&A Plumbing the option to cancel its contract. FMS then pursued an emergency contract with Grainger — who had been the second-lowest bidder under the May 11, 2018, RFQ — in the amount of $70,389.00 in order to fulfill the order promptly and to meet building-operation deadlines for school readiness.

The filters are funded through the Major Maintenance construction fund, budget code FAR 00 MM2 DW ECNC, Project 5523, in the amount of $70,389.00.

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Emergency Gym Floor Repair at Marshall High School

An emergency contract is being reported as required by Administrative Policy 3.09(14,) Purchasing and Bidding Requirements. Due to a flood from a bathroom fixture at Marshall High School, the wood-floor system in the main gym #114 sustained extensive water damage which will require partial replacement and refinishing of the floor system.

In order to complete the floor-repair work and have the main gym operational before the start of school on August 13, it was necessary to move forward with an emergency contract to complete the work. Five (5) wooden gym flooring firms were contacted for cost proposals, and Schmidt Custom Flooring was the lowest bidder for the scope of services required to complete the work.

The contract is funded through the major maintenance construction fund, budget code FAR 00 MM2 MRECNC, Project 5573, in the amount of $109,770.00.

The work is scheduled for completion of the main gym by August 10, 2018.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

The item authorizes expenditures for emergency contracts in the total amount of $180,159.00.

Implementation and Assessment Plan

Upon the Board's approval, the emergency contracts shall be executed.

Administration's Recommendation

The Administration recommends that the Board approve the emergency contracts as requested.

Vice-President Miller moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Voss, Woodward, and President Sain — 7.
Noes — None — 0.

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(Item 18) Action on a Request to Enter into a Lease Agreement with Groundwork Milwaukee, Inc., at Golda Meir School, Located at 227 West Pleasant Street

Background

Under the Adopt-a-School program that allows businesses and community organizations to work specifically with Milwaukee Public Schools, a partnership has been established between Golda Meir School and Groundwork Milwaukee, Inc., to offer Milwaukee Public Schools' students a unique opportunity to learn about the many facets of agriculture through Groundwork's Young Farmers and Green Team Programs.

Members of Groundwork Milwaukee, Inc., work alongside Golda Meir's high-school teaching staff and the district's curriculum specialists to develop this specialized curriculum, ensuring that the program meets Milwaukee Public Schools' standards. Some of the highlights include:

- an aquaponics program using the principles of STEM education;
- geo-mapping for the advanced-placement human geography class;
- summer employment opportunities for students;
- field trips to national parks;
- curricular support to environmental science teachers at Golda Meir; and
- expansion of the Green Team Program to elementary and middle-school students.

The Administration is requesting approval of a lease agreement to commence on August 1, 2018, and to terminate on July 31, 2023, with an annual lease rate of $18,000 and an option to extend the lease for two additional five-year terms, contingent upon approval by the Board, in order to provide space for Groundwork Milwaukee, Inc., to further advance its work with Golda Meir School in providing services to Milwaukee Public Schools students that promote growth and create opportunities for future success.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item. Total lease revenue for the lease term is $90,000.

Implementation and Assessment Plan

Upon the Board's approval, the lease agreement with Groundwork Milwaukee, Inc., as provided under separate cover, shall be executed.

Administration's Recommendation

The Administration recommends that the Board approve the lease agreement, as provided under separate cover, with Groundwork Milwaukee, Inc., at Golda Meir School, located at 227 West Pleasant Street.

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

Ayes — Directors Báez, Falk, Harris, Miller, Voss, Woodward, and President Sain — 7.
Noes — None — 0.

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(Item 19) Action on a Request to Authorize Regional-development Plans Associated with the 53206 Initiative at Auer Avenue, Andrew Douglas, Hopkins Lloyd, Jackson, Keefe Avenue, Green Bay, and North Division

Background

To better serve the community residing in the 53206 ZIP code, the Administration is requesting authorization to expand educational program offerings and reconfigure schools in 53206. In February 2017, the Administration held a visioning meeting with school leaders from nine 53206 schools and with administrators representing a variety of offices and departments, including the Offices of Academics and Finance, and the departments of Strategic Partnerships & Customer Service, Communications & Outreach, Recreation, and Black & Latino Male Achievement. One external stakeholder from community advocates Public Policy Institute also attended.

Following the internal visioning meeting, the Administration held a community visioning meeting in April 2017. This meeting included elected officials and stakeholders from a variety of organizations and funders, including Running Rebels, Safe & Sound, Walnut Way Conservation Corp., United Way of Greater Milwaukee & Waukesha County, Northwestern Mutual, and representatives from the City of Milwaukee.

In addition to the visioning meetings, a principal's cohort consisting of nine school leaders from North Division, Andrew Douglas, Auer Avenue, Benjamin Franklin, Hopkins Lloyd, Green Bay, Gwen T. Jackson, Keefe Avenue, and LaFollette was created. The cohort meets regularly to further discuss the needs in 53206.

Based on input from the visioning meetings and the cohort, the Administration is recommending that Andrew Douglas be reconfigured as a state-of-the-art middle school, beginning with the 2019-20 school year. To prepare for this reconfiguration, the Administration is recommending that Douglas temporarily operate from the Keefe Avenue building during the 2018-19 school year. This temporary relocation will allow for the renovation of the Douglas building for reopening for the 2019-20 school year.

The Administration is also recommending that Auer Avenue, Hopkins Lloyd, Keefe Avenue, and Jackson be reconfigured to operate as K-5 schools, effective with the 2019-20 school year. The K-5 seats at Douglas will be allocated to these four K-5 schools. Reconfiguring the schools will allow for a feeder pattern from the K-5 schools into Douglas, and from Douglas into North Division by implementing a pipeline model offering a continuum of expanded educational programs across elementary, middle-, and high-school grade bands.

The Administration recommends engaging a consultant to facilitate the re-envisioning of North Division as part of the Initiative. With these changes, the nine schools will be better able to prepare students for college and career success.

The Administration also recommends that Green Bay serve as the Success Center for all schools in the district, starting with the 2019-20 school year.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

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

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

FY19 expense to implement the projects is $3,130,000:

- Andrew Douglas Middle School, from Qualified School Construction Bonds (QSCB) ..... $ 3,100,000
- North Division: from School Operations funds to engage a consultant to facilitate the re-envisioning process,..... $ 25,000

Implementation and Assessment Plan

Upon Approval by the Board, the Administration will implement the initiative and the FY19 projects.

Administration's Recommendation

The Administration recommends that the Board approve the following projects for FY19, to be effective with the 2019-20 school year:

1. establishment of Andrew Douglas as a state-of-the-art middle school and feeder to North Division High School;
2. the temporary co-location of Keefe and Andrew Douglas students at Keefe for 2018-19 to allow for renovation of Douglas as a middle school to open in 2019-20;
3. the reconfiguration of Auer Avenue, Hopkins Lloyd, Keefe Avenue, and Jackson to operate as K-5 schools;
4. engagement of a consultant to facilitate the process to re-envision North Division; and
5. establishment of Green Bay as the Success Center for all schools in the district.

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

Ayes — Directors Báez, Falk, Harris, Miller, Voss, Woodward, and President Sain — 7.
Noes — None — 0.

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(Item 20) Action on a Request to Authorize Regional-development Plans at Alliance, Groppi, Milwaukee Sign Language, Morse, Roosevelt, and Webster

Background

To better serve MPS students and families, the Administration is recommending a series of projects aligned to MPS regional-development planning and the MPS Long-Range Facilities Master Plan (LRFMP):

FY19 Plans:

- Roosevelt: Allocate space at Roosevelt to accommodate Alliance FTE ramp up.
- Groppi: Increase the seat allocation from 200 to 250.
- Morse: Relocate Milwaukee Sign Language grades 6, 7 & 8 to Morse.
- Morse: Develop a possible sign-language strand at Morse.
- Webster: Establish the first MPS virtual school employing a blended-learning model, beginning with the second semester of the 2018-19 school year.

The Office of School Administration will develop outreach plans to fully inform families of changes, new enrollment opportunities, and developments as they occur.

FY20 Plans:

- Webster Establish a blended-learning model (in person/online) satellite site for Riverside and Rufus King High Schools, with the objective of cross-

enrolling 100-200 students from the schools' waiting lists. Students will move to the King and Riverside buildings as seats are available. The satellites will be staffed by two King teachers and two Riverside teachers. Telepresence capabilities for this site will be explored. Art, music, and physical education instruction will be provided through collaboration with the Webster staff. The Office of School Administration will work closely with the Riverside and King principals as well as Student Services to make certain students on wait lists for these schools are informed of this enrollment option.

The Administration is also actively exploring potential south-side expansion plans, including a K-8 and a middle-school site.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

FY19 expenses to implement the projects is $1,010,807:

- Alliance: Allocate space at Roosevelt to accommodate Alliance FTE ramp up (School Operations) ..... $ 60,000
- Groppi: Increase seat allocation by 50 seats (School Operations) ..... $ 173,250
- Morse: Relocate Milwaukee Sign Language grades 6, 7, and 8 to Morse (School Operations) ..... $ 110,000
- Morse: Develop possible sign-language strand (School Operations) ..... $ 92,557
- Webster: Establish Virtual School (Qualified School Construction Bonds, [QSCB]) ..... $ 20,000
- Webster: Establish satellite site for Riverside and King building upgrade (QSCB) ..... $ 550,000
- Reconfigure the Qualified School Construction Bonds (QSCB) schools and projects (School Operations) ..... $ 5,000
- FY20 expense to implement the Webster satellite site for Riverside & King (School Operations) ..... $ 693,400

Implementation and Assessment Plan

Upon approval by the Board, the Administration will implement the regional-development plans during 2018-19 and 2019-20.

Administration's Recommendation

The Administration recommends that the Board approve the following FY19 and FY20 projects:

1. allocation of space at Roosevelt to accommodate Alliance FTE ramp up for the 2018-19 school year;
2. increase in the at-risk seats at Groppi from 200 to 250, effective for the 2018-19 school year;
3. establishment of the first MPS virtual school employing a blended-learning model at Webster, effective second semester of the 2018-19 school year;
4. relocation of grades 6, 7, and 8 of Milwaukee Sign Language to Morse for the 2018-19 school year; and
5. establishment of a satellite site for Riverside and Rufus King High Schools utilizing space at Webster and employing a blended-learning model, effective with the 2019-20 school year (FY20).

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

Ayes — Directors Báez, Falk, Harris, Miller, Voss, Woodward, and President Sain — 7.
Noes — None — 0.

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(Item 21) Reports of the Board's Delegates

The Board received the monthly report of the delegate to the Milwaukee Public Library Board.

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(Item 22) Monthly Report of the President of the Milwaukee Board of School Directors

President Sain indicated that his report for July will be presented next month.

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NEW BUSINESS

(Item 1) Action on a Request to Revise Administrative Policy and Procedure 7.33, Grading Systems, and Administrative Policy 7.36, Promotion and Retention of Students

This item was referred to the Committee on Legislation, Rules and Policies.

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RESOLUTIONS

Resolution 1819R-004

By Directors Miller, Harris, Voss, and Phillips

WHEREAS, Milwaukee Public Schools (MPS) is the global leader in offering no-tuition, quality, certified, comprehensive Montessori education to City of Milwaukee and suburban students; and

WHEREAS, MPS has maintained a strategic plan to sustain, to improve, and to expand Montessori education in the public sector since 1974; and

WHEREAS, In addition to providing quality, effective public education, MPS's Montessori schools offer distinctive or unique characteristics; including curricula through grade eight, a Montessori high-school integrated with the International Baccalaureate (IB) curriculum; and

WHEREAS, The objectives specified in the last Milwaukee Public Schools Montessori Strategic Plan (MPSMSP) have all been successfully, although as yet incompletely, realized; and

WHEREAS, Sustained, improved, and expanded MPS Montessori education can help increase MPS's record of successful performance in improving basic and advanced language and mathematics learning and, additionally, offer quality music, visual-arts, movement, life-skills, and employment skills embedded in the Montessori curriculum; and

WHEREAS, Sustained, improved, and expanded MPS Montessori education can help reverse deeply troubling trends of student-enrollment attrition and the loss of precious public investment in facilities and programs; and

WHEREAS, Thanks to a farsighted and visionary series of MPS Montessori strategic plans, MPS now offers quality, credentialed, comprehensive Montessori curricula to students, families, and communities in all socioeconomic, ethnic, gender, sexuality, and special education categories; and

WHEREAS, Notwithstanding that success, MPS can and should still improve and expand Montessori offerings to low-income, non-English speaking, ethnic minority, and special needs students; and

WHEREAS, Montessori schools continue to strive to be models for other school communities in the district; now, therefore, be it

RESOLVED, That the MPS Montessori Strategic Plan (MPSMSP) be coordinated in collaboration with the MPSMSP Advisory Committee; and be it

FURTHER RESOLVED, That the MPSMSP Advisory Committee be constituted no later than October 1, 2018; and be it

FURTHER RESOLVED, That the Superintendent or Acting Superintendent will submit a first draft of the MPSMSP to the Board no later than January 1, 2019; and be it

FURTHER RESOLVED, That the Superintendent or Acting Superintendent will submit a final draft of the MPSMSP to the Board for consideration, amendment, adoption, and/or revision no later than March 1, 2019; and be it

FURTHER RESOLVED, That the MPSMSP be framed around increased access and inclusion of students across Milwaukee.

This item was referred to the Committee on Student Achievement and School Innovation.

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DEFERRED BUSINESS

The Board next took up Item Two of the Reports and Communications from the Office of Board Governance — Consideration of and Possible Action on Employment, Compensation, and Performance-Evaluation Data Relative to the Terms of an Employment Agreement with the Board Clerk/Director, Office of Board Governance — which it had previously deferred to the end of the agenda.

Vice-President Miller moved to retire to Executive Session for the consideration of this item. The motion passed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Voss, Woodward, and President Sain —7.
Noes — None — 0.

The Board retired to Executive Session at 10:02 PM.

The Board adjourned from Executive Session at 10:44 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 30, 2018

Special meeting of the Board of School Directors called to order by President Sain at 5:33 PM.

Present — Directors Báez, Falk, Harris (5:36 PM), Miller, Phillips (5:38 PM), Voss, Woodward (5:38 PM), and President Sain — 8.
Absent — None.

The Board Clerk read the following call of the meeting:

August 23, 2018

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

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

Special Board Meeting
5:30 p.m., Thursday, August 30, 2018

1. Consideration of and Possible Action on Employment, Compensation, and Performance-Evaluation Data Relative to the Terms of an Employment Agreement with the Board Clerk/Director, Office of Board Governance

2. Consideration of and Possible Action on Employment, Compensation, and Performance-Evaluation Data Relative to the Terms of an Employment Agreement with the Interim Superintendent of Schools

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

In regard to items 1 and 2, above, the Board may retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(c), which allows a governmental body to retire to executive session for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

In regard to item 3, above, the Board may retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(g), to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The Board may reconvene in open session to take action on matters considered in executive session; otherwise, the Board will adjourn from executive session.

JACQUELINE M. MANN, Ph.D.
Board Clerk

(Item 1) Consideration of and Possible Action on Employment, Compensation, and Performance-Evaluation Data Relative to the Terms of an Employment Agreement with the Board Clerk/Director, Office of Board Governance

Background

At the request of President Sain, the Milwaukee Board of School Directors will review employment, compensation, and performance-evaluation data relative to the terms of the employment agreement with the Board Clerk/Director, Office of Board Governance.

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

The Board may reconvene in open session to take action on matters discussed in closed session or to continue with the remainder of its agenda.

Recommendation

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

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

Background

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

Pursuant to Wisconsin Statutes 19.85(1)(c), which provides that a governmental body may convene in executive session for the purpose of "considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility," the Board may convene in executive session for the purpose stated above. The Board may reconvene in open session to take action on matters discussed in executive session and/or to continue with the remainder of its agenda; otherwise, the Board will adjourn from executive session.

Recommendation

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

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

Background

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

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

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

Recommendation

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

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In regard to the items above, Director Miller moved the following:

1. in regard to Item One, to retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(c);

2. in regard to Item Two, to retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(c); and

3. in regard to Item Three, to retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(g).

The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — None.

The Board retired to executive session at 5:40 PM.

The Board reconvened in open session at 7:43 PM.

Vice-President Miller moved to extend the Board Clerk's contract for two years, with no change in compensation. The motion passed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — None.

The Board adjourned at 7:44 PM.

JILL M. KAWALA
Board Policy and Records Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 30, 2018

Regular meeting of the Board of School Directors called to order by President Sain at 7:45 PM.

Present — Directors Báez, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Absent — None.

Before moving on to the meeting's agenda, President Sain asked for a moment of silence to commemorate the passing of the following members of the MPS family:

- Tyler Evans, an eleventh-grade student at Marshall High School, who passed away on August 7, 2018;
- Desiree Wilson, an eleventh-grade student at Riverside High School, who passed away on August 17, 2018; and
- April Swick, a long-time central office administrator and former teacher and principal at Clement Avenue School, who passed away on August 18, 2018.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award — Master Sergeant Stephen Randall (Posthumous)

Background

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, parent, or community member for a display of excellence, achievement, or innovation that may serve as an example to our school district and to the entire Milwaukee community. This month, the Milwaukee Board of School Directors is pleased to posthumously present the "Excellence in Education Award" to:

Master Sergeant Stephen Randall

Milwaukee Public Schools recognizes Master Sgt. Randall for his service and dedication to providing Milwaukee's youth with exceptional learning experiences. Master Sgt. Randall was an Army veteran and beloved Junior Reserved Officers' Training Corps (JROTC) instructor at Alexander Hamilton High School, where he headed up the program.

In addition to serving our country for 21 years, Master Sgt. Randall taught at Hamilton for approximately ten years. During his service, he had a positive impact on countless MPS students. Because of Master Sgt. Randall, Hamilton is renowned for having one of the best JROTC programs in the state. As such, Hamilton's JROTC students regularly perform at high-profile district and community events.

Master Sgt. Randall was known for going above and beyond the classroom for his students and colleagues and because of that, hundreds of students considered Sergeant Randall a mentor. Many people say there wasn't anything Master Sgt. Randall wouldn't do to help a student succeed — whether that was helping prepare them for a career in the armed services, for other careers, or simply for success in life. One student said, "He taught me a lot of lessons and how to treat people, how to respect them."

Not only did Master Sgt. Randall have an impact upon his students, but he also had a significant influence on the Hamilton school community. He was just as dedicated to his colleagues as he was to his students. Many of his peers say he was focused on building staff morale. Staff Sergeant Christopher Dixon, who worked closely with him, said, "He didn't hesitate to go out of his way to be able to take care of you."

The Milwaukee Board of School Directors and the entire school community posthumously recognize Master Sergeant Stephen Randall for his dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

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APPROVAL OF MINUTES

The minutes of the Board's regular meeting of July 2018 were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report of the Superintendent of Schools

Background

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

- To Improve District and School Culture
- To Ensure Fiscal Responsibility and Transparency
- To Increase Academic Achievement and Accountability
- To Develop Our Staff
- To Strengthen Communication and Collaboration

Activities

(1) We celebrated the first day of school for students on the early-start calendar at Audubon Technology & Communication School! It was an exciting morning welcoming students as they walked in on the red carpet. Between my staff and me, we managed to visit more than half of the schools on the early-start calendar during the first week of school, and what we observed was lots of positive enthusiasm among staff and students and lots of learning going on!

(2) During August, I met with partners, business and community leaders, and staff. I held introductory meetings with Milwaukee Police Chief, Alfonso Morales; Dan Bader of Bader Philanthropies; and NAACP leaders Fred Royal and Clarence Nicholas. I also met with Danae Davis, Executive Director of Milwaukee Succeeds; State Superintendent Dr. Tony Evers; Dr. Alan Shoho, Dean of the School of Education at UW-Milwaukee; Tim Sheehy, President of the Metropolitan Milwaukee Association of Commerce (MMAC); and Governor Scott Walker. I also attended the Milwaukee Community Schools Partnership's Community Leadership Council's meeting.

(3) The three-day Leadership Institute for school leaders and their teams at North Division was held at the beginning of August. This year's theme, Leading Ambitious Instruction, set the tone for the 2018-19 school year by providing the framework within which to propel us forward with a focus on core instruction in reading, writing, and mathematics. We received positive feedback from school leaders and staff. School teams were able to go back to their respective schools with specific skills and strategies and to confidently apply what was learned with the entire school community in order to improve teaching and learning.

(4) At the invitation of John Daniels of Quarles and Brady, I was honored to attend the Fellowship luncheon. This was an incredible event that supports the MKE Fellows' youth mentorship initiative.

(5) I held staff gatherings with early-start staff at various sites throughout the district to celebrate the start of the school year and to share information about the Five Priorities for Success. These have proven to be great opportunities to connect with staff and to listen to their feedback. Next week, I will begin staff gatherings with the traditional-calendar staff!

Events, Programs, Announcements

MPS Kicks Off Attendance Campaign

Milwaukee Public Schools kicked off its Attend Today, Achieve Tomorrow campaign to emphasize the importance of attending school on time, every day. The campaign not only places positive attention on this important element of a child's education, but it also allows us to build on our prior successes in this area.

Daily student attendance is critical for skill development and academic achievement. When attendance is a priority, children achieve better grades, develop healthful life habits, exhibit positive behaviors, and position themselves to graduate from high school prepared to compete globally as lifelong learners. Just by being present at school, a child has opportunities to collaborate and work with others, while learning valuable social skills and developing a broader world view.

Making regular school attendance a priority is one of the most important ways in which a child can be prepared for success — both in school and in life. We encourage our partners across the city of Milwaukee to join us in raising awareness about the importance of students attending school on time, every day. When students are not in school, they cannot learn. Missing just a few days can add up, and the consequences for students are significant and reduce their chance for success in school and life, according to research from Attendance Works.

- Absenteeism in the first month of school can predict poor attendance throughout the school year. Students who miss two to four days in September are more likely to miss the equivalent of a month of school by the end of the school year.
- One in ten kindergarten and first-grade students are chronically absent (10 days absent or more). Poor attendance in these early years can influence whether a child will be able to read proficiently by the end of third grade.
- Research shows that missing 10 percent of the school year, or about 17 days, negatively affects a student's academic performance.
- A student who misses 10 percent of school days per year has missed a full year of school by tenth grade

MPS Awarded More Than $3 Million in School Safety Grant Funding

Wisconsin Attorney General Brad Schimel announced that Milwaukee Public Schools will receive $3,308,665 from the first round of the Wisconsin Department of Justice's (DOJ's) School Safety Grant program. The MPS grant is one of 81 grants to schools and school districts throughout Wisconsin. The school safety grant will allow for a series of professional-development sessions and physical security enhancements. The project aligns directly with the Milwaukee Board of School Directors' school-safety resolution passed on March 22, 2018. Specific details about the enhancements that will be made with the funding will not be released, in order to protect the integrity of district's safety plans and the safety of our students, staff, and visitors.

MPS intends to submit a proposal for the second round of grant funding from the School Safety Grant program. The focus of the second round of funding is on advanced initiatives to bolster students' mental health, the creation of local School Safety Intervention teams, and additional physical security upgrades. Those grants will be announced in October.

Volunteers from GE Healthcare Rolled up Their Sleeves at Local Schools

Nearly 2,000 GE employees and friends grabbed mops, rakes, and paintbrushes at local schools to make halls and classrooms shine for returning students. About a dozen MPS schools benefitted from scrubbing, landscaping, and painting thanks to the energetic volunteers.

At Riverside University High School, I welcomed volunteers from GE Healthcare's Ultrasound and Maternal Infant Care teams. The group created a "Zen Den" for students, built costume storage in the auditorium, cleaned trophy cases and white boards, painted rooms on the second floor, added a mural in the 4th-floor stairwell, painted several inspirational quotations, and accomplished many more tasks throughout the day.

This was the 24th annual GE Community Service Day, which included greater Milwaukee, Wauwatosa, and Waukesha. Volunteers had fun getting out of the office and knowing that their day of work would benefit students all year long.

WISN Channel 12/Salvation Army Phone Bank — Backpack Donations

Dr. Keith P. Posley and the Milwaukee Board of School Directors' President, Mark Sain, took part in the WISN Channel 12/Salvation Army Phone Bank on Tuesday, August 21, 2018. Both leaders were interviewed by Channel 12 morning anchor Melinda Davenport. There was also a great support by MPS central staff as they worked the phone bank by answering calls from donors. This is the sixth year in which MPS has been a recipient of the "Class Act" donation of stuffed backpacks. Each student at Congress, Manitoba, 53rd Street, and Forest Home Avenue schools will receive a backpack this year. This is a gift valued at approximately $70,000! Over the past five years, this event has provided MPS students with close to $250,000 in school supplies!

Vincent Students Exhibit Animals at the Wisconsin State Fair

Most people aren't surprised to hear that MPS students attend the Wisconsin State Fair — but the fact that students are competing in the youth livestock show gets some attention. This year, students showed seven sheep and one heifer at the Fair, marking the second year in which Vincent High School has taken part in competition.

Vincent High School of Agricultural Sciences is the only school in Milwaukee County to offer an agriculture program, which allows students to work with sheep, cattle, a horse, and chickens. The school's extensive greenhouse is used to grow house plants and aloe, which is then used to produce lip balm and lotions.

At the Wisconsin State Fair, six students exhibited their lambs in the Market Lamb Show. Students have worked all summer to learn what is needed to raise a market lamb. They studied nutrition, health, breeding, and exercise for their animals. This year's lamb project started at the end of March, taking students to an auction in Columbus to select their lambs. Since then, the students have been working hard to get the sheep competition-ready.

The popular agriculture program at Vincent continues to grow. The school's beef program started in January — and the school gained media attention when its two heifers escaped the barn and went for a stroll down Brown Deer Road. The culmination of this year's beef program has one young man showing a heifer at the fair for the first time.

All seven students competed twice this year during the State Fair — once in a market class, in which animals are judged on their appearance; muscling, amount of fat, structure, and balance; and once for showmanship, where the exhibitors are judged on their ability to effectively present their animals. One of the Vincent students, who will be a senior, plans to go to college at Texas A&M to be a veterinarian.

Awards and Recognition

Kimberly Beans, a third-grader at Hartford Avenue University School, received a third-place trophy for her entry in the Mary Jo Nettesheim Memorial Literary and Illustrator Competition! Kimberly wrote and illustrated her story, "The Ice Cream Cone, "which was submitted by her teacher. Sponsored by Delta Kappa Gamma's (DKG's) International Society for Women Educators, the annual competition is open to students in grades 3 through 12 throughout Wisconsin.

Certificate of Achievement

MPS Comptroller Lawanda Baldwin and the entire MPS Financial Report Team have been awarded the Certificate of Achievement for Excellence in Financial Reporting for the comprehensive annual financial report (CAFR).

Update on Dr. Benjamin Carson Academy of Science

In October 2017, the Milwaukee Board of School Directors took action to direct the Administration to work with the Carson Academy school community to explore the renaming of the Dr. Benjamin Carson Academy of Science. The school has explored this option, and shared that they have decided that a name change will not be pursued at this time.

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

(Item 1) Transmittal of a Communication Regarding the Resignation of Board Member Michael Bonds

Background

Board Rule 1.23, Board Member Resignations, states, "A board member desiring to resign his/her seat shall submit his/her resignation in writing to the Board. The resignation shall take effect at the time indicated in the resignation or upon delivery of the resignation if no date is indicated."

On July 13, 2018, the Office of Board Governance received a communication, provided under separate cover, from Dr. Michael Bonds, Director for District 3, that he was resigning, effective immediately.

President Sain directed that the communication be noted as received and placed on file.

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(Item 2) Action on a Resolution and Participation Agreement with the Southeastern Wisconsin Schools Alliance (SWSA)

Background

The Southeastern Wisconsin Schools Alliance (SWSA) comprises school districts in southeastern Wisconsin. Pursuant to Section 66.0301 of the Wisconsin Statutes, member school districts agree to enter into the agreement, as provided under separate cover, and as defined by the Southeastern Wisconsin Schools Alliance's resolution, also provided under separate cover, to achieve the goal.

The mission of the Southeastern Wisconsin Schools Alliance is to support and promote world-class schools through research, advocacy, public policy, and effective communication for the benefit of students and the economic vitality of the region.

In striving to achieve this mission, the goal of the Alliance is to identify issues on which member districts can agree and for which they can advocate. It is of benefit to all Alliance's members to discuss and refine their positions on issues, whether or not consensus on those issues is ultimately reached. A lack of consensus, however, should not prevent individual districts or groups of districts from advocating for issues on their own.

The School District of South Milwaukee serves as operator and fiscal agent of the SWSA and, as such, establishes and maintains records in accordance with the uniform financial accounting system prescribed by the Department of Public Instruction.

The Milwaukee Public Schools has been a member of the Alliance since 2002. Until 2014, MPS covered the cost of its membership through the provision of in-kind services through the office of Governmental Relations Services. In 2014, however, due to the expanding efforts of the SWSA and the group's increased level of advocacy on behalf of K-12 education, MPS agreed to join the other member districts in providing a $3,000 annual payment to the organization. In 2017-18, the payment was increased to $3,200. The payment for 2018-19 remains at $3,200.

Also provided under separate cover for the Board's information are the SWSA's 2017-18 annual report and a list of participating districts.

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 Rules Statement

Board Governance Policy BG 1.02, Goals

Fiscal Impact Statement

The Southeastern Wisconsin Schools Alliance's annual participation fee for 2018-19 is $3,200.

Implementation and Assessment Plan

Once the Board has adopted the resolution and approved submission of the participation agreement, the Office of Board Governance will forward the signed documents to the SWSA.

Committee's Recommendation

The Office of Board Governance recommends that the Board:

1. adopt the following resolution, as provided under separate cover; and
2. authorize the Board's President and the Board Clerk to sign and submit the Participation Agreement, along with the $3,200 membership fee, to the Southeastern Wisconsin Schools Alliance (SWSA).

Resolution
Southeastern Wisconsin School Alliance

BE IT RESOLVED that the School District of South Milwaukee retain Hubbard, Wilson & Zelenkova, for the period of July 1, 2018 through June 30, 2019 as Legislative Counsel on a cooperative basis with the other school districts that are members of the Southeastern Wisconsin School Alliance, regarding matters of mutual interest as determined by the Alliance, including but not limited to, constitutional limitations on and legislative decisions related to funding for education, research, public awareness and information sharing.

BE IT FURTHER RESOLVED that the District share the fees for these services, plus reasonable and necessary expenses, with the other school districts that are members of the Southeastern Wisconsin School Alliance on the basis of [$3,200 annual fee for school districts participating in Southeastern Wisconsin School Alliance].

Director Phillips moved that the Board adopt the resolution and authorize the Board's President and the Board Clerk to sign and submit the Participation Agreement, along with the $3,200 membership fee, to the Southeastern Wisconsin Schools Alliance (SWSA).

The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — None.

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(Item 3) Monthly Report, with Possible Action, on Legislative Activities Affecting MPS

Background

The Department of Public Instruction continues to roll out pieces of its proposed state budget, details of which, under the headings of School Finance Reform, Special Education Funding, Expand Crucial Learning Supports and Prioritizing Mental Health, have been provided to the Board under separate cover.

The announced proposals include:

- restoring 2/3 funding and raising low-revenue-limit districts to the state average;
- fully counting four-year-old kindergarten students for a full school day;
- increasing the special education aid reimbursement to 30% in the first year of the budget and 60% in the second year of the budget — with a stated goal of moving to 90% reimbursement;
- increasing the reimbursement level for bilingual-bicultural aid from 8% to 30% by 2021;
- fully funding Wisconsin's School Day Milk and School Breakfast Programs;
- increasing mental health funding tenfold to meet pressing student and family needs; and
- creating and funding a state-level after-school program that would provide a stable source of support for wraparound services at school sites.

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 Rules Statement

Board Governance Policy BG 2.13, Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

(Item 1) Action on a Request to Retire to Executive Session in Order to Consider Information Received in Accordance with Administrative Policy 6.35, Whistleblower Protections

Background

In lieu of the monthly report of activities within the Office of Accountability and Efficiency, the Office of Accountability and Efficiency is requesting a closed session in order to consider information received in accordance with Administrative Policy 6.35, Whistleblower Protections. This request is being made pursuant the following sections of the Wisconsin Statutes:

- 19.85(1)(b), which allows a governmental body to retire to closed session in order to consider dismissal, demotion, licensing or discipline of any public employee or person licensed by a board or commission or the investigation of charges against such person;
- 19.85(1)(c), which allows a governmental body to retire to executive session for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility;
- 19.85(1)(f), which allows a governmental body to retire to closed session in order to consider financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons...which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations; and
- 19.85(1)(g), which allows a governmental body to retire to closed session in order to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

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

Fiscal Impact Statement

NA

Recommendation

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

This item was postponed until the end of the agenda.

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

The Independent Hearing Officers of the Milwaukee Board of School Directors submitted no reports for the month of August 2018.

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

Committee on Accountability, Finance, and Personnel

- Item Four, Action on the Award of Professional Services Contracts, because the Committee had forwarded a portion of the item to the Board without recommendation.

Committee on Parent and Community Engagement

- Item Two, Report with Possible Action on Student Restraint and Seclusion, was set aside at the request of Director Miller.

On the motion of Director Falk, the balance of the Committees' reports was approved, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Voss, and President Sain — 7.
Noes — Director Woodward — 1.

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

Ethnic Code	Name	Position and Salary	Date
		New Hires	
2	Warren Crawford	Boiler Attendant Trainee $33,698.08	07/30/2018
3	Hector Gatdula	IT Service Technician $48,601.63	07/23/2018
2	Regina Davis	School Safety Assistant $22,819.92	07/27/2018
2	Jermaine Gregory Brisco, Jr.	School Safety Assistant $22,819.92	07/27/2018
2	Sylvester Hughes	School Safety Assistant $22,819.92	07/27/2018
2	Carlone Joseph	School Safety Assistant $22,819.92	07/27/2018
2	Jocilynn Mason	School Safety Assistant $22,819.92	07/27/2018
2	Gamahl Mayo	School Safety Assistant $22,819.92	07/27/2018
2	Twyla Mcconnell	School Safety Assistant $22,819.92	07/27/2018
2	Brandon Monk	School Safety Assistant $22,819.92	07/27/2018
2	Anthony Morgan	School Safety Assistant $22,819.92	07/27/2018
2	Deundre Pigott	School Safety Assistant $22,819.92	07/27/2018
2	Aven Presberry	School Safety Assistant $22,819.92	07/27/2018
4	Pascual Rodrigues	School Safety Assistant $22,819.92	07/27/2018
5	Donald Rushford	School Safety Assistant $22,819.92	07/27/2018
4	Luis Silva	School Safety Assistant $22,819.92	07/27/2018
2	Natasha Smith	School Safety Assistant $22,819.92	07/27/2018
2	Thomas Smith	School Safety Assistant $22,819.92	07/27/2018
2	Delon Williams	School Safety Assistant $22,819.92	07/27/2018
2	Chetona Harris	Secretary I — 10-month $23,795.52	07/31/2018
4	Edith Nejedlo	Secretary I — 10-month $23,795.52	07/24/2018
4	Emily Jackson	Secretary I — 11-month $26,175.07	07/27/2018
		Promotions	
2	Cordelia Harrison	Boiler Attendant Trainee $39,206.99	07/30/2018

Classified Personnel Transactions

Ethnic Code	Name	Position and Salary	Date
2	Herman Redd	Boiler Attendant Trainee $33,698.08	07/30/2018
2	Arnold Branch	School Safety Assistant $24,775.92	07/27/2018
2	Delon Williams	School Safety Assistant $24,775.92	07/27/2018
2	Derrick Bey	School Engineer I $41,701.13	07/16/2018
2	Joel Hunter	School Engineer II $48,099.04	07/30/2018
5	Mitchel Lask	School Engineer II $45,563.91	07/02/2018
2	Darron Powe	School Engineer II $47,095.90	07/02/2018
5	Patricia Krauss	Secretary II $40,020.60	07/02/2018
4	Yara Rosario	Secretary II $33,146.07	07/16/2018
		Rehires	
2	Latasha Oates	Building Service Helper I $13.12 per hour	07/23/2018
2	Thomas Depriest	School Safety Assistant $22,819.92	07/27/2018

Certificated Appointments — Teachers

Codes	Name and Position	Division	Salary	Date
5,nr	Bourkadi,Samira Foreign Language	B	$42,360.01	8/6/2018
5,r	Eul,Kristin Speech Pathology	C	$45,500.00	8/6/2018
3,r	Hanson,Erick Special Ed Multicategorical	B	$47,114.15	8/6/2018
5,r	Hoy,Michaela IDEA — Speech Pathology	C	$44,476.56	8/6/2018
5,r	Loos,Kayla Foreign Language	B	$41,476.56	8/6/2018
5,r	Maxwell,Kelly IDEA — Speech Pathology	B	$51,744.00	8/6/2018
5,nr	McMeans,Kathleen Multicategorical Comp Sen	B	$41,476.56	8/6/2018
2,nr	Ogunbowale,Adedamola Special Ed Multicategorical	B	$41,476.24	8/6/2018
4,nr	Roman,Adneris Kindergarten (Four-year-old)	B	$41,476.56	8/27/2018
5,r	Wellman,Alexandra Title I Schoolwide	B	$41,476.56	8/6/2018

Certificated Appointments — School Social Worker, Early-start Calendar

Codes	Name and Position	Division	Salary	Date
5,r	Butler, Kellie Social Work	2A	$53,348.71	7/24/2018

Certificated Appointments —
Teachers, Early-start Calendar

Codes	Name and Position	Division	Salary	Date
2,r	Adams,Gelesa Science	B	$42,360.00	8/6/2018
5,r	Ashman,Madison Science	B	$41,476.56	8/6/2018
5,nr	Baber,Natalie Multicategorical Comp Sen	B	$41,476.56	8/6/2018
5,r	Bellendorf,Terry Multicategorical Comp Sen	B	$42,360.00	8/6/2018
5,nr	Biterman,Aaron Science	B	$41,476.56	8/6/2018
5,nr	Bitzan,Paul English	C	$45,500.00	8/6/2018
2,r	Bowers,Nyande Multicategorical Comp Sen	B	$41,476.56	8/6/2018
5,r	Bromley,Sarah Speech Pathology	C	$44,476.56	8/6/2018
2,nr	Buckhanan,Courtney Cat Math Mid	B	$41,476.56	8/6/2018
5,r	Burch,Jessica English	C	$46,389.31	8/6/2018
2,r	Carter,Della Special Ed Multicategorical	B	$41,476.56	8/6/2018
3,r	Chang,Xong Mathematics	B	$41,476.56	8/6/2018
2,nr	Covington,Shane Special Ed Multicategorical	B	$41,476.24	8/7/2018
5,nr	Crabb,Alannah Science	B	$42,473.27	8/6/2018
5,r	Crea,Brianna English	B	$42,360.00	8/6/2018
4,r	Cruz,Luis Foreign Language	B	$41,476.56	8/6/2018
5,nr	David,Georgina Science	B	$42,500.00	8/6/2018
2,r	Deberry,David Gen Elem & K8 — All Grades	C	$55,047.04	8/6/2018
5,nr	Deluca,Ashley English	B	$41,476.56	8/6/2018
5,nr	Derrick,Janine SAGE Intervention Teacher	C	$48,100.72	8/6/2018
5,nr	Dison,David Special Ed Multicategorical	C	$64,018.98	8/6/2018
5,nr	Doubleday,Colleen AMP Music	B	$41,476.56	8/6/2018
5,r	Douglas,Levi Science	B	$42,500.00	8/6/2018
5,r	Dunlap,Megan Early Childhood Special Ed	B	$42,500.00	7/25/2018
5,r	Ebert,Joel Science	B	$48,724.89	8/6/2018
2,r	Edwards,Jasmine Multicategorical Comp Sen	B	$41,476.56	8/6/2018
5,r	Eschbach,Rebecca Science	B	$41,476.56	8/6/2018
5,r	Eslami,Laila Mathematics	B	$42,500.00	8/6/2018
5,r	Fiegel,Melissa English	B	$45,100.72	8/6/2018

Certificated Appointments —
Teachers, Early-start Calendar

Codes	Name and Position	Division	Salary	Date
5,r	Foote,Tyler	B	$41,476.56	8/6/2018
	Local Grants			
5,nr	Garland,Heather	B	$41,979.92	8/6/2018
	Foreign Language			
5,r	Garrett,Elizabeth	B	$42,874.00	8/6/2018
	Educational Operations			
5,nr	Gemeinhardt,Ashley	B	$41,476.56	8/6/2018
	Cat Eng Mid			
5,r	Getse,Joseph	B	$41,476.56	8/6/2018
	Multicategorical Comp Sen			
2,nr	Gill,Angela	B	$41,476.56	8/6/2018
	Multicategorical Comp Sen			
4,r	Gonzalez,Sebastian	B	$42,483.27	8/6/2018
	Foreign Language			
5,r	Gorski,Tim	B	$41,476.56	8/6/2018
	Music			
2,r	Guyton,David	B	$41,476.24	8/6/2018
	Multicategorical Comp Sen			
5,r	Hagedorn,John	B	$41,476.56	8/6/2018
	School-to-Work			
5,nr	Halek,Amanda	B	$41,476.56	8/6/2018
	Special Ed Multicategorical			
2,r	Holliman,Sherice	B	$41,476.56	8/6/2018
	Gen Elem & K8 — All Grades			
2,r	Hoskin,Jennifer	B	$41,476.24	8/6/2018
	Special Ed Multicategorical			
5,r	Hribal Kornilowicz,Roman	B	$41,476.56	8/6/2018
	Educational Operations			
5,r	Husted,Riley	B	$41,476.56	8/6/2018
	Cat Eng High			
5,r	Jaeger,Justin	B	$42,360.00	8/6/2018
	English			
5,nr	Jewell,Madeline	B	$41,476.56	8/6/2018
	Science			
2,r	Jones,Travis	B	$41,476.56	8/6/2018
	Multicategorical Comp Sen			
5,r	Kaspar,Maya	B	$41,476.56	8/6/2018
	Gen Elem & K8 — All Grades			
5,r	Katzenberger,Arcadia	B	$41,476.56	8/6/2018
	Art			
4,r	Kazinski,Lauren	B	$41,476.56	8/6/2018
	Special Ed Multicategorical			
5,nr	Keil,Leslie	C	$48,100.72	8/6/2018
	Guidance			
2,r	Kelly,Roland	B	$42,500.00	8/6/2018
	Special Ed Multicategorical			
5,nr	Klebesadel,Jack	C	$50,114.15	8/6/2018
	Cat Math High			
5,r	Klussendorf,Heather	B	$41,476.56	8/6/2018
	Cat Math High			
5,nr	Kramer,Erica	B	$41,476.24	8/6/2018
	Kindergarten (Four-year-old)			
5,nr	Langhoff,William	B	$42,360.01	8/6/2018
	Mathematics			
2,nr	Lewis,Douglas	B	$41,476.56	8/6/2018
	Multicategorical Comp Sen			
5,r	LoMenzo,Tracy	B	$43,317.92	8/6/2018
	Art			

Certificated Appointments —
Teachers, Early-start Calendar

Codes	Name and Position	Division	Salary	Date
2,r	Mack,Eric Multicategorical Comp Sen	B	$42,360.00	8/6/2018
4,r	Madrigal,Clara Bilingual Ed	B	$42,500.00	8/6/2018
5,r	Malchetske,Patrick Science	B	$42,500.00	8/6/2018
5,r	Malcomson,Brittney Kindergarten (Four-year-old)	B	$41,476.56	8/6/2018
4,r	Marin,Susana Bilingual Ed	B	$41,476.56	8/6/2018
5,nr	Mayer,Bradley Health & Phy Ed	B	$59,746.38	8/6/2018
5,r	McGibbon,Ian Art	B	$41,979.92	8/6/2018
5,nr	Meeth,Sam High School — General	D	$69,697.80	8/6/2018
5,nr	Menk,David Gen Elem & K8 — All Grades	B	$41,476.56	8/6/2018
4,r	Meraz,Francisca English as a Second Language	B	$41,476.56	8/6/2018
5,nr	Migalla,Sean Multicategorical Comp Sen	B	$41,476.56	8/6/2018
5,nr	Miller,Alexander Multicategorical Comp Sen	C	$45,483.27	8/6/2018
4,nr	Morales Ramos,Zuleyka Foreign Language	B	$43,388.17	8/6/2018
5,r	Morris,Erin English	B	$41,476.56	8/6/2018
5,nr	Muskevitsch,Kristen Kindergarten (Four-year-old)	B	$41,979.92	8/6/2018
5,nr	Neuser,Jeffrey Local Grants	B	$43,389.31	8/6/2018
2,r	Parker,Sharveta Multicategorical Comp Sen	B	$41,476.24	8/6/2018
5,r	Perez,Janet Bilingual Ed	B	$41,476.56	8/6/2018
5,r	Perkins,Bradley Mathematics	B	$43,389.31	8/6/2018
4,r	Pizano,Brandy Gen Elem & K8 — All Grades	B	$41,476.56	8/6/2018
5,nr	Rankin,Michael Social Studies	B	$41,476.56	8/6/2018
5,r	Reinholz,Patrick Music	B	$48,500.00	8/6/2018
5,r	Rich,Augustus School Support Teacher	B	$45,503.41	8/6/2018
5,r	Rizzone,Damon Multicategorical Comp Sen	B	$41,476.56	8/6/2018
5,r	Rogowiec,Jessica Science	B	$41,476.56	8/6/2018
5,r	Schmieding,Jason Specialty Program Implementor	B	$41,476.56	8/6/2018
5,r	Schultz,Jacob English	B	$41,476.56	8/6/2018
5,r	Shine,Halle Special Ed Multicategorical	B	$41,476.56	8/6/2018
3,nr	Stone,Valerie Mathematics	C	$62,746.38	8/6/2018

Certificated Appointments —
Teachers, Early-start Calendar

Codes	Name and Position	Division	Salary	Date
5,r	Taylor,Aaron Science	B	$41,476.56	8/6/2018
5,r	Tekus,Christina Art	C	$64,018.98	8/6/2018
5,r	Thompson,Seth Science	B	$41,476.56	8/6/2018
5,nr	Veierstahler,Joseph Science	B	$53,613.00	8/6/2018
5,nr	Villa,Karrie Special Ed Multicategorical	B	$42,500.00	8/6/2018
5,r	Weber,Ashley Cat Eng Mid	B	$41,476.56	8/6/2018
5,r	Weber,Clarissa Guidance	B	$53,536.97	8/6/2018
2,nr	Williams,Lavoria Science	C	$47,313.51	8/6/2018

Certificated Appointments —
Permit Teachers, Early-start Calendar

Codes	Name and Position	Division	Salary	Date
4,t	Borrero, Irma Science	B	$42,360.01	8/6/2018

Certificated Appointments —
School Counselors, Early-start Calendar

Codes	Name and Position	Division	Salary	Date
2,r	Easley,Kimberly Guidance	C	$45,874.09	8/6/2018
5,nr	Firkus,Elizabeth Guidance	B	$44,476.56	8/6/2018
2,r	Hymes,Antionette Guidance	C	$44,476.56	8/6/2018
3,r	Moua,Nachia Guidance	B	$45,500.00	8/6/2018
5,nr	Zagar,Claire Guidance	C	$51,117.68	8/6/2018

Certificated Appointments —
Teacher Leader, Early-Start Calendar

Codes	Name and Position	Division	Salary	Date
5,r	Kaisler, Gina General Operations	1C	$68,870.38	8/6/2018

Certificated Appointments —
School Psychologist

Codes	Name and Position	Division	Salary	Date
5,r	Ellis,Alexandria C.S. — Psychological Services	51C	$54,788.38	7/24/2018
5,nr	Smith,Jennifer C.S. — Psychological Services	51C	$54,788.38	7/24/2018
5,nr	Walsh,Hannah C.S. — Psychological Services	51C	$54,788.38	7/24/2018
5,nr	Watson,Emily C.S. — Psychological Services	51C	$54,788.38	7/24/2018

Certificated Appointments —
School Psychologist, Early-Start Calendar

Codes	Name and Position	Division	Salary	Date
5,nr	Harrison, Erica HS/MS Psych Services	51C	$54,788.38	7/24/2018

Codes and Counts

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-Residents
(r) Residents
(1) Native American 0
(2) African American 20
(3) Asian/Oriental/Pacific Islander 4
(4) Hispanic 10
(5) White 84
(6) Other 0
(7) Two or More Ethnic Codes 0
Males 44
Females 74

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for July 2018 is attached to the minutes of your Committee's meeting. This is an informational report, and no action is required.

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY19 budget.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

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

Recommended Appointments

Ethnic Code	Name	Position	Salary
(5)(r)	Kristin Annen	Social Work Supervisor Office of the Chief of Academics	Schedule 03, Range 09A $99,579
(2)(r)	Kenneth McIntyre	Coordinator II, Building Operations Office of the Chief of School Administration	Schedule 03, Range 07A $68,067
(2)(r)	Percy Eddie	Dean of Students — Bradley Tech Office of the Chief of Academics	Schedule 03, Range 06C $63,900
(5)(r)	Ruzica Drca	Budget Analyst I Office of the Chief of Finance	Schedule 03, Range 05A $61,850

Ethnic Code	Name	Position	Salary
(5)(r)	Sarah Lueth	Budget Analyst I	Schedule 03, Range 05A
		Office of the Chief of Finance	$54,000
(2)(r)	Veronica Bohannon	Data Management Technician I	Schedule 03, Range 03A
		Office of the Chief of Human Resources	$45,656
(2)(r)	Katerica Johnson	Planning Assistant III	Schedule 03, Range 02A
		Office of the Chief of School Administration	$43,900

Recommended Salary Increases and Decreases

Ethnic Code	Name	Position	Salary
(4)(r)	Rosana Mateo	Interim Deputy Superintendent	Schedule 03, Range 19A
		Office of the Superintendent	$154,820

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

Ethnic Code	Name	Position	Salary
(5)(nr)	Eugene Jones	Assistant Board Clerk	$50.00
		Office of Board Governance	4/18/18-10/18/18
(5)(r)	Patricia Engbring	Administrator Coaching & Mentoring Program	$40.00
		Office of the Chief of School Administration	7/02/18-1/01/19
(5)(r)	Barbara Hart	Building Coordinator Responsibilities	$40.00
		Office of the Chief of Academics	7/23/18-12/21/18
(5)(r)	Colleen Haubner	Building Coordinator Responsibilities	$40.00
		Office of the Chief of Academics	7/23/18-12/21/18
(5)(nr)	Mary Kelley	Administrator Coaching & Mentoring Program	$40.00
		Office of the Chief of School Administration	7/02/18-1/01/19
(2)(r)	Sharon McDade	Administrator Coaching & Mentoring Program	$40.00
		Office of the Chief of School Administration	7/02/18-1/01/19
(5)(r)	Susan Ratka	Administrator Coaching & Mentoring Program	$40.00
		Office of the Chief of School Administration	7/02/18-1/01/19
(5)(r)	Marybeth Sandvig	Administrator Coaching & Mentoring Program	$40.00
		Office of the Chief of School Administration	7/02/18-1/01/19
(2)(r)	Peggie Swift	Administrator Coaching & Mentoring Program	$40.00
		Office of the Chief of School Administration	7/02/18-1/01/19
(5)(r)	Nina Zealy	InSPIRE Grant RENEW Facilitator	$40.00
		Office of the Chief of Academics	7/23/18-12/21/18
(5)(r)	Kathryn Evans	Database Specialist	$37.88
		Office of the Chief of Academics	7/23/18-9/28/18
(5)(r)	Bonnie Pionke	Sr. Programmer Analyst Knowledge Transfer	$36.88
		Office of the Chief of Human Resources	7/16/18-9/14/18
(5)(nr)	Mae Beard	Induction Specialist	$30.00
		Office of the Chief of Academics	8/03/18-1/31/19
(6)(r)	Adam Carr	Radio Reagan Advisor	$30.00
		Office of the Chief of School Administration	8/06/18-12/21/18
(5)(r)	Geoff Carter	Induction Specialist	$30.00
		Office of the Chief of Academics	8/03/18-1/31/19
(5)(r)	David Caruso	Induction Specialist	$30.00
		Office of the Chief of Academics	8/03/18-1/31/19
(5)(r)	David Chilinski	Trade & Tech Teacher	$30.00
		Office of the Chief of School Administration	8/27/18-2/27/19
(5)(r)	Amy Craig-Salmon	Fine Arts Assistant/Art Teacher Coach	$30.00
		Office of the Chief of Academics	7/02/18-12/31/18
(5)(nr)	Amanda Draheim	Piano Accompanist	$30.00
		Office of the Chief of School Administration	8/14/18-12/22/18

Ethnic Code	Name	Position	Salary
(5)(nr)	Sheryl Dufek	Induction Specialist	$30.00
		Office of the Chief of Academics	8/03/18-1/31/19
(5)(nr)	Margaret Foerg	Induction Specialist	$30.00
		Office of the Chief of Academics	8/03/18-1/31/19
(2)(r)	Janie Hatton	Induction Specialist	$30.00
		Office of the Chief of Academics	8/03/18-1/31/19
(2)(r)	Justine Hutchins	Induction Specialist	$30.00
		Office of the Chief of Academics	8/03/18-1/31/19
(5)(r)	Debbie Karow	Induction Specialist	$30.00
		Office of the Chief of Academics	8/03/18-1/31/19
(5)(r)	Robin Kitzrow	Induction Specialist	$30.00
		Office of the Chief of Academics	8/03/18-1/31/19
(5)(r)	Nicholas Lang	Percussion Support	$30.00
		Office of the Chief of School Administration	8/14/18-12/22/18
(5)(r)	Therese Meurer	Induction Specialist	$30.00
		Office of the Chief of Academics	8/03/18-1/31/19
(4)(r)	Sylvia Leal	Induction Specialist	$30.00
		Office of the Chief of Academics	8/03/18-1/31/19
(5)(r)	Sarah Shinkle	Early Childhood Immersion Support	$30.00
		Office of the Chief of School Administration	7/02/18-1/01/19
(2)(r)	Linda Smith	Induction Specialist	$30.00
		Office of the Chief of Academics	8/03/18-1/31/19
(5)(nr)	Barbara Sonnenberg	Induction Specialist	$30.00
		Office of the Chief of Academics	8/03/18-1/31/19
(5)(r)	Robin Waeltz	Induction Specialist	$30.00
		Office of the Chief of Academics	8/03/18-1/31/19
(2)(r)	Kelsey Wilkerson	Youth Apprenticeship Program Assistant	$30.00
		Office of the Chief of Academics	7/02/18-12/31/18
(2)(r)	Ouida Williams	Induction Specialist	$30.00
		Office of the Chief of Academics	8/03/18-1/31/19
(2)(r)	Rochell Williams	Project AWARE	$30.00
		Office of the Chief of Academics	9/01/18-3/01/19
(5)(r)	John Zablocki	Induction Specialist	$30.00
		Office of the Chief of Academics	8/03/18-1/31/19
(5)(r)	Steven Friedenberg	Violin Teacher	$25.00
		Office of the Chief of School Administration	7/2/18-1/01/19
(2)(r)	Brema Brema	Digital Coordinator	$20.00
		Office of the Chief of Communications & School Performance	7/23/18-9/14/18
(2)(r)	Laura Johnikin	Enrollment Canvasser	$18.30
		Office of the Chief of School Administration	8/13/18-1/01/19
(5)(r)	Sheryl Mullendore	Fiscal Associate	$14.00
		Office of Accountability & Efficiency	6/18/18-12/31/18

Codes

1	Native American
2	African American
3	Asian/Oriental/Pacific Islander
4	Hispanic
5	White
6	Other
r	Resident
nr	Non-resident
*	LTE contract longer than one year

Committee's Recommendation

Your Committee recommends that the Board:

1. authorize the individuals to be promoted, reassigned or reclassified, or appointed to the classifications indicated, to be effective as indicated; and

2. approve the salary increase/decrease; and
3. approve the LTE contracts exceeding 60 days, pursuant to Administrative Policy 6.23(4)(b), to be effective as indicated.

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

* * * * *

(Item 3) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Administrative and School Fund Transfers; Report on Contracts under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

RFB 5754 Authorization to Extend a Blanket Agreement with CDW Government LLC for Chrome Devices

The Administration is requesting authorization to extend the blanket agreement with CDW Government LLC ("CDW") to provide Chrome devices. These Chromebooks, Chromeboxes, Chromebook service, and Chrome operating-system licenses will be used in schools to refresh current inventories and to continue to decrease student-to-device ratios.

This vendor was chosen pursuant to RFB 5754. The original blanket agreement provided for two one-year options to extend if certain performance metrics were met. CDW has met the performance metrics codified in the contract; therefore, MPS is exercising the first option year for the contract.

This first extension will run from September 1, 2018, through August 31, 2019. The total cost of the blanket agreement in this extension year will not exceed $4,995,560.

Budget Code Varies by location ordering goods $4,995,560

CDW Government LLC
Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees 7,123
Total # of Minorities 1,837
Total # of Women 2,080

HUB Participation
Required ..... N/A
Proposed ..... N/A
$ Value ..... N/A

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

— — —

RFB 5755 Authorization to Extend a Blanket Agreement with CDW Government LLC for Charging Carts for Chromebooks

The Administration is requesting authorization to extend the blanket agreement with CDW Government LLC ("CDW") to provide charging carts for Chromebooks. These carts will be used to secure, to charge, and to transport Chromebooks within school buildings.

This vendor was chosen pursuant to RFB 5755. The original blanket agreement provided for two one-year options to extend if certain performance metrics were met. CDW has met the performance metrics codified in the contract; therefore, MPS is exercising the first option year for the contract.

This first extension will run from September 1, 2018, through August 31, 2019. The total cost of blanket agreement in this extension year will not exceed $596,290.

Budget Code Varies by location ordering goods $596,290

CDW Government LLC
Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees 7,123
Total # of Minorities 1,837
Total # of Women 2,080

HUB Participation
Required ..... N/A
Proposed ..... N/A
$ Value ..... N/A

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

— — —

State Contract Authorization to Purchase from Ewald's Hartford Ford, LLC, for Ford Vehicles

The Administration is requesting authorization to utilize a state contract to purchase from Ewald's Hartford Ford, LLC, five Ford vehicles for use by the Department of Facilities and Maintenance. This purchase will be made under the State of Wisconsin's contract #505ENT-M18-2018VEHICS-02.

The vehicles to be purchased are: two 2019 Fleet/Non-Retail Ford Transit Van T-150 130" Low-roof 8600 GVWR Sliding Door (state contract bid item number F101) at $22,828.50 each, totaling $45,657; two 2018 Fleet/Non-Retail Ford F-150 XL 4WD Regular Cab 6.5' Box (state contract bid item number F39) at $27,430.50 each, totaling $54,861; and one 2019 Fleet/Non-Retail Ford Super Duty F-350 SRW XL 2WD Super Cab 8' Box (state contract bid item number F64) at $28,216.50.

This will be a one-time purchase and funds expended will not exceed $128,734.50

Budget Code MTN-0-0-VRP-11-ERVH (Vehicle Replacement — Construction Fund) $128,734.50

Ewald's Hartford Ford, LLC
HUB Participation
Required ..... N/A
Proposed ..... N/A
$ Value ..... N/A

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

Routine Monthly Reports

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

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations Over $5,000			
Fratney Street School	Fratney PTA	$6,421.00	General School Supplies
	Total Monetary Donations Over $5,000	*$6,421.00*	

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Bay View High School	Steven Lawrence	$30.00	Race Car
Brown Street School	Eric Torres*	$500.00	Field Trip Donation
Carver Academy	LeadDog Marketing Group	$985.00	Kohl's Cares Field Trip Grant
Carver Academy	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Clarke Street School	Sam Voss	$272.00	Carnival Donation
Fairview School	American Transmission Company, LLC	$750.00	Threes for Threes Program
Garland School	Dorothy Kauffman	$50.00	STEM Donation
Grant School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Grant School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Hamilton High School	Deuce Riders Milwaukee MC	$250.00	Cheer Camp
Hamilton High School	Snap Raise	$1,097.50	JROTC Military Ball
Hamilton High School	Roselyn & William Collins	$25.00	Athletics Donation
Hamilton High School	Harwood Engineering Consultants, Ltd.	$100.00	Athletics Donation
Hamilton High School	UW-Madison	$300.00	Athletics Donation
Lloyd Barbee Montessori	Jane Bradley Pettit Foundation	$929.10	Field Trip Donation
Maryland Avenue School	Holly Leider & David Rickert	$1,000.00	General School Supplies
Neeskara School	MPS Foundation, Inc.	$450.07	Yota Grant
Spanish Immersion School	General Mills/Box Tops For Education	$253.40	General School Supplies
Stuart School	LeadDog Marketing Group	$991.25	Kohl's Cares Field Trip Grant
Stuart School	LeadDog Marketing Group	$850.00	Kohl's Cares Field Trip Grant
Stuart School	LeadDog Marketing Group	$900.00	Kohl's Cares Field Trip Grant
Vincent	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Vincent	LeadDog Marketing Group	$460.00	Kohl's Cares Field Trip Grant
Vincent	Blue Number Bros Inc.	$205.66	Agricultural Program
Westside Academy I	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Westside Academy I	LeadDog Marketing Group	$925.00	Kohl's Cares Field Trip Grant
Westside Academy I	LeadDog Marketing Group	$640.00	Kohl's Cares Field Trip Grant
Whitman School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Whitman School	LeadDog Marketing Group	$595.00	Kohl's Cares Field Trip Grant
	Total Monetary Donations	*$18,558.98*	
Non-Monetary Donations			
ALBA	Donors Choose	$169.00	General School Supplies
ALBA	Donors Choose	$177.00	General School Supplies
ALBA	Donors Choose	$278.00	General School Supplies
ALBA	Donors Choose	$410.00	General School Supplies
ALBA	Donors Choose	$217.00	General School Supplies
ALBA	Donors Choose	$168.00	General School Supplies
ALBA	Donors Choose	$201.00	General School Supplies
ALBA	Donors Choose	$227.00	General School Supplies
ALBA	Donors Choose	$253.00	General School Supplies
ALBA	Donors Choose	$253.00	General School Supplies
ALBA	Donors Choose	$253.00	General School Supplies
ALBA	Donors Choose	$308.00	General School Supplies
ALBA	Donors Choose	$454.00	General School Supplies
French Immersion School	Donors Choose	$905.00	General School Supplies
French Immersion School	Donors Choose	$450.72	Math Manipulatives
French Immersion School	Donors Choose	$779.38	Materials for Spring Unit
Manitoba School	Donors Choose	$840.98	Prekindergarten Conference

Location	Donor	Amount	Gift or Purpose
Manitoba School	Donors Choose	$193.54	Osmo Kit, Base & Laminating Sheet
Manitoba School	Donors Choose	$847.05	Books, Crayons, Hats, Snacks
Manitoba School	Donors Choose	$1,273.78	Books
Manitoba School	Donors Choose	$226.99	Flannel Stories
Manitoba School	Donors Choose	$339.41	Sand, Art Materials, & Paper
Manitoba School	Donors Choose	$727.99	Books & Games
Morgandale School	Donors Choose	$597.22	Caterpillars, Ants, & Accessories
Morgandale School	Rockin' Jump	$90.00	Jump Passes
Morgandale School	Skyzone	$64.00	Jump Passes
Morgandale School	Helium Trampoline & Indoor Adventure Park	$70.00	Jump Passes
Morgandale School	Omega Restaurant Milwaukee	$25.00	Gift Certificate
	Total Non-Monetary Donations	*$10,799.06*	
	Total Value of Donations for August 2018	*$35,779.04*	
	**Donations from MPS Alumni*	*$500.00*	

Committee's Recommendation

Your Committee recommends that the Board:

1. authorize the purchases as presented above and in the attachments to the minutes of your Committee's meeting, and
2. accept the donations as listed, 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.

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

Background

Recommended for the Board's approval at this meeting are the following professional services contracts:

- Houghton Mifflin Harcourt, for foundational reading professional development,
  GEN-0-0-INV-DW-ECTS ..... $ 544,500
- Airoldi Brothers, Inc., for leasing of refrigerated trucks,
  LNC-0-0-LNH-NU-ESDF ..... $ 150,000
- Delta-T Group Illinois, Inc., ($442,206) and Maxim Healthcare Services, Inc., ($442,206) for nursing services,
  NRR-0-0-BDN-DW-ECTS ..... $ 884,412
- Drive USA, Inc., d/b/a Arcade Drivers School, for driver-education program,
  DRD-0-0-DED-DW-ECTS ..... $ 472,531
  CSV-0-0-DRV-DW-ECTS..... $ 80,000
  Total ..... $ 552,531

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board authorize the professional services contracts as set forth in the attachments to the minutes of your Committee's meeting, with the exception of the contracts with Delta-T Group Illinois, Inc.; Maxim Healthcare Services, Inc.; and Drive USA, Inc., which are being forwarded to the Board without recommendation.

Director Falk moved that the Board authorize the professional services contracts as set forth in the attachments to the minutes of the Committee's meeting, including the contracts with Delta-T Group Illinois, Inc.; Maxim Healthcare Services, Inc.; and Drive USA, Inc.,

The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, and Voss — 6.
Noes — Director Woodward and President Sain — 2.

* * * * *

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

Background

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

Exception — Authorization to Enter into a Blanket Contract with Nature's Classroom Institute of Wisconsin, Inc., for the Provision of Montessori Camp Services

The Administration requests authorization to enter into a blanket contract with Nature's Classroom Institute of Wisconsin, Inc., ("Nature's Classroom") for the provision of Montessori sleep-away camp services to Montessori schools throughout the district. In 2016, the Administration brought a blanket contract to the Board due to the regular usage of Nature's Classroom by MPS Montessori schools as an augmentation to their curriculum. Continued usage has driven the need for another district-wide contract.

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

The contract will run from September 1, 2018, through August 31, 2021. The total cost of the contract will not exceed $160,000.

Budget Code — Varies by location using services $160,000

Nature's Classroom Institute of Wisconsin, Inc.

HUB Participation
- Required 0%
- Proposed ..... NA
- $ Value ..... NA

Student Engagement (hours per 36-month contract)
- Paid Student Employment-hour Commitment 0
- Student Career-awareness Commitment 30

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Exception Authorization to Enter into a Contract with STEM Happens Network, Inc., for STEM (Science, Technology, and Math) Services through the GE Developing Futures In Education™ Grant

The Administration is requesting authorization to enter into a contract with STEM Happens Network, Inc., to assist in developing, executing, and supporting a comprehensive STEM plan. The purpose of the contract is to move current isolated STEM practices to an integrated, or interdisciplinary, approach, with eventual shift to "trans-disciplinary," or multiple integration of subjects, in identified pilot GE STEM Schools. Additionally, the STEM Happens Network will assist in the development of a professional-learning community that will facilitate the exploration of interdisciplinary approaches and exemplary student-led projects through the integration of science, math, technology, and engineering practices in schools using project-based-inquiry science.

Based upon the current work to date, the next phase of the STEM work will continue for the upcoming 2018-2019 school year to further deepen STEM integration across content areas. This contract is designed to continue to support the pilot GE's STEM schools' work.

The exception from the requirement of a competitive procurement process for this contract has been granted in accordance with Administrative Policy 3.09(2)(c) on the basis that the services under this contract are required pursuant to the GE Foundation's grant.

The contract will run from October 1, 2018, through July 31, 2019. The total cost of the contract will not exceed $378,200.

Budget Code GEN-0-I-G38-EO-ECTS (GE Foundation Grant — Contract Services) $378,200

STEM Happens Networks, Inc.
HUB Participation
Required..... 0%
Proposed 0%
$ Value.....N/A

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

(Item 6) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with Healthy Contributions, LLC, for Gym-membership Administration

Background

The Administration is requesting authorization to waive the three-year term-limit requirement of Administrative Policy 3.09(9)(e) and to extend the contract with Healthy Contributions, LLC, for an additional three months for the continued administration of an employee and spouse wellness-incentive benefit. This contractor facilitates and administers the gym-reimbursement benefit for all eligible employees and their spouses.

This program helps MPS encourage employees and their spouses to engage in physical activity through providing a monthly financial reimbursement based on regular gym attendance.

The wellness-incentive benefit is a core component of the Milwaukee Public Schools' overall employee wellness benefit. Currently, Healthy Contributions, LCC, processes this incentive via a contract that began in September 2014. The incentive is $20 per month and is provided to those employees and spouses who access participating gyms 12 times in one month (i.e., the maximum incentive earned is $240/year per employee or spouse). This service is part of the employees' total benefits coverage and, therefore, should not be discontinued for any amount of time without transition to a benefit of equal or greater value.

The purpose of extending the current contract is to provide ample time for a benefit transition to a new administrator of an employee wellness-incentive benefit without disruption or discontinuation of the current wellness-incentive benefit.

Milwaukee Public Schools is planning to release an RFP for administration of a comprehensive, equitable employee-wellness incentive. This wellness incentives benefit will — at a minimum — provide the same level of benefit as is currently available through the gym-use incentive benefit administered by Healthy Contributions, LLC.

The contractor was chosen pursuant to RFP 866. The original contract provided for two one-year options to extend if certain performance metrics were met. Healthy Contributions, LLC, has met the performance metrics codified in the contract, and both one-year options, plus an additional one-year extension, have been implemented.

This contract extension will run from October 1, 2018, through December 31, 2018.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item carries no fiscal impact.

Healthy Contributions LLC

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

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

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the extension with Healthy Contributions, LLC, as set forth in the attachments to the minutes of your Committee's meeting.

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

* * * * *

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

Background

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

- Construction Contracts Requested for Approval:
  - — Platt Construction, Inc., for playfield renovation at Columbia Playfield;
    Code: STS 00 RFI CB ECNC ..... $ 1,507,323.00
  - — Platt Construction, Inc., for playfield renovation at Custer Playfield;
    Code: STS 00 RFI C4 ECNC ..... $ 748,578.00
  - — Platt Construction, Inc., for Playfield renovation at Southgate Playfield;
    Code: STS 00 RFI 25 ECNC ..... $ 968,229.00
- Professional Services Contract Requested for Approval:
  - — Two (2) contracts:
    Badger Electric Motor and Quality Electric Service, Inc., for electric-motor servicing at various locations for repair and rebuild of failed motors;
    Code: Various
    not to exceed annually ..... $ 150,000.00
    Total over a three-year term ..... $ 450,000.00
- Emergency Contract:
  - — Integrity Insulation, for ceiling removal and asbestos abatement at Maryland Montessori School;
    Code: FAR 00 MM2 MD ECNC ..... $ 62,540.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

The item authorizes expenditures for:

- Construction Contracts ..... $ 3,224,130.00
- Professional Services Contracts, three-year term,. not to exceed $150,000.00 annually, for total of ..... $ 450,000.00
- Emergency Contract ..... $ 62,540.00

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

(Item 8) Action on Recommended Plan of Audits and Report on a District Risk-assessment Plan

Background

Annually, the Board of School Directors adopts an Annual Plan of Audits which identifies audit activities that the Office of Board Governance-Audit Services will conduct during the ensuing fiscal year.

After the continuing and required audits have been determined, the next step in developing the annual audit plan involves utilizing the results of the District Risk Assessment. Audit Services staff also review the Board's proceedings to identify possible audit topics. These audit topics then serve as the basis for drafting the annual audit plan, which provides information on possible audits and anticipated resources required to complete each audit.

The proposed FY19 Annual Plan of Audits and District Risk Assessment have been completed and submitted for the Board's review and approval. The plan includes continuing and required audits and proposed audits. Included with the recommendation is a summary of available days which identifies estimated resource requirements for each audit and how available days will be used to support the audit plan.

The proposed FY19 Annual Plan of Audits includes audit activities for the Board-approved Audit Services areas, including financial audits, departmental and program audits, fraud investigations and other reviews, and school audits, each with corresponding days. This year's FY19 Annual Audit Plan includes both cyclic and non-cyclic departmental and program audits. Cyclic departmental and program audits will be scheduled on a recurring basis in high-risk, high-impact areas such as accounts payable, payroll, financial reporting, and IT security. Non-cyclic program evaluations may include reviews of the district's supplemental pension programs, immersion programs, bilingual programs, and transportation.

Per Board Governance Policy 2.12, Board Audits: Annual Plan and Coordination, audits not ordered in the Audit Plan, but later determined to have major implications to the District, require the Board's approval to amend the annual plan of audits. This policy also provides for the Director of the Office of Board Governance to have the authority to approve critical and emergency audits during the year.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Board Governance Policy BG 2.12, Board Audits: Annual Plan and Coordination

Implementation and Assessment Plan

Upon approval by the Board, the FY19 Annual Plan of Audits will be implemented.

Committee's Recommendation

Your Committee recommends that the Board approve the FY19 Annual Plan of Audits and accept the report on the district risk assessment as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 9) Report with Possible Action on Limited-Term Employees, January-June 2018

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 how long each individual has served as a LTE.

Attached to the minutes of your Committee's meeting is the current list of LTEs active during January-June 2018.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 6.37, Limited-term Employment Positions

Fiscal Impact Statement

This item does not authorize expenditures.

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COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report with Possible Action on Family and Community Engagement

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

Background

In March 2018, Milwaukee Public Schools was one of five city-wide teams selected to be a part of the Flamboyan Foundation's second National Family Engagement Fellowship cohort. Selection in this fellowship provides intensive training, facilitation, and coaching support to guide the MPS team in creating a 1-3 year strategic plan around family engagement. Team members representing district staff, school leaders, teachers, and community partners have started on the 20-month process of learning and working together through this opportunity.

Key learning content areas include:

- effective family-engagement practices;
- strategic planning;
- race and equity; and
- building effective teams.

The Milwaukee team receives training and coaching around each of the above content areas. Through this learning, the team has started a design-thinking strategic-planning process to learn more about family engagement in Milwaukee and ultimately to work toward developing a pilot to improve the effectiveness of family-engagement efforts. The process comprises five stages:

- Empathize: Developing a deep understanding of the challenge.

- Define: Clearly articulatin the program to solve.
- Ideate: Brainstorming potential solutions, selecting and developing what fits best.
- Prototype: Designing a prototype (or series of prototypes) to test all or part of the solution.
- Test: Engaging in a continuous short-cycle innovation process to continually improve the design.

At this stage in the fellowship, Milwaukee's team has completed the empathize and define stages of the process and are starting to move into ideate and prototype.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 1.03, Parent Empowerment

Fiscal Impact Statement

N/A

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(Item 2) Report with Possible Action on Student Restraint and Seclusion

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

Background

In 2012, the State of Wisconsin passed Wisconsin Act 125, which provides directives on the use of seclusion and restraint with students in public schools. Act 125 has several key components, including:

- conditions for the use of seclusion;
- conditions for the use of physical restraint;
- notification and reporting requirements following the use of seclusion or restraint; and
- training in the use of seclusion and physical restraint.

Act 125 also established additional requirements for the use of seclusion and restraint on students with disabilities.

To ensure compliance with Act 125, the Administration has taken the following steps:

- Training has been provided to staff across the district in the use of seclusion and restraint. These trainings also focused on positive interventions and supports to address potentially dangerous behavior. In total, more than 2,100 staff members have been trained over the past five years.
- For the last five years, all principals, school leaders, and special education supervisors received in-services on the requirements of Act 125.
- The district's mechanism for recording incidents of seclusion and restraint has been significantly enhanced by the Infinite Campus Student Information System.

During the 2017-2018 school year, the Administration directed schools to submit restraint and seclusion data in accordance with Act 125. A total of 841 students, including 463 with disabilities, were involved in 2036 incidents of restraint or seclusion during the 2017-2018 school year. Additional information is provided in the attachment to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 8.28, Student Discipline

Fiscal Impact Statement

No fiscal impact.

Director Miller having requested that this item be considered separately to allow further discussion, following discussion, no action was taken.

* * * * *

COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Voss 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) Report with Possible Action on the Practice of Mindfulness within a Multi-Tiered System of Support

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 Milwaukee Public Schools (MPS), mindfulness is defined as the "purposeful awareness of our thoughts, emotions, physical feelings, and environment in the present moment, without judgment." Mindfulness is a research-based practice that has shown positive outcomes of improved academic performance, improved academic-task completion, reduction in externalizing behavior, decreased anxiety, increased pro-social behavior, improved self-efficacy, and increased persistence.

The District is implementing mindful practices within a multi-tiered system of support, which in MPS is PBIS, as a trauma-sensitive practice. A multi-tiered system of support traditionally has three tiers or levels of layered supports:

- Tier 1 supports are offered to all students. For mindfulness, these supports include morning meetings, visuals throughout the school, mindful lessons for all students, and integration of mindful practices and mindful language throughout the day.
- Tier 2 supports are for students who have already received Tier 1 supports and are in need of greater support. For mindfulness, these can include integrating a mindful practice such as a morning breathing in check-in/check-out (CICO) or social academic instructional groups (SAIGs).
- Tier 3 supports are for the students who have already received the supports at Tier 1 and Tier 2, but are still in need of greater support. These are the most intense supports, which are usually provided one-on-one and include educational wraparound and rehabilitation for empowerment, natural supports, education, and work (RENEW) with individualized student-action plans having mindful practices incorporated throughout.

All of these supports along the continuum are layered on top of each other to ensure that all students receive the full support they need.

2017-2018 Highlights

Internal

- Mindfulness book study
- Mindfulness books delivered to every stufent in the 1st-3rd grades in MPS
- Creation of mindfulness mConnect and public webpage with a variety of resources

- Component added to Coordinated School Health Team's school plans and integrated with PBIS Framework
- Weekly practices shared via Remind App
- Training resources for parent coordinators
- Parental letter and brochure developed
- Trained Staff Members
  - Approximately 550 teachers received a two- or three-full-day intensive mindfulness training (approximately 14,000 students potentially impacted)
  - All staff at 37 schools received a series of mindfulness trainings over the course of the school year
  - 35 groups of student mentors from 25 schools were trained to facilitate mindful practices within the classrooms in their schools
  - All classrooms at 22 elementary and K-8 schools received nine or ten in-class lessons

External

- Radio segments aired on 88.9
- MPS began the school year with a Fox6 segment recorded at 81st Street School
- Olympic skater Katherine Reutter-Adamek visited Clement Avenue School
- Children's Hospital's Mindfulness Challenge

2018-2019: What's to Come

- Further PD sessions at schools and CS
- Creation of additional mConnect resources
- Continued use of mindfulness practices at meetings, trainings, school sites
- Integration with the district's Climate-immprovement Plan
- Mindfulness book study
- Expanded Remind text messaging
- Build up of the data

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 7.01, Teaching and Learning Goals

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(Item 2) Report with Possible Action on Spring 2018 Assessment 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

The presentation attached to the minutes of your Committee's meeting is aligned to the Board's action in February 2018 to review district data regularly throughout the school year. This report reviews the student-performance results on STAR and the Phonological Awareness Literacy Screening (PALS) from spring 2018.

- STAR is the district's universal screener that is used to assess students' performance and growth in early literacy, reading, and math. All students in K5 through grade 10 take the STAR screener.
- PALS is the foundational reading assessment chosen by MPS to meet the requirement of Wisconsin Statutes, section 118.016. PALS is administered to all K4 through grade 2 students in the district.

Both assessments are given in English and Spanish, with the results for both reported respectively.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 7.38, Balanced Assessment Systems

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(Item 3) Report with Possible Action on 2018 ACT Aspire and WorKeys

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 presentation attached to the minutes of your Committee's meeting is aligned to the Board's action in February 2018 to review district data regularly throughout the school year. This report will review students' results on the ACT Aspire and ACT WorkKeys assessments given in spring 2018.

- ACT Aspire is a summative assessment that measures what students have learned in the areas of English, reading, math, science, and writing. This assessment meets the requirements of Wisconsin Statutes, section 118.30, for the annual assessment of student performance in grades nine and ten. ACT Aspire's scores predict how a student will perform on both the ACT and ACT WorkKeys when they reach 11th grade. Students in need of academic interventions or challenges can be identified earlier in their high-school careers using this assessment.
- The ACT WorkKeys assesses students in the areas of applied math, graphic literacy (formerly locating information), and workplace documents (formerly reading for information). WorkKeys is administered to 11th-grade students on the day after ACT has given to students in mid-February to early March. Students may earn National Career Readiness Certificates (NCRCs) that are recognized by businesses and industries nationwide. The National Career Readiness Certificate identifies students that are on a clear path to demonstrate their abilities to future employers.

Tables that include student performance by race/ethnicity, special education, English-language proficiency, economic status, and gender on each assessment are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 7.38, Balanced Assessment Systems

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the monthly reports of the Board's delegates to CESA #1 and to the Milwaukee Education Partnership.

* * * * *

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

In an effort to support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President's activities during the months of July and August 2018 included the following:

Academic Achievement

Attended various district events, including:

Student, Family, and Community Engagement

Discussed improved continuity of services and expanded opportunities for Milwaukee's children and families with local leaders, including:

Attended various community events, including:

Effective and Efficient Operations

Met with district leaders to receive updates on district initiatives:

* * * * *

RESOLUTIONS

Resolution 1819R-005

By Director Voss

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

WHEREAS, Wisconsin Statutes, §118.305(1)(i), define *seclusion* as "the involuntary confinement of a student apart from other students, in a room or area from which the student is physically prevented from leaving"; and

WHEREAS, Wisconsin State Statutes, §118.305(1)(g), define p*hysical restraint* as "a restriction that immobilizes or reduces the ability of a student to freely move his or her torso, arms, legs, or head"; and

WHEREAS, Wisconsin Statutes, §118.305(2)(a) and §118.305(3)(a), provide that seclusion and physical restraint be used on a student in a school only if the student's behavior "…presents a clear, present, and imminent risk to the physical safety of the pupil or others and it is the least-restrictive intervention feasible"; and

WHEREAS, The number of instances in which seclusion or physical restraint has been used in the Milwaukee Public Schools has increased from the 2016-17 school year to the 2017-18 school year; and

WHEREAS, Administrative Policy 8.17, Student Rights, Responsibilities, and Discipline, states, "The Board believes that student rights should be recognized and respected"; and

WHEREAS, Administrative Policy 8.28, Student Discipline, states "The Board believes that students have a right to learn and that educators have a right to teach in a safe and orderly environment that fosters mutual respect for all individuals"; and

WHEREAS, Seclusion and physical restraint are only two strategies in which the district's staff are trained to use as de-escalatory or protective mechanisms; now, therefore, be it

RESOLVED, That the Board direct the Administration to develop a systemic, district-wide plan to maintain safe and orderly environments in our schools and classrooms, inclusive of the tiered interventions and strategies whose use is to be documented prior to the use of seclusion or restraint; and be it

FURTHER RESOLVED, That, in developing the plan, consideration be given to strategies that make use of trauma-informed alternatives to interventions, to include, but not be limited to, research-based use of mindfulness, de-escalatory techniques, social-emotional learning practices, and Positive Behavioral Interventions and Supports (PBIS); and be it

FURTHER RESOLVED, That, in developing the plan, the Administration work to ensure that families of the Milwaukee Public Schools are involved and informed about the varying strategies to be used prior to consideration and use of seclusion or physical restraint; and be it

FURTHER RESOLVED, That the plan be provided to the Board no later than the November 2018 board cycle.

This resolution was referred to the Committee on Parent and Community Engagement.

* * * * *

Resolution 1819R-006

By Director Voss

WHEREAS, The Milwaukee Board of School Directors is committed to attracting and retaining the most effective staff possible for all schools and departments; and

WHEREAS, Administrative Policy 1.05, Recognition for Accomplishment, states, "The Milwaukee Public Schools shall appropriately recognize the achievements, contributions, and service of its staff members"; and

WHEREAS, Administrative Policy 1.05 further states, "It is entirely appropriate that additional recognition be bestowed for length of service by the Administration and the Board at appropriate intervals during an employee's service. Accordingly, the Department of Human Resources shall cause Milwaukee Public Schools employees to be identified and recognized for longevity of service with the district at the following intervals in their careers"; and

WHEREAS, Administrative Policy 1.05 also states, "Outstanding attendance records, specifically absence of three or fewer days chargeable to sick leave, exclusive of absences due to religious observance or death in the family, shall be recognized at the school or other work location, with a copy of the recognition to be placed in the employee's personnel file"; and

WHEREAS, Administrative Policy 1.05 has not been implemented with consistency or fidelity; now, therefore, be it

RESOLVED, That by adopting this resolution, the Milwaukee Board of School Directors reaffirm Administrative Policy 1.05, Recognition for Accomplishment; and be it

FURTHER RESOLVED, That Administrative Policy 1.05 be amended to include recognition for length of service at three and five years of service and every five years thereafter; and be it

FURTHER RESOLVED, The Administrative Policy 1.05 be amended to include an annual report, to be brought to the Board under the Awards and Commendations section of the agenda for the Board's regular meeting, to recognize staff for years of service, outstanding attendance, and special achievements, contributions, and service; and be it

FURTHER RESOLVED, That the Board direct the Administration to allocate funds during the October 2018 budget adjustment to support full implementation of Administrative Policy 1.05, beginning on January 1, 2019; and be it

FURTHER RESOLVED, That the Board direct the Administration, in consultation with the Office of Board Governance, to establish a companion procedure outlining implementation of Administrative Policy 1.05, to be brought to the Board for referral no later than the December 2018 board cycle for implementation beginning January 1, 2019.

This resolution was referred to the Committee on Legislation, Rules and Polices.

Resolution 1819R-007

By Director Sain

WHEREAS, The mission of the Milwaukee Public Schools states, "Milwaukee Public Schools is a diverse district that welcomes all students and prepares them for success in higher education, post-educational opportunities, work, and citizenship"; and

WHEREAS, In September 2016, the Milwaukee Board of School Directors adopted the Eight Big Ideas operational plan, which includes rethinking high school as a strategic objective in the area of academic achievement with the aim that every MPS student graduate on time with a personalized pathway to success in college, career, and life; and

WHEREAS, In August 2017, the Milwaukee Board of School Directors took action to configure Daniel Webster Secondary School as a traditional middle school, to direct the Administration to work with the Webster community to determine the best program for the future, and to report back to the Board by November 2017 on the progress of the reconfiguration; and

WHEREAS, In determining the best program for the future of Webster School, Milwaukee Public Schools must consider pathways that will meet both the current and future needs of MPS students and families and the broader community; and

WHEREAS, MPS International Baccalaureate, Advanced Placement, and specialty schools consistently experience oversubscription and wait lists, indicating a continued need for rigorous college-preparatory programs; and

WHEREAS, The growing pace of technology means that the Milwaukee Pubic Schools must try to anticipate, and prepare students for, post-educational opportunities that may not even yet exist; and

WHEREAS, Milwaukee Public Schools must also prepare the next generation of school, community, and governmental leaders to think critically, to analyze and to solve problems, to communicate effectively, and to collaborate; now, therefore, be it

RESOLVED, That Daniel Webster Secondary School be reconfigured to serve grades six through twelve, beginning with the expansion to ninth grade during the 2019-2020 school year and expanding by one grade level each school year thereafter until full expansion to serve grades six through twelve in the 2022-2023 school year; and be it

FURTHER RESOLVED, That Daniel Webster Secondary School's traditional program be redesigned to include a high-school-preparatory program for middle-school students; and be it

FURTHER RESOLVED, That — in direct alignment with the district's mission to prepare students for success in higher education, post-educational opportunities, work, and citizenship — the redesign of Daniel Webster Secondary School also include the following three high-school academies from which high-school students will be able to choose their academic focus:

- a college-preparatory academy in which students shall engage in rigorous college-preparatory courses, including access to early-college high school (ECHS) and dual-enrollment programs;
- a science, technology, engineering, and math (STEM) academy in which students shall engage in an interdisciplinary, hands-on, and project-based learning curriculum, including access to apprenticeships and internships; and
- a leadership, business, law, and social justice academy in which students shall engage in a sequence in business, law, and social justice, including access to community projects, service learning, and internships; and be it

FURTHER RESOLVED, That the Board direct the Administration to establish a steering committee inclusive of representation from Webster's leadership, staff, students, parents, and partners, as well as representation from MPS's central administration and the broader community, to work on the redesign and growth of Webster Secondary School; and be it

FURTHER RESOLVED, That the Board direct the Administration, in consultation with the steering committee, to bring an update on the reconfiguration and redesign of Webster Secondary School to the Board no later than the October 2018 board cycle and quarterly thereafter through the end of the 2019-2020 school year; and be it

FURTHER RESOLVED, That the Board direct the Administration to explore the establishment of feeder patterns to Webster Secondary School.

This resolution was referred to the Committee on Student Achievement and School Innovation.

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The Board next took up the Communication from the Office of Accountability and Efficiency, consideration of which had been deferred earlier in the meeting:

(Item 1) Action on a Request to Retire to Executive Session in Order to Consider Information Received in Accordance with Administrative Policy 6.35, Whistleblower Protections

Background

In lieu of the monthly report of activities within the Office of Accountability and Efficiency, the Office of Accountability and Efficiency is requesting a closed session in order to consider information received in accordance with Administrative Policy 6.35, Whistleblower Protections. This request is being made pursuant the following sections of the Wisconsin Statutes:

- 19.85(1)(b), which allows a governmental body to retire to closed session in order to consider dismissal, demotion, licensing or discipline of any public employee or person licensed by a board or commission or the investigation of charges against such person;
- 19.85(1)(c), which allows a governmental body to retire to executive session for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility;
- 19.85(1)(f), which allows a governmental body to retire to closed session in order to consider financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons...which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations; and
- 19.85(1)(g), which allows a governmental body to retire to closed session in order to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

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

Fiscal Impact Statement

NA

Recommendation

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

Director Báez moved that the Board retire to executive session, pursuant to Wisconsin Statutes, sections 19.85(1)(b), 19.85(1)(c), 19.85(1)(f), and 19.85(1)(g), in order to consider information received in accordance with Administrative Policy 6.35, Whistleblower Protections.

The motion prevailed, the vote being as follows:

> Ayes — Directors Báez, Falk, Harris, Miller, Philliips, Voss, Woodward, and President Sain — 8.
> Noes — None.

The Board retired to executive session at 8:57 PM.

The Board adjourned from executive session at 10:58 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 4, 2018

Special meeting of the Board of School Directors called to order by President Sain at 6:02 PM.

Present — Directors Báez, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Absent — None.

The Board Clerk read the following call of the meeting:

August 31, 2018

To the Members of the Board of School Directors:

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

SPECIAL BOARD MEETING
6:00 P.M, Tuesday, September 4, 2018

Action on a Request to Retire to Executive Session in Order to Consider Information Received in Accordance with Administrative Policy 6.35, Whistleblower Protections

- 19.85(1)(b), which allows a governmental body to retire to closed session in order to consider dismissal, demotion, licensing or discipline of any public employee or person licensed by a board or commission or the investigation of charges against such person;
- 19.85(1)(c), which allows a governmental body to retire to executive session for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility;
- 19.85(1)(f), which allows a governmental body to retire to closed session in order to consider financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons...which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations; and
- 19.85(1)(g), which allows a governmental body to retire to closed session in order to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

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

JACQUELINE M. MANN, Ph.D.
Board Clerk

Director Miller moved to retire to executive session pursuant to Wisconsin Statutes, sections 19.85(1)(b), 19.85(1)(c), 19.85(1)(f), and 19.85(1)(g), for the purpose of considering information received in accordance with Administrative Policy 6.35, Whistleblower Protections.

The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — None.

The Board retired to executive session at 6:11 PM.

The Board adjourned from executive session at 7:10 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 27, 2018

Regular meeting of the Board of School Directors called to order by President Sain at 6:37 PM.

Present — Directors Falk, Miller, Phillips, Voss, Woodward (6:44 p.m.), and President Sain — 6.
Absent and Excused — Directors Báez and Harris — 2.

President Sain requested a moment of silence to commemorate the passing of Adrian Cross, Jr., a 7th-grade student at 53rd Street School who passed away on September 24, 2018.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award — April Swick (Posthumous)

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, parent, or community member for a display of excellence, achievement, and innovation that may serve as an example to our school district and the entire Milwaukee community. This month, the Milwaukee Board of School Directors is pleased to present the Excellence in Education Award posthumously to:

April M. Swick

Ms. April Swick was a long-time MPS educator who started her career with the district in 1990. This July, April started a new role as an instructional leadership director for the Southwest Region of MPS. Prior to this role, she served as the Director of Organizational Development. In that position, April oversaw planning and implementation of the district's training and professional development for thousands of employees.

April held several positions and made a tremendous impact on the Milwaukee Public Schools during her 28 years of service, but what is, perhaps, most notable are the 23 years she spent teaching at, and eventually becoming a principal at, Clement Avenue School.

One colleague said, "At Clement, Ms. Swick was invested in her school, its south side neighborhood, and the families from the moment she began working there. Ms. Swick kept in touch with many families and students who all had fond memories of Ms. Swick."

Many people describe April as someone who was always willing to exceed expectations. She stayed involved with schools beyond work hours and always went above and beyond what was outlined in her job descriptions. For example, April was known for personally delivering holiday gifts to families in need. Her family shared, "If you were less advantaged, she was going to take care of you in any way that she could."

In addition to serving at the Milwaukee Public Schools, April was a published author of three educational books for teachers and principals. April made a lasting impact on this district and will be remembered for her passion and dedication to the children of Milwaukee. One colleague recalled, "She was always looking to make you better, schools better, and opportunities for children better. And she did just that."

The Milwaukee Board of School Directors and the entire school community posthumously recognize April Swick for her dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of August 30, 2018, were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Action on a Request to Approve the District's Appointment to the Board of the Social Development Commission

Background

The Administration is requesting that the Board appoint Matthew Boswell as its representative on the board of the Social Development Commission (SDC), effective October 2018. The SDC's Board of Commissioners comprises 18 members, with one-third appointed from the public sector, one-third from the private sector, and one-third elected as representatives of low-income residents of Milwaukee County. Milwaukee Public Schools traditionally serves as one of the public-sector representatives.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rules Statement

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

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Upon approval by the Board, Matthew Boswell will assume responsibilities as Milwaukee Public Schools' representative.

Committee's Recommendation

The Interim Superintendent recommends that the Board appoint Matthew Boswell as its representative on the board of the Social Development Commission, to be effective October 2018.

Director Miller moved to approve the Interim Superintendent's recommendation. The motion prevailed, the vote being as follows:

Ayes — Directors Falk, Miller, Phillips, Voss, Woodward, and President Sain — 6.
Noes — None.

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(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:

- to improve district and school culture
- to ensure fiscal responsibility and transparency
- to increase academic achievement and accountability
- to develop our staff
- to strengthen communication and collaboration.

Exciting things are happening in MPS, and our staff have been working diligently to prepare for a strong year. As we begin our 2018-19 school year, I firmly believe that we will make progress in our district with a strong academic focus on reading, writing, and mathematics.

The "Run Back to School" race was a huge success when hundreds of runners, volunteers, community leaders, staff members, and mascots joined me at Wick Field to kick off the school year. While finishing the 5K run or 1.5-mile walk around Washington Park was the immediate goal for all those participating, everyone was there in the spirit of school and neighborhood unity at this event to support the health and well-being of our youth. Once again, the MPS Recreation Department did an outstanding job coordinating this event!

We celebrated Day One for students on the traditional calendar at Maple Tree Elementary School with Mayor Tom Barrett, State Superintendent Tony Evers, and Police Chief Alfonso Morales present to help us welcome students back to school.

I visited with students and staff at many MPS schools this month, including Kluge, 53rd Street, Cooper, Milwaukee French Immersion, Browning, Stuart, Lee Learning Center, Thoreau, Wisconsin Conservatory of Lifelong Learning, and Dr. Martin Luther King, Jr., School, where I gave remarks for the 88.9 No Empty Backpacks School Supply Drive. I also visited North Division High School and conducted a student focus group as part of our youth voice efforts.

During September, I continued to meet with partners, business and community leaders, and staff, including Dr. Carol Johnson from National Assessment of Education Progress (NAEP); Eloise Anderson, Secretary of the Wisconsin Department of Children and Families, and her staff; George Hinton from the Social Development Commission; and Greg Wesley, Senior Vice President of The Medical College of Wisconsin, and his team. I also met the U.S. Department of Education's Assistant Secretary Frank Brogan, who visited Ronald Reagan College Preparatory High School as part of the Department's "Rethink School" back-to-school tour.

Events, Programs, Announcements

Backpacks for MPS Students Deliver Smiles and School Supplies

Students selected backpacks in their favorite colors at eight MPS schools thanks to the generosity of the Milwaukee community. Through the No Empty Backpacks program presented by 88Nine and the *Milwaukee Business Journal,* Milwaukee residents and businesses were invited to donate school supplies to assist local children and to help ensure a great school year.

This year's No Empty Backpacks drive collected more than 50,000 items to benefit eight MPS schools, topping the 37,000 items received last year. Donated supplies include backpacks, crayons, glue sticks, pencils, pens, notebooks, markers, calculators, and more. Support from Robert W. Baird, Educators Credit Union, Michael Best & Friedrich, Northwestern Mutual, and CH Coakley, along with the many generous businesses across the city that served as drop-off locations, made this effort possible.

Backpacks were distributed on September 12 at Craig Montessori, Clara Barton, Andrew S. Douglas, Lloyd Barbee Montessori, Dr. Martin Luther King, Jr., Elementary, Kagel, Starms Early Childhood, and Metcalfe School. Students at King enjoyed a celebration that included live music by Klassik and a DJ performance by Kenny Perez of Radio Milwaukee.

Blessings in a Backpack

One hundred students at Townsend Street Elementary School will go home every weekend during the school year with backpacks full of food to ensure that they are nourished, thanks to Blessings in a Backpack, Chase Anderson from the Milwaukee Brewers, and Dreambuilders Foundation, who teamed up with United Health Care employee volunteers to make this possible.

MPS is grateful to the many organizations and groups that have spearheaded efforts to donate backpacks, including AT&T Pioneers, T-Mobile, 88.9 Radio Milwaukee, Kids in Need Foundation, and Class Act. Much appreciation!

Team8 Tour Milwaukee

Team8 Tour Milwaukee visited Washington High School of Information Technology to renovate and unveil the school's weight room, fitness center, and care, and I was honored to participate in the ribbon-cutting event. We appreciate the generous work from Team8 Tour; the Cal Ripken, Sr., Foundation; United Healthcare; EcoMedia; and the many volunteers.

Allen-Field Celebrates 50th Anniversary — ¡Celebrando 50 Anos de Excelencia!

Current and previous staff, students, and families enjoyed an afternoon of reminiscing about past accomplishments and looking forward to future success as Allen-Field celebrated 50 years as an educational and community anchor on Milwaukee's near south side. Generations of students, staff, and families were on hand on September 13 as Allen-Field Elementary School celebrated a half-century of educating children on Milwaukee's south side. The school, an education landmark on 7th Street and Lapham Boulevard, is one of Milwaukee's oldest bilingual schools. As part of the celebration, attendees enjoyed food and live performances from the popular Afro-Caribbean and Latin jazz orchestra De La Buena. The public also enjoyed tours of the school and displays of student artwork.

In coordination with the anniversary, the school unveiled a one-of-a-kind art-mural basketball court that brings a splash of color and culture to the school. The mural on the court was created by H2 Collaborative.

Awards and Recognition

Brenda Mikell Earns University of Chicago's Outstanding Educator Award

Brenda Mikell, school counselor and teacher at Rufus King IB School, has been selected for the University of Chicago's Outstanding Educator Award. This distinguished award, which has existed for more than three decades, recognizes educators who have changed the course of their students' lives. Ms. Mikell was nominated by a first-year student for being a teacher who was influential in that student's path toward intellectual growth.

Teacher David Kontz is Semi-Finalist for Teaching Award

David Kontz, from Barack Obama School of Career and Technical Education, has been named a semifinalist in the Harbor Freight Tools for Schools 2018 Prize for Teaching Excellence.

Kontz, who teaches welding, manufacturing, and heating, ventilation, and air conditioning (HVAC), is the chair of the department of technical education. He and fellow teachers Dan Johnston and Monica Hall coach the school's Skills USA team, which saw six students compete at the state level this year, with four bringing home medals.

The Harbor Freight Tools for Schools prize for Teaching Excellence honors outstanding teachers in the skilled trades in U.S. public schools. It recognizes teaching excellence that enables students to learn deeply and to be career-ready for in-demand jobs.

Every teacher or teacher team applying for the award gains free access to a series of expert-led learning modules online to help them be even more effective in the classroom.

Out of 557 entries, Kontz was notified that he is among 52 semi-finalists. In November, Harbor Freight Tools will announce the winners of 18 awards. Three first-place winners will receive $100,000, with $70,000 going to the high-school skilled-trades program, and $30,000 going to the individual teacher or team. Fifteen second-place winners will receive $50,000, with $35,000 to the high-school program, and $15,000 going to the teacher or team.

Update on Civic Education Efforts in Our Schools

In June 2018, the Board took action to further enhance the district's efforts regarding civic education (voting, voter registration, civic engagement) in our schools. The district's curriculum currently addresses the role of local government (aldermen/women, Common Council, school board), including elections within the district's citizenship course. This course has been redesigned to include citizen action and service to the community through active participation. The Administration is further refining curriculum to include additional information and lessons regarding the role of the Milwaukee Board of School Directors.

Through our partnerships with the Milwaukee City Election Commission and the League of Women Voters, voter registration is held in all MPS high schools every year. Our goal is for voter registration to be a rite of passage for all eligible students as part of their high-school experience.

District staff have also worked with these entities to develop a voter-registration toolkit that is located in every high school. The toolkit includes information on how to register, lesson plans, online resources, and potential guest speakers and promotional ideas. Every high school has a voter-registration liaison to assist all high-school students in registering to vote.

There is no age requirement for students to learn about online voter registration and then assist their peers to register. Through our partnership, we are focusing on training student groups in grades 9-12, with the idea that some of them will be available in the following year to help us again. Last year, there were eight student-training sessions, after which the students helped at registration events. A notable example was the training of Riverside High School's Student Council's members, who then organized a registration event themselves in honor of National Voter Registration Day.

Increasing Opportunities for Student Voice

A shared goal of the Milwaukee Board of School Directors and the Administration is to provide increased opportunities for student voice throughout the district and at the monthly board meetings. As such, I have been conducting my own listening sessions with students and gathering ideas and feedback from board members and staff on how to accomplish this.

As a starting point, I would like to begin incorporating student voice in my monthly report to the Board and community. At the Board's September meeting, students from North Division will provide a report on various topics discussed with me when I visited their school. Students shared what makes them most proud to be part of the Milwaukee Public Schools as well as things they want and need from the district to be successful.

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

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

Background

On September 17, 2018, the Department of Public Instruction introduced its budget proposal for the 2019-2021 biennium. The proposal includes specific funding and support for students in the state's five largest urban districts. Points of emphasis include support for high-quality early-childhood education programs, incentives for Nationally Board-certified Teachers, and the restoration of funding for the Milwaukee Mathematics Partnership. These proposals, along with previously introduced items under the headings of School Finance Reform, Special Education Funding, Expand Crucial Learning Supports, and Prioritizing Mental Health, can be found on the Department of Public Instruction's budget page, https://dpi.wi.gov/budget.

The proposals include:

- restoring 2/3 funding and raising low-revenue-limit districts to the state's average;
- fully counting four-year-old kindergarten students for a full school day;
- increasing the Special Education Aid reimbursement to 30% in the first year of the budget and 60% in the second year of the budget — with a stated goal of moving to 90% reimbursement;
- increasing the reimbursement level for Bilingual-Bicultural Aid from 8% to 30% by 2021;
- increasing mental health funding tenfold to meet pressing student and family needs; and
- creating and funding a state-level after-school program that would provide a stable source of support for wrap-around services at school sites.

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 Rules Statement

Board Governance Policy BG 2.13, Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

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

Background

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

Pursuant to Wisconsin Statutes 19.85(1)(c), which provides that a governmental body may convene in executive session for the purpose of "considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, " the Board may convene in executive session for the purpose stated above. The Board may reconvene in open session to take action on matters discussed in executive session and/or to continue with the remainder of its agenda; otherwise, the Board will adjourn from executive session.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Board Governance Policy BG 3.01, Board-appointed Officials

Fiscal Impact Statement

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

Recommendation

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

By consensus, consideration of this item was postponed until the end of the agenda.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Current Project Updates

Active-shooter Considerations

1. Background

On July 27, 2017, the Board directed the Administration and the Office of Accountability and Efficiency to engage an external evaluator to conduct an evaluation of the School Resource Officer (SRO) program. During the course of the SRO evaluation, the Milwaukee Board of School Directors raised a question about active-shooter issues, and this topic was added to the scope of the work.

2. Update

The OAE and the Administration presented the work of the evaluator at the September 18, 2018, meeting of the Committee on Accountability, Finance, and Personnel.

Additional Projects

The OAE is working with the Administration on completing work surrounding district equity as part of recently enacted policy and Resolution 1718R-006.

Additionally, the OAE continues to work on, and will be bringing forward updates on, an inventory of district property of artistic, historic, or monetary value and a district-wide assessment of diversification of workforce.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

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

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

The Board Clerk presented 16 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Falk moved to accept the reports of the Independent Hearing Officers of August 31, 2018 and September 7, 13, 17, 19, and 21, 2018.

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

Ayes — Directors Falk, Miller, Phillips, Voss, Woodward, and President Sain — 6.
Noes — None.

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of Item 5 of the report of the Committee on Accountability, Finance, and Personnel, Action on the Award of Professional Services Contracts, at the request of the Administration.

On the motion of Director Miller, the balance of the Committee Reports was approved, the vote being as follows:

Ayes — Directors Falk, Miller, Phillips, Voss, Woodward, and President Sain — 6.
Noes — None.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(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

Code	Name	Position and Salary	Date
		New Hires	
4	Abraham Lopez	Accounting Assistant II $36,964.70	08/20/2018
2	Reginald Cooksey	Boiler Attendant Trainee $33,698.08	08/06/2018
2	Ebony Boatman	Children's Health Assistant $17,602.22	08/27/2018
2	Kenneth Clay	Children's Health Assistant $17,602.22	08/27/2018
2	Thomasina Dawson	Children's Health Assistant $17,602.22	08/27/2018
2	Delilah Gillespie	Children's Health Assistant $17,602.22	08/27/2018
2	Melody Jones	Children's Health Assistant $17,602.22	08/06/2018
2	LaTasha Knox	Children's Health Assistant $17,602.22	08/27/2018
2	Krystal Norman	Children's Health Assistant $17,602.22	08/27/2018
2	Latonya Norwood	Children's Health Assistant $17,602.22	08/27/2018
2	Nyiomi Pritchard	Children's Health Assistant $17,602.22	08/27/2018
2	Charmaine Taylor	Children's Health Assistant $17,602.22	08/20/2018
2	Tasheema Terry	Children's Health Assistant $17,602.22	08/06/2018
5	Julia Weeks	Children's Health Assistant $17,602.22	08/27/2018

Code	Name	Position and Salary	Date
5	Ahaima Alzain	Food Service Assistant $12.94 per hour	08/13/2018
2	Shayla Brown	Food Service Assistant $12.94 per hour	08/13/2018
2	LaQuiesha Corley	Food Service Assistant $12.94 per hour	08/13/2018
5	Tina Hermann	Food Service Assistant $12.94 per hour	08/20/2018
2	Laquietta Jordan	Food Service Assistant $12.94 per hour	08/13/2018
2	Joyce Kelly	Food Service Assistant $12.94 per hour	08/13/2018
2	Estelle Kinlow	Food Service Assistant $12.94 per hour	08/13/2018
2	Iesha Lockett	Food Service Assistant $12.94 per hour	08/13/2018
2	Amanda Matthews	Food Service Assistant $12.94 per hour	08/13/2018
2	Courtnee Patterson	Food Service Assistant $12.94 per hour	08/13/2018
2	Kamilah Payne	Food Service Assistant $12.94 per hour	08/06/2018
2	Kishone Perkins	Food Service Assistant $12.94 per hour	08/13/2018
2	Aaliyah Pernell	Food Service Assistant $12.94 per hour	08/13/2018
2	Audra Rivers	Food Service Assistant $12.94 per hour	08/13/2018
2	Traneisha Sloan	Food Service Assistant $12.94 per hour	08/13/2018
2	Michaela Turner	Food Service Assistant $12.94 per hour	08/13/2018
5	Antonia Vargas	Food Service Assistant $12.94 per hour	08/13/2018
2	Santana Wells	Food Service Assistant $12.94 per hour	08/13/2018
2	Alyssa Chatman	Pare Ed Assistant — Parent Involvement $18,315.98	08/13/2018
4	Brenda Rodriguez	Para Ed Assistant — Parent Involvement $24,429.68	08/14/2018
2	Haynie Smith	Para Ed Assistant — Parent Involvement $18,315.98	08/22/2018
4	Diana Acevedo	Para Ed Assistant $18,315.98	08/27/2018
2	Shequita Adams	Para Ed Assistant $18,315.98	08/27/2018
5	Kayla Allen	Para Ed Assistant $18,315.98	08/06/2018
2	LaTrina Ashley	Para Ed Assistant $18,315.98	08/27/2018
4	Desi Aulet Reyes	Para Ed Assistant $18,315.98	08/27/2018
5	Emilee Baker	Para Ed Assistant $18,315.98	08/27/2018
5	Molly Bissen	Para Ed Assistant $18,315.98	08/09/2018
5	Susan Brady	Para Ed Assistant $20,409.18	08/27/2018
5	Amy Braun Gross	Para Ed Assistant $18,315.98	08/28/2018

Code	Name	Position and Salary	Date
2	Willie Bridges	Para Ed Assistant $18,315.98	08/27/2018
2	Keelin Brooks	Para Ed Assistant $18,315.98	08/06/2018
5	Brooke Bruns	Para Ed Assistant $18,315.98	08/27/2018
4	Bonie Bustos	Para Ed Assistant $18,315.98	08/06/2018
2	Rochelle Cannon	Para Ed Assistant $18,315.98	08/27/2018
4	Gema Cazares	Para Ed Assistant $18,315.98	08/27/2018
2	Lachez Cleghorn	Para Ed Assistant $18,315.98	08/27/2018
2	Anthony Cullen	Para Ed Assistant $18,315.98	08/27/2018
2	Sheneda Daniels	Para Ed Assistant $18,315.98	08/27/2018
2	Jade Davenporte	Para Ed Assistant $18,315.98	08/27/2018
2	Amy Davis	Para Ed Assistant $18,315.98	08/06/2018
2	Lakeisha Ellis	Para Ed Assistant $18,315.98	08/22/2018
2	Stacey Evans	Para Ed Assistant $18,315.98	08/27/2018
4	Carmen Fernandez	Para Ed Assistant $18,315.98	08/27/2018
4	Briana Figueroa	Para Ed Assistant $18,315.98	08/27/2018
4	Sonia Gallegos Becerra	Para Ed Assistant $18,315.98	08/27/2018
5	Bianca Gasparri	Para Ed Assistant $18,315.98	08/27/2018
5	Cassandra Gherardini	Para Ed Assistant $18,315.98	08/13/2018
4	Sofia Gonzalez	Para Ed Assistant $18,315.98	08/27/2018
2	Rhineasha Green	Para Ed Assistant $18,315.98	08/27/2018
2	Terrance Griffin	Para Ed Assistant $18,315.98	08/27/2018
2	Perry Henry	Para Ed Assistant $18,315.98	08/27/2018
4	Cheryann Hernandez	Para Ed Assistant $18,315.98	08/30/2018
2	Adrienne Hicks Humes	Para Ed Assistant $20,409.24	08/27/2018
2	Joyce Highshaw	Para Ed Assistant $18,315.98	08/27/2018
2	Nafeshia Holifield	Para Ed Assistant $18,315.98	08/27/2018
2	Darla Honeycutt	Para Ed Assistant $18,315.98	08/27/2018
5	Kimberly Hoppe	Para Ed Assistant $18,315.98	08/27/2018
2	Loricia Horton	Para Ed Assistant $18,315.98	08/27/2018
2	Stephanie Huff	Para Ed Assistant $18,315.98	08/27/2018

Code	Name	Position and Salary	Date
2	Alona Johnson	Para Ed Assistant $18,315.98	08/27/2018
2	Therezine Johnson Davey	Para Ed Assistant $18,315.98	08/27/2018
5	Kevin Kastner	Para Ed Assistant $18,315.98	08/06/2018
4	Johanna Kauffman	Para Ed Assistant $18,315.98	08/27/2018
2	Emerald Kidd	Para Ed Assistant $18,315.98	08/27/2018
5	Joseph Kral	Para Ed Assistant $18,315.98	08/06/2018
4	Martha Kukowski	Para Ed Assistant $18,315.98	08/27/2018
2	Yashica Kuykendall	Para Ed Assistant $18,315.98	08/21/2018
2	Travelle Lewis	Para Ed Assistant $18,315.98	08/27/2018
2	Erica Little Lyle	Para Ed Assistant $18,315.98	08/27/2018
5	Madeleine Magnuson	Para Ed Assistant $18,315.98	08/27/2018
2	Rasheida Malone	Para Ed Assistant $18,315.98	08/24/2018
2	Brandon Martin	Para Ed Assistant $18,315.98	08/06/2018
5	Sara Martinez	Para Ed Assistant $18,315.98	08/06/2018
2	Monique Matthews	Para Ed Assistant $18,315.98	08/27/2018
2	Raymont McElroy	Para Ed Assistant $18,315.98	08/27/2018
2	Selena McKnight	Para Ed Assistant $18,315.98	08/27/2018
4	Joseph Medina	Para Ed Assistant $18,839.30	08/06/2018
5	Nicole Michalak	Para Ed Assistant $18,315.98	08/27/2018
2	Shakeda Miller	Para Ed Assistant $18,315.98	08/27/2018
2	Tammy Mimis	Para Ed Assistant $18,315.98	08/13/2018
2	Shawndra Mitchell	Para Ed Assistant $18,315.98	08/27/2018
2	Chinyere Murphy	Para Ed Assistant $18,315.98	08/27/2018
2	Sharon Newson	Para Ed Assistant $18,315.98	08/27/2018
5	Fiona Nicolaisen	Para Ed Assistant $18,315.98	08/06/2018
5	Gianna Pacioni	Para Ed Assistant $18,315.98	08/27/2018
4	Maricela Pantoja	Para Ed Assistant $18,315.98	08/10/2018
2	Robert Perry	Para Ed Assistant $18,315.98	08/27/2018
5	Alessandra Piano	Para Ed Assistant $18,315.98	08/27/2018
4	Monica Purifoy	Para Ed Assistant $18,315.98	08/20/2018

Code	Name	Position and Salary	Date
2	Charlene Reynolds	Para Ed Assistant $18,315.98	08/27/2018
4	Dally Rivera	Para Ed Assistant $18,315.98	08/27/2018
4	Miguel Rodriguez	Para Ed Assistant $18,315.98	08/27/2018
4	Glorimar Rodriguez Sanchez	Para Ed Assistant $18,315.98	08/27/2018
5	Madison Ruge	Para Ed Assistant $18,315.98	08/27/2018
2	Deborah Russ	Para Ed Assistant $20,409.24	08/06/2018
2	Andrea Samuels Scruggs	Para Ed Assistant $18,315.98	08/27/2018
5	Chris Segedy	Para Ed Assistant $18,315.98	08/27/2018
2	Joy Sherrod	Para Ed Assistant $18,315.98	08/13/2018
5	Fredrick Smotherman	Para Ed Assistant $18,315.98	08/09/2018
2	Chandra Staples	Para Ed Assistant $18,315.98	08/27/2018
2	Jamie Stewart	Para Ed Assistant $18,315.98	08/20/2018
4	Stephanie Suarez del Real	Para Ed Assistant $18,315.98	08/27/2018
2	Jordan Taper	Para Ed Assistant $18,315.98	08/27/2018
2	Joshua Taylor	Para Ed Assistant $18,315.98	08/14/2018
3	Monica Thomas	Para Ed Assistant $18,315.98	08/27/2018
5	Dennis Thompson	Para Ed Assistant $18,839.30	08/27/2018
5	Grace Thompson	Para Ed Assistant $18,315.98	08/06/2018
5	Barbara Twardowski	Para Ed Assistant $18,315.98	08/27/2018
4	Maritza Valentin	Para Ed Assistant $18,315.98	08/14/2018
2	Kimberly Washington	Para Ed Assistant $18,315.98	08/27/2018
2	Chiquita Watts	Para Ed Assistant $18,315.98	08/27/2018
2	Kasandra Weaver	Para Ed Assistant $18,315.98	08/13/2018
2	Chazidi White	Para Ed Assistant $18,315.98	08/27/2018
2	Priscilla White	Para Ed Assistant $18,315.98	08/27/2018
5	Sophia Wickman	Para Ed Assistant $18,315.98	08/14/2018
2	Prentice Young	Para Ed Assistant $18,315.98	08/07/2018
5	Scott Liesenfelder	Plasterer $32.65 per hour	08/06/2018
2	Letitia Dotson	School Nursing Associate $18,315.98	08/30/2018
2	Margaret Garcia	School Nursing Associate $18,315.98	08/30/2018

Code	Name	Position and Salary	Date
2	Broderick Biddle	School Safety Assistant $22,819.92	08/13/2018
2	Sally Burnside	School Safety Assistant $22,819.92	08/13/2018
2	Ciera Carter	School Safety Assistant $22,819.92	08/13/2018
4	Brendaliz Gonzalez	School Safety Assistant $22,819.92	08/13/2018
2	Aisha Hines	School Safety Assistant $22,819.92	08/13/2018
2	Lewis Reddic Jr.	School Safety Assistant $22,819.92	08/13/2018
4	Jennifer Rivera	School Safety Assistant $22,819.92	08/13/2018
2	Jarvis Rogers	School Safety Assistant $22,819.92	08/13/2018
2	Tyana White	School Safety Assistant $22,819.92	08/13/2018
2	Kevin Wilkes	School Safety Assistant $22,819.92	08/13/2018
4	Delia Arteaga	Secretary I — 10-month $23,795.52	08/09/2018
4	Carmen Fernandez	Secretary I — 10-month $25,000.00	08/09/2018
2	Lashonda Harris	Secretary I — 10-month $23,795.52	08/24/2018
4	Maria Mojica	Secretary I — 10-month $23,795.52	08/29/2018
4	Sheila Rivera	Secretary I — 10-month $23,795.52	08/14/2018
4	Cynthia Sanchez	Secretary I — 10-month $32,009.94	08/14/2018
2	Felicia Beamon	Secretary I — 11 Month $35,259.14	08/06/2018
2	Reginald Rembert	Social Work Aide II $24,570.00	08/27/2018
		Promotions	
2	Robert Rollins	Boiler Attendant $37,399.31	08/27/2018
5	Catherine Kablau	Central Kitchen Manager II $33,476.05	08/06/2018
2	Sharon Bell	Food Service Assistant — In Charge $14.75 per hour	08/28/2018
5	Michelle Kontowski	Food Service Assistant — In Charge $13.85 per hour	08/27/2018
2	Stacey Love	Food Service Assistant — In Charge $13.85 per hour	08/27/2018
2	Richard Thompson	Food Service Assistant — In Charge $13.64 per hour	08/06/2018
2	Khadijah Thrower	Pare Ed Assistant — Parent Involvement $18,838.38	08/06/2018
2	Tiawana Alexander	Para Ed Assistant $18,315.98	08/27/2018
2	Lamona Anderson	Para Ed Assistant $18,315.98	08/27/2018
2	Kim Gray	Para Ed Assistant $18,315.98	08/27/2018
2	Donna Survillion	School Safety Assistant $22,819.92	08/13/2018
2	Tianna Woods	School Safety Assistant $23,797.92	08/13/2018

Code	Name	Position and Salary	Date
4	Raquel Carranza	Secretary I — 12-month $29,152.80	08/02/2018
5	Mary Kowal	School Bookkeeper — 12-month $37,578.27	08/15/2018
5	Benjamin Baptist	School Engineer I $41,701.13	08/27/2018
2	Larina Crawford	School Engineer I $41,701.13	08/27/2018
2	Anthony Ensley	School Engineer I $41,701.13	08/27/2018
2	Alexander Harrison	School Engineer I $41,701.13	08/27/2018
2	Algenon Kendrick	School Engineer I $41,701.13	08/27/2018
2	Timotheus Paris	School Engineer I $41,701.13	08/27/2018
5	Jessica Park	School Engineer I $41,701.13	08/27/2018
5	Cory Polakowski	School Engineer I $41,701.13	08/27/2018
2	Armond Smith	School Engineer I $41,701.13	08/27/2018
2	Andre Williams	School Engineer I $41,701.13	08/27/2018
5	Janell Kostka	School Kitchen Manager II $23,937.75	08/06/2018
2	Danielle Whitehead	School Kitchen Manager II $22,364.42	08/06/2018
2	Veatrice Barry	School Kitchen Manager Trainee $15.00 per hour	08/07/2018
		Rehires	
5	Alex Gasiosowski	Building Service Helper I $13.12 per hour	08/27/2018
2	Shanae Cole Hill	Children’s Health Assistant $17,602.22	08/27/2018
2	Angela Jobe	Children’s Health Assistant $17,602.22	08/27/2018
2	Tamika Ramey	Children’s Health Assistant $17,602.22	08/20/2018
4	Maria Rodriguez	Children’s Health Assistant $17,602.22	08/27/2018
2	Anita Clark	Pare Ed Assistant — Parent Involvement $18,839.31	08/06/2018
4	Jessica Agosto	Para Ed Assistant $18,315.98	08/29/2018
2	AJarea Alston	Para Ed Assistant $18,315.98	08/13/2018
5	Therese Armbruster	Para Ed Assistant $18,315.98	08/27/2018
2	Tanya Brackinridge	Para Ed Assistant $20,409.18	08/27/2018
4	Santiago Diez	Para Ed Assistant $18,315.98	08/27/2018
2	Ashley Henderson	Para Ed Assistant $18,315.98	08/27/2018
2	Amanda Lewis	Para Ed Assistant $18,315.98	08/27/2018
2	Carl Love	Para Ed Assistant $20,308.20	08/27/2018
2	Asia McMillian	Para Ed Assistant $18,315.98	08/27/2018

Code	Name	Position and Salary	Date
5	Julie Slightham	Para Ed Assistant $21,968.76	08/27/2018
5	Jessica Talsky	Para Ed Assistant $18,315.98	08/27/2018
2	Ieshia Wiggins	Para Ed Assistant $18,315.98	08/06/2018
4	Elizabeth Garcia	School Safety Assistant $22,819.92	08/13/2018
2	Charrise Johnson	School Safety Assistant $22,819.92	08/06/2018
2	Money Love	School Safety Assistant $22,819.92	08/06/2018
2	Katherine Patton	School Safety Assistant $23,797.92	08/13/2018
4	Katherine Borrero Perez	Secretary I — 10-month $3223,795.52	08/14/2018
4	Maria Montoya	Secretary I — 12-month $29,152.80	08/06/2018

Certificated Appointments

Codes	Name and Position	Division	Salary	Date
4, r	Alvarez Porras, Laura Bilingual Education	B	$42,360.01	8/27/2018
5, nr	Anderson, Krystie General Operations	B	$42,500.00	8/27/2018
5, nr	Andres, Katharine General Operations	B	$61,018.98	8/27/2018
5, r	Anich, Allison Reg (5-year-old) Kindergarten	B	$42,500.00	8/27/2018
5, r	Baranowski, Mollie Kindergarten (4-year-old)	B	$42,500.00	8/27/2018
5, r	Bartsch, Emily Gen'l Elem & K8 — All Grades	C	$45,500.00	8/27/2018
2, r	Bates, Gregory Special Ed Multicategorical	B	$42,360.01	8/27/2018
5, nr	Becker, Jennifer Multicategorical Comp Sen	B	$42,360.01	8/28/2018
5, nr	Bennett, Crystal Bilingual Education	B	$59,746.38	8/27/2018
5, nr	Berman, Shari Guidance — Various	B	$61,018.98	8/27/2018
5, r	Blunt, Patrick School Support Teacher	B	$42,500.00	8/27/2018
5, r	Boehm, Jeanette Gen'l Elem & K8 — All Grades	B	$53,859.12	8/27/2018
5, nr	Bonk, Samantha Kindergarten (4-year-old)	B	$42,500.00	8/27/2018
5, nr	Bublitz, Molly Gen'l Elem & K8 — All Grades	B	$42,500.00	8/27/2018
5, nr	Burrows, Britni Gen'l Elem & K8 — All Grades	B	$42,500.00	8/27/2018
5, nr	Busalacchi, Elena Speech Pathology	B	$44,476.56	8/27/2018
2, r	Caballero, Alyssa Early Childhood Special Ed	B	$42,500.00	8/27/2018
5, r	Calcutt, Victoria Early Childhood Special Ed	B	$42,360.01	8/27/2018
5, nr	Canteli Vigon, Pablo Bilingual Education	C	$64,018.98	8/27/2018

Codes	Name and Position	Division	Salary	Date
5, r	Catoe, Aliza AMP Art	B	$42,500.00	8/27/2018
5, nr	Chambers, Kayla SAGE	B	$43,388.17	8/27/2018
5, r	Chartier, Jolene Gen'l Elem & K8 — All Grades	B	$42,500.00	8/27/2018
5, nr	Coles, Christin AMP HPE	B	$42,500.00	8/27/2018
5, r	Collins, Diane AMP Art	B	$42,500.00	8/27/2018
5, nr	Corrales Rodriguez, Laura Kindergarten (4-year-old)	C	$64,018.98	8/27/2018
2, r	Covington, Saleema Gen'l Elem & K8 — All Grades	B	$42,500.00	8/27/2018
2, r	Damasus, LaToya SAGE	B	$42,500.00	8/27/2018
2, r	Daniel, Kellie Special Ed Multicategorical	B	$42,360.01	8/27/2018
5, r	Dauphin, Jaci Early Childhood Special Ed	B	$42,500.00	8/27/2018
2, r	Davis, Rosalind Gen'l Elem & K8 — All Grades	B	$42,360.01	8/27/2018
5, nr	De Meio, Melissa Title I Schoolwide	B	$42,500.00	8/27/2018
2, nr	Deans, Nyida Gen'l Elem & K8 — All Grades	B	$48,724.89	8/27/2018
5, r	Deinhammer, Kelsey Kindergarten (4-year-old)	B	$42,874.09	8/27/2018
5, nr	Doss, Jenny Special Ed Multicategorical	C	$50,031.27	8/27/2018
5, r	Durand Husting, Cyrille Gen'l Elem & K8 — All Grades	B	$50,053.00	8/27/2018
5, r	Eckerle, Robert Gen'l Elem & K8 — All Grades	B	$42,500.00	8/27/2018
4, nr	Figueroa, Evelyn Bilingual Education	C	$49,061.37	8/27/2018
5, nr	Flick, Karyn Speech Pathology	B	$55,047.04	8/27/2018
5, r	Foss, Alexandra Multicategorical Comp Sen	C	$64,018.98	8/28/2018
5, nr	Gasparri, Bianca Gen'l Elem & K8 — All Grades	B	$42,360.01	8/27/2018
5, nr	Gates, Megan Speech Pathology	B	$45,500.00	8/27/2018
2, nr	Gebhart, LaTia Gen'l Elem & K8 — All Grades	B	$42,500.00	8/27/2018
2, r	Gilbert, Treneshia Multicategorical Comp Sen	B	$42,360.01	8/27/2018
5, r	Gillaspie, Amber Gen'l Elem & K8 — All Grades	B	$42,360.01	8/27/2018
5, nr	Grunfelder, Emilie Gen'l Elem & K8 — All Grades	B	$43,388.17	8/29/2018
5, r	Gunderson, Emma Gen'l Elem & K8 — All Grades	C	$44,979.92	8/27/2018
5, r	Gurda, Nikolai Gen'l Elem & K8 — All Grades	B	$51,744.00	8/27/2018
5, nr	Haese, Lindsey General Operations	B	$61,018.98	8/27/2018
5, nr	Hamill, Dawn Multicategorical Comp Sen	C	$70,000.00	8/27/2018

Codes	Name and Position	Division	Salary	Date
5, nr	Hartman, Anna Multicategorical Comp Sen	C	$48,100.72	8/27/2018
4, nr	Hartwell, Katarina Hearing Impaired	B	$42,500.00	8/27/2018
2, r	Hatchett, Jade Gen'l Elem & K8 — All Grades	B	$42,360.01	8/27/2018
5, nr	Hedrick, Norman Gen'l Elem & K8 — All Grades	C	$64,018.98	8/27/2018
2, r	Hemphill, Joseph Multicategorical Comp Sen	B	$42,360.01	8/27/2018
5, nr	Hoehn, Christina Speech Pathology	B	$44,476.56	8/27/2018
5, nr	Holewa, Lisa Gen'l Elem & K8 — All Grades	B	$48,724.89	8/27/2018
2, nr	Holland, LaShawnda Gen'l Elem & K8 — All Grades	C	$67,500.00	8/27/2018
5, nr	Horton, Sierra Gen'l Elem & K8 — All Grades	B	$42,360.01	8/27/2018
5, nr	Jabs, Theresa Gen'l Elem & K8 — All Grades	C	$62,746.38	8/27/2018
5, r	Jensen, Kara Reg (5-year-old) Kindergarten	B	$42,500.00	8/27/2018
6, r	Johnson, Julie Gen'l Elem & K8 — All Grades	B	$45,503.41	8/27/2018
3, r	Josh, Michael Multicategorical Comp Sen	B	$42,500.00	8/27/2018
2, r	Jude, Demond Gen'l Elem & K8 — All Grades	B	$42,360.01	8/27/2018
5, r	Kalve, Liva Speech Pathology	B	$45,500.00	8/27/2018
2, r	Kanady, Corey Gen'l Elem & K8 — All Grades	B	$48,724.89	8/27/2018
5, r	Keepers, Shannon Gen'l Elem & K8 — All Grades	C	$62,746.38	8/27/2018
5, nr	Knue, Brooke Gen'l Elem & K8 — All Grades	C	$58,006.32	8/27/2018
5, nr	Kohnke, Kyrstin Special Ed Multicategorical	B	$42,306.01	8/27/2018
5, nr	Kolb, Alyssa Multicategorical Comp Sen	C	$49,762.73	8/27/2018
5, r	Krawczyk, Mary Special Ed Multicategorical	B	$42,874.09	8/27/2018
5, nr	Kreger, Tammy Title I Schoolwide	B	$61,018.98	8/28/2018
5, nr	LaCombe, Jennifer Special Ed Multicategorical	B	$61,018.98	8/27/2018
5, nr	Lassiter, Beth Early Childhood Special Ed	B	$61,018.98	8/27/2018
5, nr	Leiske, Taylor Reg (5-year-old) Kindergarten	B	$42,500.00	8/27/2018
5, r	Lentz, Alyssa Bilingual Education	B	$44,313.51	8/27/2018
2, nr	Levells, Stanley Gen'l Elem & K8 — All Grades	B	$42,360.01	8/27/2018
5, r	Leverty, Lauren Gen'l Elem & K8 — All Grades	B	$42,500.00	8/27/2018
5, nr	Loebl, James AMP Music	C	$68,000.00	8/27/2018
5, r	Martin, Jessica Bilingual Education	B	$42,500.00	8/27/2018

Codes	Name and Position	Division	Salary	Date
2, r	Martin, Tiffany Multicategorical Comp Sen	B	$42,500.00	8/27/2018
4, nr	Martinez, Jose Manuel Bilingual Education	B	$64,018.00	8/27/2018
5, nr	Matzek, Susan AMP HPE	C	$64,018.98	8/27/2018
6, nr	McLaughlin, Grace Speech Pathology	B	$45,360.01	8/27/2018
5, r	McRoberts, Debra Gen'l Elem & K8 — All Grades	C	$64,018.00	8/28/2018
5, r	Menting, Joseph Gen'l Elem & K8 — All Grades	B	$42,500.00	8/27/2018
4, r	Mercado, Elsi Reading	B	$42,360.01	8/27/2018
6, r	Mihdawi, Marcia Gen'l Elem & K8 — All Grades	B	$54,778.00	8/27/2018
2, r	Morgan, Nekia School Support Teacher	B	$42,360.01	8/29/2018
2, r	Morris Allen, Terri Multicategorical Comp Sen	B	$42,360.01	8/27/2018
3, nr	Moua, Kabao Kindergarten (4-year-old)	B	$42,874.09	8/27/2018
3, nr	Moy, Krysta Title I Schoolwide	B	$42,500.00	8/27/2018
5, nr	Muck, Kelly Special Ed Multicategorical	B	$43,388.17	8/27/2018
5, r	Mullahy, Katherine Gen'l Elem & K8 — All Grades	B	$43,388.17	8/27/2018
5, r	Munzenmaier, Kelsey Special Ed Multicategorical	B	$42,500.00	8/27/2018
5, r	Murphy, Joanne Speech Pathology	B	$73,969.82	8/27/2018
5, r	Oesterreich, Brody Gen'l Elem & K8 — All Grades	B	$42,500.00	8/27/2018
5, nr	Ott, Timothy Multicategorical Comp Sen	B	$49,472.63	8/27/2018
5, nr	Oury, Debby Special Ed Multicategorical	B	$48,117.68	8/27/2018
2, r	Paige, Patricia Reg (5-year-old) Kindergarten	C	$61,018.98	8/27/2018
5, r	Picard, Mark Special Ed Multicategorical	C	$70,178.52	8/27/2018
5, nr	Polivka, Adam Gen'l Elem & K8 — All Grades	B	$42,500.00	8/27/2018
5, nr	Pulos, Dena English as a Second Language	C	$62,746.38	8/27/2018
5, r	Rauen, Lindsay 3-year-old Kindergarten	B	$42,500.00	8/27/2018
6, r	Richardson, Shalanda Special Ed Multicategorical	B	$42,360.01	8/27/2018
5, nr	Rick, Kevin Gen'l Elem & K8 — All Grades	B	$49,472.63	8/27/2018
5, nr	Riesterer, Emily Kindergarten (4-year-old)	B	$42,500.00	8/27/2018
2, r	Roberson, Renita Gen'l Elem & K8 — All Grades	C	$70,000.00	8/27/2018
5, nr	Roberts, Casey Speech Pathology	B	$45,500.00	8/27/2018
4, r	Roman, Jailene Bilingual Education	B	$42,360.01	8/27/2018

Codes	Name and Position	Division	Salary	Date
4, r	Romero, Cristina SAGE	B	$42,500.00	8/27/2018
5, r	Ruiz, Cynthia Bilingual Education	B	$46,472.63	8/27/2018
5, nr	Russo, Anna Title I Schoolwide	C	$64,018.98	8/27/2018
4, r	Santiago, Emerita Fed Head Start General	B	$42,360.01	8/27/2018
5, nr	Shields, Jeffrey AMP HPE	B	$65,721.00	8/27/2018
5, nr	Shuder, Erin Gen'l Elem & K8 — All Grades	B	$45,877.82	8/27/2018
5, r	Smith, Ashley Gen'l Elem & K8 — All Grades	C	$50,114.15	8/27/2018
5, r	Smith, Madison Gen'l Elem & K8 — All Grades	B	$42,500.00	8/27/2018
5, nr	Smith, Rebecca Bilingual Education	B	$43,388.17	8/27/2018
5, r	Snyder, Isabella Multicategorical Comp Sen	B	$42,500.00	8/27/2018
5, r	Stahle, Elizabeth AMP Art	B	$61,018.98	8/27/2018
5, nr	Starkman, Susan Gen'l Elem & K8 — All Grades	B	$59,746.38	8/27/2018
5, nr	Stephan, Michelle SAGE	B	$42,360.01	8/27/2018
5, nr	Stresing, Catherine Gen'l Elem & K8 — All Grades	C	$64,018.00	8/27/2018
4, r	Suarez, Miannette Bilingual Education	B	$42,500.00	8/27/2018
5, nr	Sutherland, Holly Gen'l Elem & K8 — All Grades	B	$42,500.00	8/27/2018
5, nr	Talken, Allison Speech Pathology	B	$45,360.01	8/27/2018
5, r	Tanner, Elizabeth Gen'l Elem & K8 — All Grades	B	$42,500.00	8/27/2018
2, r	Tatum, Dietrich Gen'l Elem & K8 — All Grades	B	$42,360.01	8/27/2018
5, nr	Taylor, Tania Kindergarten (4-year-old)	B	$47,313.51	8/27/2018
5, r	Tedrow, Julia Speech Pathology	B	$44,476.56	8/27/2018
6, r	Tillman, Rebecca Gen'l Elem & K8 — All Grades	B	$42,360.01	8/27/2018
5, nr	Timko, Debra Early Childhood Special Ed	B	$42,360.01	8/27/2018
1, r	Towberman, James AMP HPE	C	$61,018.98	8/27/2018
5, nr	Ullmann, Nancy Gen'l Elem & K8 — All Grades	C	$62,746.38	8/27/2018
2, r	Vrontez, Shanel Gen'l Elem & K8 — All Grades	B	$42,360.01	8/27/2018
5, nr	Waletzko, Brandie Gen'l Elem & K8 — All Grades	B	$42,500.00	8/27/2018
2, r	Weatherspoon, Darryl Gen'l Elem & K8 — All Grades	B	$61,018.98	8/27/2018
5, r	Whalen, Allison Speech Pathology	B	$44,476.56	8/27/2018
5, r	Wilichowski, Sheree Speech Pathology	B	$44,476.56	8/27/2018

Codes	Name and Position	Division	Salary	Date
2, r	Wilkinson, Britney SAGE	B	$42,360.01	8/27/2018
2, r	Wilks, Sharney Kindergarten (4-year-old)	B	$42,360.01	8/27/2018
4, r	Williams, Ingrid School Support Teacher	B	$55,006.32	8/27/2018
2, r	Williams, Kimberly Special Ed Multicategorical	B	$42,360.01	8/27/2018
5, nr	Wolf, Jordan Early Childhood Special Ed	B	$42,500.00	8/27/2018
3, nr	Yang, Phoua Reg (5-year-old) Kindergarten	B	$45,100.72	8/27/2018

Certificated Appointments: Intern Teachers

Codes	Name and Position	Division	Salary	Date
5, nr	Dostal, Amanda SAGE	4W2	$42,360.01	8/27/2018
5, nr	Dyrssen, Christa Multicategorical Comp Sen	4W2	$42,360.01	8/27/2018
5, r	Emons, Juline Early Childhood Special Ed	4W2	$42,360.01	8/27/2018
5, r	Freda, Rebekah Early Childhood Special Ed	4W2	$42,360.01	8/27/2018
2, nr	Gordon, Brittani Gen'l Elem & K8 — All Grades	4W2	$42,360.01	8/27/2018
5, r	Grall, Abbey Gen'l Elem & K8 — All Grades	4W2	$42,360.01	8/27/2018
2, r	Jefferson, Shatavia Early Childhood Special Ed	4W2	$42,360.01	8/27/2018
2, nr	Jewell, Rochelle Special Ed Multicategorical	4W2	$42,360.01	8/27/2018
5, nr	Jungbauer, James Special Ed Multicategorical	4W2	$42,360.01	8/27/2018
5, r	McKenna, Taylor Multicategorical Comp Sen	4W2	$42,360.01	8/27/2018
5, r	McKeogh, Kaitlin Title I Schoolwide	4W2	$42,360.01	8/27/2018
5, r	OMalley, Mary Claire Multicategorical Comp Sen	4W2	$42,360.01	8/27/2018
5, r	Platte, Skylar Gen'l Elem & K8 — All Grades	4W2	$42,360.01	8/27/2018
3, r	Punyamurthula, Rithinay Kindergarten (4-year-old)	4W2	$42,360.01	8/27/2018
4, r	Silva, Makaila Gen'l Elem & K8 — All Grades	4W2	$42,360.01	8/27/2018
5, r	Stempniewski, Jeffrey Multicategorical Comp Sen	4W2	$42,360.01	8/27/2018
2, nr	Walker, Diane Gen'l Elem & K8 — All Grades	4W2	$42,360.01	8/27/2018
5, r	Wuest, Jennifer Special Ed Multicategorical	4W2	$42,360.01	8/27/2018
5, r	Zea, Erin Gen'l Elem & K8 — All Grades	4W2	$42,360.01	8/27/2018

Certificated Appointments: Permit Teachers

Codes	Name and Position	Division	Salary	Date
6, r	Allen, Suzette Gen'l Elem & K8 — All Grades	B	$42,360.01	8/27/2018

Codes	Name and Position	Division	Salary	Date
5, r	Beck, Katherine Multicategorical Comp Sen	B	$42,360.01	8/27/2018
5, r	Brannon, Miranda Gen'l Elem & K8 — All Grades	B	$42,360.01	8/27/2018
4, r	Colon, Nicole Special Ed Multicategorical	B	$42,360.01	8/27/2018
2, r	Conley Patterson, Sheila Special Ed Multicategorical	B	$42,360.01	8/27/2018
2, nr	Cureton, Angela Special Ed Multicategorical	B	$42,360.01	8/27/2018
2, r	Davis, Ashaunti Special Ed Multicategorical	B	$42,360.01	8/14/2018
5, r	Delgado Abrew, Daisy Gen'l Elem & K8 — All Grades	B	$42,360.01	8/27/2018
2, r	Foster, Kimberlyn Gen'l Elem & K8 — All Grades	B	$42,360.01	8/27/2018
5, r	Haffenden, Magen Gen'l Elem & K8 — All Grades	B	$42,360.01	8/27/2018
2, nr	Hemphill Harvey, Felicia Early Childhood Special Ed	B	$42,360.01	8/27/2018
5, nr	Holubowicz, Hope Special Ed Multicategorical	B	$42,360.01	8/27/2018
2, nr	Mack, Jeffrey Special Ed Multicategorical	B	$42,360.01	8/27/2018
4, nr	Marcial Resto, Carlos Bilingual Education	B	$42,360.01	8/27/2018
4, r	Montalvo, Rebeca Early Childhood Special Ed	B	$42,360.01	8/27/2018
4, r	Morales Hoppe, Gadibel Bilingual Education	B	$42,360.01	8/27/2018
2, r	Nichols, Carla Multicategorical Comp Sen	B	$42,360.01	8/27/2018
5, nr	Parker, Stephanie Special Ed Multicategorical	B	$42,360.01	8/27/2018
3, nr	Ravoori, Vijay Special Ed Multicategorical	B	$42,360.01	8/27/2018
4, r	Salinas, Veronica Early Childhood Special Ed	B	$42,360.01	8/27/2018
5, r	Schwenn, Lindsey AMP Art	B	$42,360.01	8/27/2018
3, r	Thao, Song Special Ed Multicategorical	B	$42,360.01	8/27/2018
2, r	Thompson, Shawn Special Ed Multicategorical	B	$42,360.01	8/27/2018
2, r	Watson, Jerica Special Ed Multicategorical	B	$42,360.01	8/27/2018
2, r	Whittley, Tahje Special Ed Multicategorical	B	$42,360.01	8/27/2018
6, r	Williams Pittman, Darlene Special Ed Multicategorical	B	$42,360.01	8/27/2018
2, r	Young, Lashonda Gen'l Elem & K8 — All Grades	B	$42,360.01	8/27/2018

Certificated Appointments: Teachers — Early-start Calendar

Codes	Name and Position	Division	Salary	Date
4, nr	Arellano, Tony Foreign Language	B	$42,500.00	8/17/2018

Codes	Name and Position	Division	Salary	Date
5, nr	Esenberg, Karra Special Ed Multicategorical	C	$56,155.64	8/20/2018
5, r	Fant, Madison Speech	B	$45,500.00	8/20/2018
5, nr	Gruichich, Micho Social Studies	B	$42,500.00	8/6/2018
2, r	Hill, Christina Gen'l Elem & K8 — All Grades	B	$42,500.00	8/6/2018
2, r	Honey, Kevin Science	B	$42,500.00	8/6/2018
5, nr	Klansky, Matthew Science	B	$42,500.00	8/6/2018
5, nr	Kraus, Gail Specialty Program	C	$64,018.98	8/6/2018
6, r	Larson, Noah Mathematics	B	$42,360.01	8/28/2018
4, nr	Luna, Paul Special Ed Multicategorical	C	$54,000.00	8/17/2018
5, nr	Marrari, Nicole English as a Second Language	B	$42,500.00	8/13/2018
5, r	McCarthy, Bernard Science	B	$55,006.32	8/6/2018
5, r	McCormick, Courtney Special Ed Multicategorical	C	$54,119.00	8/6/2018
5, r	McGinnis, Sarah SAGE Intervention Teacher	B	$54,624.24	8/6/2018
4, nr	McNamer, Maria Foreign Language	B	$42,500.00	8/6/2018
4, nr	Miranda, Itzel Foreign Language	B	$42,500.00	8/6/2018
5, r	Peed, Caleigh CAT ENG High	B	$42,500.00	8/7/2018
2, r	Rankin, Jeremy Special Ed Multicategorical	B	$42,360.01	8/27/2018
5, nr	Sanders, Matthew Science	C	$49,750.00	8/9/2018
4, r	Valdez Reyes, Narcisa Science	B	$42,360.01	8/27/2018
3, r	Vangio, Asius Social Studies	B	$53,155.64	8/13/2018
5, r	Waldron, Jeanna Science	B	$53,155.64	8/13/2018
2, nr	Weeks, Sharon Special Ed Multicategorical	B	$42,360.01	8/28/2018

Certificated Appointments: Permit Teachers — Early-start Calendar

Codes	Name and Position	Division	Salary	Date
2, r	Chambers, Tysha Science	B	$42,360.01	8/17/2018
2, r	Coleman, Jaques English	B	$42,360.01	8/10/2018
2, r	Eugene, Elisee Special Ed Multicategorical	B	$42,360.01	8/13/2018
2, r	Hall, Glenn Multicategorical Comp Sen	B	$42,360.01	8/27/2018
2, r	Holt, Marieva Early Childhood Special Ed	B	$42,360.01	8/14/2018

Codes	Name and Position	Division	Salary	Date
2, r	Hudnall, Gevonchai Mathematics	B	$45,000.00	8/8/2018
2, r	Ivy, Jeannece Mathematics	B	$42,360.01	8/14/2018
2, r	Johnson, Samora Gen'l Elem & K8 — All Grades	B	$42,360.01	8/9/2018
5, nr	Prewitt, Claire Multicategorical Comp Sen	B	$42,360.01	8/6/2018
4, r	Reyes, Isamil General Operations	B	$42,360.01	8/13/2018
2, r	Riley, Freddie General Operations	B	$42,360.01	8/7/2018
2, r	Robinson, Valencia Multicategorical Comp Sen	B	$42,360.01	8/6/2018
2, nr	Story, Rachel Mathematics	B	$42,360.01	8/27/2018
2, r	Tatum, Deonte Multicategorical Comp Sen	B	$42,360.01	8/20/2018
2, nr	Williams, Addo Trade & Tech Ed	B	$42,360.01	8/10/2018

Certificated Appointments: School Counselors

Codes	Name and Position	Division	Salary	Date
1, nr	Langen, Linda Guidance	C	$45,500.00	8/27/2018
2, r	Williams, Laquisha Guidance	B	$45,500.00	8/27/2018

Certificated Appointments: School Counselors — Early-Start Calendar

Codes	Name and Position	Division	Salary	Date
5, nr	Santa Cruz, Melissa Guidance	B	$45,500.00	8/22/2018
6, r	Slade, Marla Guidance	C	$56,155.64	9/5/2018

Certificated Appointments: Permit Library Media Specialist

Codes	Name and Position	Division	Salary	Date
5, nr	Prochnow, Samantha AMP LIB	2F	$46,401.58	8/20/2018

Certificated Appointments: School Social Workers

Codes	Name and Position	Division	Salary	Date
2, r	Dinsmore, Jennie IDEA Central Service	2A	$53,348.71	8/16/2018
3, nr	Giombi, Katriya IDEA Central Service	2A	$53,348.71	8/16/2018
3, r	Hang, Linda Gen'l Elem & K8 — All Grades	2A	$53,348.71	8/16/2018
2, r	Moody, Raven School Social Work	2A	$53,348.71	8/16/2018

Codes	Name and Position	Division	Salary	Date
5, r	Phillips, Katelyn School Social Work	2A	$53,348.71	8/16/2018
5, nr	Terlizzi, Amanda School Social Work	2A	$53,348.71	8/16/2018
5, nr	Wallace, Courtney School Social Work	2A	$53,348.71	8/16/2018
5, r	Whaley, Rachel Gen'l Elem & K8 — All Grades	2A	$53,348.71	8/16/2018
4, r	Whittaker, Lisette School Social Work	2A	$53,348.71	8/16/2018

Certificated Appointments: School Social Worker — Early-Start Calendar

Codes	Name and Position	Division	Salary	Date
2, r	Perry Finch, Chauna School Social Work	2A	$75,260.00	

Certificated Appointments: School Psychologists

Codes	Name and Position	Division	Salary	Date
2, nr	Arms, Chloe School Psych Services	51C	$55,145.73	8/15/2018
5, r	Bonasch, Matt School Psych Services	51C	$54,788.38	8/14/2018
5, r	Dreps, Abigail School Psych Services	51C	$54,788.38	8/14/2018
5, nr	Fink, Jessica School Psych Services	51C	$54,788.38	8/14/2018
5, r	Glenn, Katelyn School Psych Services	51C	$54,788.38	8/14/2018
5, nr	Heitman, Jill Gen'l Elem & K8 — All Grades	51C	$54,788.38	8/14/2018
2, r	King, Maxwell Gen'l Elem & K8 — All Grades	51C	$54,788.38	8/14/2018
5, r	Repetti, Samantha School Psych Services	51C	$54,788.38	8/14/2018
5, nr	Schilz, Morgan Gen'l Elem & K8 — All Grades	51C	$54,788.38	8/14/2018
5, nr	Talkovic, Ashton School Psych Services	51C	$54,788.38	8/14/2018
5, r	Weberg, Lacey School Psych Services	51C	$54,788.38	8/14/2018
5, nr	Young, Krista School Psych Services	51C	$54,788.38	8/14/2018

Certificated Appointments: Occupational Therapist

Codes	Name and Position	Division	Salary	Date
5, nr	Anderson, Jamie Therapist Occupational	C	$46,388.17	8/27/2018
5, r	Milbauer, Michelle Therapist Occupational	E	$45,360.01	8/27/2018
3, nr	Xiong, Amy Therapist Occupational	E	$47,313.00	8/27/2018

Certificated Appointments: Physical Therapist

Codes	Name and Position	Division	Salary	Date
5, nr	Menor, James Therapist Physical	4V	$48,908.82	8/27/2018

Codes and Counts

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-Residents
(r) Residents
(1) Native American 2
(2) African American..... 64
(3) Asian/Oriental/Pacific Islander 11
(4) Hispanic 24
(5) White..... 152
(6) Other 9
(7) Two or More Ethnic Codes 0
Males..... 54
Females 208

Leaves of Absence

Personal Leave, August 2018

	Present Assignment	Effective From
Kelly West	Milw. French Immersion	08/27/2018
Kimberly Shields	Manitoba	08/27/2018
Marlene Priewe	Currently on Leave	08/27/2018
Jeanne DeMint	Garland	08/23/2018
Shira Oltesvig	Whiteside Academy II	08/17/2018
Eboness Briant	Currently on Leave	08/01/2018

Personal Leave, September 2018

	Present Assignment	Effective From
Lisette Whittaker	Milw. Parkside	09/06/2018

Personal Leave, October 2018

	Present Assignment	Effective From
Janie Kyle	Madison H.S.	10/15/2018
	Present Assignment	Effective From

Illness Leave, August 2018

	Present Assignment	Effective From
Whiteside Dyresha	Central Services Bldg.	08/14/2018
Kimberly Dunn	Obama	08/14/2018

Report on Certificated Resignations and Classified Retirements

Certificated Resignations

Name	Position	Location	Yrs Svc	Reason	Effective Date	Ethnic Code
Laurie Becerra	Teacher	Allen Field	5.0	Other Work	07/31/2018	4
Nicholas Bersch	Teacher	Gaenslen	1.5	Other Work	08/08/2018	5
Kyle Conrath	Teacher	Pierce	5.6	Other Work	08/10/2018	5
Barb Danner	Teacher	MacDowell	4.9	Personal	08/05/2018	5
Staci Dorsey	Teacher	River Trail	3.0	Other Work	08/08/2017	5
Jeremy Duggan	Teacher	Meir	6.0	Other Work	08/03/2018	5

Certificated Resignations

Name	Position	Location	Yrs Svc	Reason	Effective Date	Ethnic Code
Omar Estrada	Teacher	JMAC	3.0	Personal	08/10/2018	4
Charonda Farrington	Nurse	Vincent	17.9	Other Work	08/21/2018	2
Traci Fernandez	Teacher	Central Svcs	9.0	Personal	08/10/2018	5
Annie Frankovis	Teacher	Marshall	0.5	Other Work	07/30/2018	5
Michelle Heimerl	Teacher	Green Bay Ave	1.8	Other Work	08/02/2018	5
Kelly Jackson	Teacher	Riley	10.8	Personal	07/31/2018	2
Thomas Jacobsen	Teacher	Central Svcs	1.0	Personal	08/05/2018	5
Mary Lelinski	Nurse	WCLL	2.0	Other Work	08/24/2018	5
Lisa Maxfield	Teacher	Meir	2.0	Personal	07/31/2018	5
Antonio McCray	Teacher	Bradley Tech	0.4	Personal	08/03/2018	2
Nolan McKenzie	Teacher	Riverside	6.6	Other Work	08/02/2018	5
Adam McLimans	Teacher	Marshall	2.0	Personal	08/10/2018	5
Jennifer Monte	Nurse	Central Svcs	4.4	Personal	08/27/2018	6
Caitlin Oliva	Teacher	Keefe	2.0	Other Work	08/03/2018	5
Heather Osborne	Teacher	Fairview	20.7	Other Work	08/10/2018	5
Ingram Rivas	Teacher	Allen Field	29.7	Other Work	08/09/2018	4
Katie Ross Houston	Teacher	Central Svcs	10.0	Personal	08/02/2018	5
Jaime Schroeder	Teacher	LaFollette	3.0	Personal	08/31/2018	5
Katrina Schuh	Teacher	Rufus King HS	10.0	Personal	08/01/2018	5
Nikki Settingsgaard	Teacher	Rufus King HS	6.0	Other Work	07/20/2018	5
Angel Sobieski	Teacher	Elm	4.7	Other Work	07/24/2018	5
Shannon Sprung	Teacher	Whitman	5.6	Personal	08/03/2018	5
Wonderful Stamps	Teacher	Thurston Woods	3.0	Personal	08/08/2018	2
Brenda Thimke	Teacher	HS of the Arts	4.6	Personal	08/09/2018	5
Andrea Waldron	Teacher	Forest Home Ave	16.0	Other Work	08/06/2018	5
Lori Zeller	Teacher	Grantosa	5.0	Personal	08/03/2018	5

Classified Retirements

Name	Position	Location	Yrs Svc	Reason	Effective Date	Ethnic Code
Levent Cobin	Sch Eng IV	BEAM	36.0	Retire	08/11/2018	2
Patricia Hopson	FSA In Chg	Franklin	17.7	Retire	08/09/2018	2
Colleen Schmitt	Adm Ast III	Central Svcs	27.6	Retire	08/10/2018	5
Evelyn Young	Kit Mgr II	Thoreau	31.0	Retire	08/24/2018	2
Lora Young	CHA	Bruce	22.6	Retire	08/20/2018	5

Codes

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

Monthly Affirmative Action Report

The affirmative action monthly personnel transaction report for July 2018 is attached to the minutes of your Committee's meeting. This is an informational report, 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

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

Code	Name	Position	Salary
(5)(r)	Martha Kreitzman	Interim Chief Financial Officer Office of the Chief of Finance	Schedule 03, Range 18A $148,865
(5)(r)	Evangeline Scoptur	Interim Chief Human Resources Officer Office of the Chief of Human Resources	Schedule 03, Range 18A $148,865
(2)(r)	Lonnie Anderson	Interim Sr. Director of Talent Management Office of the Chief of Human Resources	Schedule 03, Range 16A $132,610
(5)(r)	Barbara Hickling	Manager 111, Educator Effectiveness Office of the Chief of Academics	Schedule 03, Range 13A $114,829
(2)(r)	Theopa Tolbert	Manager I, Mentor/Induction Office of the Chief of Academics	Schedule 03, Range 11A $107,545
(2)(r)	Robert Hooks	Assistant Principal Ill — Washington High School Office of the Chief of School Administration	Schedule 03, Range 12C $84,427
(4)(r)	Lorie Burgos	Procurement Associate Ill Office of the Chief of Finance	Schedule 03, Range 05A $52,929
(1)(r)	Doreen Baewer	Technology Support Technician I Office of the Chief of Human Resources	Schedule 03, Range 03A $45,655
(2)(r)	Adrienne Lathan	Technology Support Technician I Office of the Chief of Human Resources	Schedule 03, Range 03A $45,655
(2)(r)	Michele Wilborn	Accountant I Office of the Chief of Finance	Schedule 03, Range 03A $45,655
(2)(r)	Ashley Miner	Planning Assistant Ill Office of the Chief of Academics	Schedule 03, Range 02A $43,900
(2)(r)	Sundai Cook*	Assistant Analyst Office of Accountability and Efficiency	Schedule 03, Range 00A $33,804

Recommended Reassignments

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

Code	Name	Position	Salary
(2)(nr)	Jason McCord	Assistant Principal Ill — North Division High School Office of the Chief of School Administration	Schedule 03, Range 12C $98,715
(2)(r)	Leslie White	Assistant Principal Ill — Vincent High School Office of the Chief of School Administration	Schedule 03, Range 12C $84,470

Recommended LTE Contracts (to be effective upon approval by the Board)

Your Committee recommends that the Board review and approve the following LTE Contracts exceeding 60, days pursuant to Administrative Policies 6.23(4)(b) and 6.37(5).

Code	Name	Position and Dates	Salary
(5)(r)	Dare Boling	lnSPIRE Grant Manager Office of the Chief of Academics 7/23/18 to 12/21/18	$50.00
(5)(r)	Jessica Buss	School Psychologist Office of the Chief of Academics 8/06/18 to 12/21/18	$50.00

Code	Name	Position and Dates	Salary
(5)(r)	Jennifer Maederer	School Psychologist Office of the Chief of Academics 8/06/18 to 12/21/18	$50.00
(5)(r)	Brenda Scharping	School Psychologist Office of the Chief of Academics 8/06/18 to 12/21/18	$50.00
(5)(r)	Randall Welniak	School Psychologist Office of the Chief of Academics 8/06/18 to 12/21/18	$50.00
(6)(r)	Kathleen Krug	Project AWARE Ofc of the Chief of Communications & School Performance 9/01/18 to 3/1/19	$40.00
(5)(r)	Ellen Miller	School Nurse Office of the Chief of Academics 8/27/18 to 2/27/19	$40.00
(5)(nr)	Annette Walters	Physical Therapist Office of the Chief of Academics 8/27/18 to 12/21/18	$40.00
(5)(r)	Nicole Drew	School Social Worker Office of the Chief of Academics 8/27/18 to 12/21/18	$35.00
(5)(r)	Eric Losin	Mathematics AP Calculus Class Tutor Office of the Chief of Academics 8/06/18 to 1/04/19	$35.00
(2)(r)	Payton Anderson	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	$30.00
(2)(r)	Tuwania Anderson	Independent Hearing Officer Office of the Chief of School Administration 8/06/18 to 2/06/19	$30.00
(5)(r)	Susan Burton	Bookkeeper Office of the Chief of School Administration 8/15/18 to 2/15/19	$30.00
(6)(r)	Gloria Cervantes	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	$30.00
(5)(r)	Joan Crisostomo	Project AWARE Ofc of the Chief of Communications & School Performance 9/24/18 to 3/24/19	$30.00
(5)(r)	Tamera Derby	Smart Spaces Classroom Facilitator Office of the Chief of Academics 8/01/18 to 1/31/19	$30.00
(2)(r)	Kimberly Eubanks	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	$30.00
(2)(r)	Dyonna Ferguson	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	$30.00
(5)(r)	Dale Garman	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	$30.00
(2)(r)	Johnell Graham	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	$30.00
(5)(r)	Karen Green	PUMP CS Computer Science Coach Office of the Chief of Academics 7/02/18 to 12/31/18	$30.00
(2)(r)	Mary Ann Hall	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	$30.00

Code	Name	Position and Dates	Salary
(2)(r)	Karen Hampton	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	$30.00
(2)(nr)	Willie Mae Hill	Independent Hearing Officer Office of the Chief of School Administration 8/06/18 to 2/06/19	$30.00
(2)(r)	Joyce Hopson	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	$30.00
(2)(r)	Patricia Kirby	Independent Hearing Officer Office of the Chief of School Administration 8/06/18 to 2/06/19	$30.00
(5)(r)	Heinrich Kunsman	Piano Coach Office of the Chief of School Administration 8/13/18 to 12/20/18	$30.00
(2)(r)	Christopher Levy	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	$30.00
(2)(r)	Gloria McGee	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	$30.00
(4)(r)	Carmen Ramirez Carrillo	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	$30.00
(2)(r)	Nobie Reed	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	$30.00
(5)(nr)	Carol Reiners	Independent Hearing Officer Office of the Chief of School Administration 8/06/18 to 2/06/19	$30.00
(2)(r)	Valerie Rivas	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	$30.00
(2)(r)	Fred Royal	Independent Hearing Officer Office of the Chief of School Administration 8/06/18 to 2/06/19	$30.00
(2)(r)	Loleta Sherman	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	$30.00
(2)(r)	Lavonda Stewart-Whitley	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	$30.00
(2)(r)	Cortez Van Felder	Independent Hearing Officer Office of the Chief of School Administration 8/06/18 to 2/06/19	$30.00
(5)(nr)	Mary Waldheim	Project AWARE Ofc of the Chief of Communications & School Performance 9/24/18 to 3/24/19	$30.00
(2)(r)	Nadine Williams	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	$30.00
(2)(r)	Ouida Williams	Regional Attendance Support Liaison Office of the Chief of School Administration 8/13/18 to 12/30/18	$30.00
(2)(r)	Louise Yong-Benson	Project AWARE Ofc of the Chief of Communications & School Performance 9/24/18 to 3/24/19	$30.00
(5)(r)	Nancy Blumenberg	Accounting Assistant Ill Office of the Chief of Finance 8/08/18 to 11/08/18	$28.44

Code	Name	Position and Dates	Salary
(2)(r)	Ayanna Bost	Smart Spaces Classroom Facilitator Office of the Chief of Academics 8/01/18 to 1/31/19	$25.00
(5)(r)	Cindy Flechner	Special Projects Coordinator Office of the Chief of School Administration 8/27/18 to 6/14/19	$15.00
(2)(r)	Sundai Cook*	Assistant Analyst Office of Accountability and Efficiency 6/15/18 to 12/31/18	$14.00
(2)(r)	Nathaniel Edwards	WIP* Associate — Obama Office of the Chief of Academics 8/13/18 to 12/21/18	**$4,500
(5)(r)	Madeline Frank	WIP Associate — MLK, Jr. Office of the Chief of Academics 8/27/18 to 12/21/18	**$4,500
(5)(nr)	Ryanne Gainey	WIP Associate — JMAC Office of the Chief of Academics 8/13/18 to 12/21/18	**$4,500
(5)(nr)	Tim Gillooley	WIP Associate — South Division Office of the Chief of Academics 8/13/18 to 12/21/18	**$4,500
(5)(nr)	Alyssa Guehlsdorf	WIP Associate — Tech Office of the Chief of Academics 8/13/18 to 12/21/18	**$4,500
(5)(nr)	Shannah-Anne Imbruglia	WIP Associate — Meir Office of the Chief of Academics 8/13/18 to 12/21/18	**$4,500
(5)(nr)	Kerrigan Koch	WIP Associate — Auer Office of the Chief of Academics 8/27/18 to 12/21/18	**$4,500
(5)(nr)	Danielle Moore	WIP Associate — Washington Office of the Chief of Academics 8/20/18 to 12/21/18	**$4,500
(5)(r)	Amanda Seiberlich	WIP Associate — Hamilton Office of the Chief of Academics 8/13/18 to 12/21/18	**$4,500
(5)(r)	Sergio Sepulveda	WIP Associate — Hamilton Office of the Chief of Academics 8/13/18 to 12/21/18	**$4,500
(5)(nr)	Meghan Smith	WIP Associate — Browning Office of the Chief of Academics 8/27/18 to 12/21/18	**$4,500
(5)(r)	Elizabeth Ziolkowski	WIP Associate — Audubon Office of the Chief of Academics 8/13/18 to 12/21/18	**$4,500

*Wisconsin Improvement Program
**Stipend

Codes

1	Native American
2	African American
3	Asian/Oriental/Pacific Islander
4	Hispanic
5	White
6	Other
r	Resident
nr	Non-resident
*	Upon approval of appointment position, LTE contract will be terminated.

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

* * * * *

(Item 3) Action on the 2018-2019 ASC Salary Schedule

Background

At its regular board meeting on August 30, 2018, the Milwaukee Board of School Directors voted to approve the Administration's recommended administrative appointments, promotions, reassignments and reclassifications, salary increases/decreases, limited-term employment (LTE) contracts exceeding sixty days, and waiver requests. This item included the Interim Deputy Superintendent's classification as a level 19A.

At the Board's regular meeting on August 30, 2018, the Administration reported it would bring forward an updated Administrators' and Supervisors; salary schedule to the Board in September. The schedule below reflects the Deputy Superintendent's position at a level 19A. It is important to note that previous organizational charts and salary schedules have reflected the position at a level 18A.

Administrators & Supervisor Salary Schedule — 7/1/2018

This group includes positions ranging from administrative assistants through cabinet level and can be either classified or certificated. Salaries range from 200 to 260 days, as indicated by Grade: A = 260; B = 260 @ 6 hours/day; C = 200; T = 220.

Grade (Numeric Listing)	Job Titles	Min	Mid	Max
00A	Assistant	$33,804.08	$38,154.24	$42,504.40
01A	Assistant I	$42,268.83	$49,647.60	$57,026.37
02A	Assistant II, Paralegal	$43,900.93	$52,639.54	$61,378.14
02C	Assistant II	$37,822.54	$45,358.52	$52,894.51
03A	Assistant III, Associate I, Technician I, Accountant I	$45,655.58	$55,867.41	$66,079.23
04A	Associate II, Technician II, Accountant II, Performance Auditor I	$49,187.05	$60,186.23	$71,185.41
05A	Associate III, Analyst I, Accountant III	$52,929.23	$64,815.58	$76,701.93
06A	Coordinator I, Analyst II, Accountant IV, Performance Auditor II	$59,552.63	$72,938.32	$86,324.01
06C	Coordinator I, Analyst II, Accountant IV, Performance Auditor II	$51,247.89	$62,753.35	$74,258.80
07A	Coordinator II, Analyst III	$62,446.09	$76,488.34	$90,530.58
07C	Coordinator II, Analyst III	$53,724.67	$65,793.04	$77,861.42
08A	Coordinator III, Specialist I	$65,474.24	$80,208.28	$94,942.33
08B	Coordinator III, Specialist I (6 hours)	$48,084.38	$59,645.56	$71,206.74
08C	Coordinator III, Specialist I	$56,328.78	$68,985.32	$81,641.86
09A	Supervisor I, Specialist II	$68,722.28	$84,150.76	$99,579.24
09C	Supervisor I, Specialist II	$59,060.21	$72,337.01	$85,613.80
10A	Supervisor II, Specialist III	$72,022.93	$88,234.22	$104,445.52
10C	AP I, Supervisor II, Specialist III	$61,929.48	$75,852.83	$89,776.18
11A	Manager I, Specialist IV	$75,538.23	$92,546.01	$109,553.80
11C	AP II, Manager I, Specialist IV	$64,941.84	$79,547.52	$94,153.20
12A	Manager II, Principal I	$79,233.45	$97,077.70	$114,921.96
12C	Manager II, AP III	$68,077.30	$83,396.35	$98,715.40
12T	Principal I	$75,004.78	$91,882.62	$108,760.46
13A	Manager III	$83,108.58	$101,831.93	$120,555.27
13T	Principal II	$78,663.17	$96,368.02	$114,072.86
14A	Director I, Principal I	$87,183.63	$106,827.63	$126,471.62
14T	Principal III	$81,919.63	$100,781.34	$119,643.04
15A	Director II, Principal II, Comptroller	$91,454.39	$112,067.95	$132,681.52
16A	Sr. Director, Regional Superintendents	$95,943.99	$117,573.43	$139,202.86
18A	Chiefs	$135,943.28	$149,419.34	$162,895.39
19A	Deputy Superintendent	$141,381.01	$155,396.11	$169,411.20

Grade (Numeric Listing)	Job Titles	Min	Mid	Max
4R	Management Interns (2 year)	$33,804.08	$34,774.79	$35,745.50
SP	Contract Position	Contract Position		

Updated 7/1/2018

The Administration plans to bring the remaining updated FY19 salary schedules to the Board in October.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 6.21, Salary Schedules: Staff

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

Your Committee recommends that the Board approve the 2018-2019 ASC salary schedules as provided above.

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

* * * * *

(Item 4) Action on Monthly Finance Matters: Authorization to Make a Purchase; Report on Contracts under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

B 5742 Authorization to Extend a Blanket Agreement with CDW Government, LLC, for Microsoft Surfaces and Related Accessories

The Administration is requesting authorization to extend its blanket agreement with CDW Government, LLC, ("CDW") for the purchase of Microsoft Surface portable computing devices and related accessories. These devices are used exclusively by school and district leaders for administrative purposes.

The vendor was chosen pursuant to B 5742. The original blanket agreement provided for two one-year options if certain performance metrics were met. The first extension option was exercised by agreement. CDW has met the performance metrics codified in the agreement; therefore, MPS is exercising the second and final extension option for the blanket agreement.

The total cost of the blanket contract in this extension year will not exceed $120,875.

Budget Code: Varies by location ordering goods $120,875

CDW Government, LLC

HUB participation
Required.....N/A
Proposed .....N/A
$ Value.....N/A

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

Routine Monthly Reports

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

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations Over $5,000			
Forest Home Avenue School	Northwestern Mutual	$11,000.00	Youth Voice Project
	Total Monetary Donations Over $5,000	*$11,000.00*	
Monetary Donations			
Bradley Trade & Tech	Clutch Corp.	$200.00	General School Supplies
Bradley Trade & Tech	Clutch Corp.	$200.00	General School Supplies
Bradley Trade & Tech	Bradley Technology & Trade School Foundation*	$1,874.00	BLMA Program
Bradley Trade & Tech	Clutch Corp.	$200.00	General School Supplies
Bradley Trade & Tech	Southbrook Church	$1,200.00	Senior Graduation Fees
Bradley Trade & Tech	SME Education Foundation	$3,000.00	STEM Education
Hamilton High School	Roselyn & William Collins	$25.00	Athletics Donation
Hamilton High School	Harwood Engineering Consultants, Ltd.	$100.00	Athletics Donation
Hamilton High School	UW-Madison	$300.00	Athletics Donation
Hamilton High School	George & Marlene Lange	$100.00	Athletics Donation
Hamilton High School	Dale & Sandra Landgren	$50.00	Athletics Donation
Hamilton High School	Robert Bryson	$50.00	Athletics Donation
Hamilton High School	Robert & Joyce Lex	$25.00	Athletics Donation
Hamilton High School	Carol Jean Pingel	$25.00	Athletics Donation
Hamilton High School	John Melzer	$50.00	Athletics Donation
Hamilton High School	John Bennethum	$100.00	Athletics Donation
Hamilton High School	Danny & Mary Beth Ho	$125.00	Athletics Donation
Hamilton High School	David & Judith Scharfenberger	$100.00	Athletics Donation
Hamilton High School	Danny & Mary Beth Ho	$265.00	Athletics Donation
Hamilton High School	Adrian & Deborah Moy	$100.00	Athletics Donation
Ronald Reagan High School	Heath & Dezarae Jones Hartwig	$50.00	Forensics Donation
Starms Discovery School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Starms Discovery School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Vincent	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Vincent	LeadDog Marketing Group	$460.00	Kohl's Cares Field Trip Grant
Vincent	Blue Number Bros Inc., DBA Culver's	$205.66	Agricultural Program
	Total Monetary Donations	*$11,804.66*	

Committee's Recommendation

Your Committee recommends that the Board:

1. authorize the purchase as presented in the attachments to the minutes of your Committee's meeting; and
2. accept the donations as listed above, with appropriate acknowledgement to be made on behalf of the Board.

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

* * * * *

(Item 5) Action on the Award of Professional Services Contracts

RFP 954 Authorization to Extend a Contract with Hoonuit I, LLC, for Online Professional Development and Training Content

The Administration is requesting authorization to extend the contract with Hoonuit I, LLC, for online professional development and training content services. This contractor will be used to deliver access to web-based courses to all MPS staff, students, and families.

MPS is committed to providing a high-quality system of professional learning that is aligned to key district initiatives, designed collaboratively, readily accessible, and available in a variety of formats to allow personalization of learning. A goal of MPS is to provide opportunities to direct content to the learning needs of individuals within a self-paced learning environment.

The online professional development and training content will integrate with the district's learning-management system (LMS) and Infor Cloud Suite Learning Management to offer personalized learning experiences to certified and non-certified staff. Staff and students may also access the content through the MPS application page and Clever software. Family access is also available through the Hoonuit website using a districtwide username and password.

Contractor was chosen pursuant to RFP 954, which closed on June 29, 2017. The original contract provided for two one-year options to extend if certain performance metrics were met. Hoonuit I, LLC, has met the performance metrics codified in the contract; therefore, MPS is exercising the first option year for the contract.

The first contract extension will run from October 1, 2018, through September 30, 2019. The total cost of the contract extension will not exceed $95,000.

Budget Code: SDV-0-S-T29-OD-ECTS (Organizational Development — Contract Services) $95,000

Hoonuit I, LLC

Prime Contractor Information
- Certified HUB Contractor? ..... No
- Total # of Employees 93
- Total # of Minorities 5
- Total # of Women 43

HUB Participation
- Required 25%
- Proposed 25%
- $ Value $31,800.00

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 400
- Student Career Awareness Commitment 10

— — —

RFP 992 Authorization to Contract with Family Music Center, Inc.; Guitar Center Stores, Inc., dba Music & Arts; Brass Bell Music, Inc.; and Korinthian Violins, LLC, for Musical Instrument Repair and Maintenance

The Administration is requesting authorization to enter into contracts with Family Music Center; Guitar Center Stores Inc., dba Music & Arts; Brass Bell Music, Inc.; and Korinthian Violins, LLC, for musical instrument repair and maintenance services. These contractors will be used to deliver musical instrument repair and maintenance to ensure the quality of district-owned musical instruments. This includes repair and

maintenance of musical instruments for school-based band and orchestra programs, traveling music teacher programs, and Saturday music lessons programs.

Milwaukee Public Schools must maintain the quality of musical instruments to best serve the needs of students enrolled in district music programs. By contracting with these vendors, Milwaukee Public Schools will be able to provide quality and convenient repair and maintenance of musical instruments during the school year.

The contractors were chosen pursuant to RFP 992, which closed on Thursday, August 9, 2018. The contracts will run from October 1, 2018, through September 30, 2019, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the contracts are met. The Administration will return to the Board for authorization if the options to extend are exercised.

The total cost of the contracts in the Initial Term will not exceed $150,000.

Vendor	Award
Family Music Center, Inc.	$75,000.00
Guitar Center Stores Inc. dba Music & Arts	$40,000.00
Brass Bell Music, Inc.	$20,000.00
Korinthian Violins, LLC	$15,000.00

Budget Code: IMS-0-0-IMC-DW-EMTC (Instrument Music — Maintenance Contracts)....$150,000

Family Music Center

Prime Contractor Information
- Certified HUB Contractor?....NO
- Total # of Employees....8
- Total # of Minorities....0
- Total # of Women....4

HUB Participation
- Required....0%
- Proposed....0
- $ Value....0

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment....200
- Student Career-awareness Commitment....10

Guitar Center Stores Inc. dba Music & Arts

Prime Contract Information
- Certified HUB Contractor?....NO
- Total # of Employees....1713
- Total # of Minorities....349
- Total # of Women....553

HUB Participation
- Required....0%
- Proposed....0
- $ Value....0

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment....200
- Student Career-awareness Commitment....10

Brass Bell Music, Inc.

Prime Contract Information
Certified HUB Contractor? ..... NO
Total # of Employees 50
Total # of Minorities 7
Total # of Women 14

HUB Participation
Required 0%
Proposed 0
$ Value 0

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 200
Student Career-awareness Commitment 10

Korinthiam Violins, LLC

Prime Contract Information
Certified HUB Contractor? ..... NO
Total # of Employees 4
Total # of Minorities 0
Total # of Women 3

HUB Participation
Required 0%
Proposed 0
$ Value 0

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 200
Student Career-awareness Commitment 10

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee's Recommendation

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

The Administration having clarified that the professional services contracts presented will not be subject to contract-compliance requirements because they are each under $50,000, Director Miller moved to approve the Committee's recommendation. The motion prevailed, the vote being as follows:

Ayes — Directors Falk, Miller, Phillips, Voss, Woodward, and President Sain — 6.
Noes — None.

* * * * *

(Item 6) Action on the Award of Exception-to-Bid Contracts

Exception Authorization to Enter into a Contract with Children's Service Society of Wisconsin for Services Related to the Project Prevent/Resilient Kids Grant

The Administration is requesting authorization to extend the contract with Children's Service Society of Wisconsin, d/b/a Children's Hospital of Wisconsin Community Services, ("Children's Hospital") for services related to the U.S. Department of Education's Project Prevent/Resilient Kids Grant ("Project Prevent"). This contractor provides collaboration, direct services to students and families, professional development, staff and parent training, and summer programming for students at 11 schools participating in Project Prevent.

Through Project Prevent, Children's Hospital will provide direct services to students and family members who have witnessed or who are victims of violence. Services may include crisis intervention, case management, mentoring, emotional support, mental health, drug and alcohol prevention services, home-based health, and school, job, and court advocacy.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are required pursuant to the Project Prevent Grant (Administrative Policy 3.09(2)(c)).

This contract will run from October 1, 2018, through September 30, 2019. The total cost of the contract will not exceed $114,232.

Budget Code: DTI-0-S-RX9-DE-ECTS (Resilient Kids Grant — Contracted Services) $114,232

Children's Service Society of Wisconsin, d/b/a Children's Hospital of Wisconsin Community Services

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 10

— — —

Exception Authorization to Enter into a Contract with UW-Milwaukee's Center for Urban Initiatives and Research (CUIR) to Provide Project Evaluation for the U.S. Department of Education's Project Prevent/Resilient Kids Grant

The Administration is requesting authorization to enter into a contract with the University of Wisconsin-Milwaukee's Center for Urban Initiatives and Research ("CUIR") for an external evaluation of the U.S. Department of Education's Project Prevent Grant.

Researchers at the University of Wisconsin-Milwaukee will conduct both process (formative) and outcome (summative) evaluations of the Project Prevent/Resilient Kids Program. Each part of the evaluation will address the three-project performance that the Government Performance and Results Act ("GPRA") measures for this grant. Evaluators will be responsible for preparing a research request for the MPS Department of Research, Assessment, and Data, for devising data collection systems across agencies and schools when needed, for collecting data to monitor program activities and assess outcomes (both secondary and primary), and for preparing additional reports. A member of the evaluation team will attend all regular meetings of the project's advisory committee or other project meetings to remain informed of changes in program activities and to provide ongoing results. The evaluation team will prepare and submit evaluation

reports as required by the advisory committee and project manager, likely twice each year, and will prepare annual preliminary reports, as well as a final report at the end of the project.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are required pursuant to the Project Prevent Grant (Administrative Policy 3.09(2)(c)).

The contract will run from October 1, 2018, through September 30, 2019. The total cost of the contract will not exceed $75,000.

Budget Code: SYS-0-S-RX9-DE-ECTS (Resilient Kids — Contract Services) $75,000

UW-Milwaukee's Center for Urban Initiatives and Research (CUIR)

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 Board of Regents of the University of Wisconsin System on Behalf of the University of Wisconsin-Madison's Wisconsin Center for Education Research (WCER) for Milwaukee Partnership School Evaluation

The Administration is requesting authorization to enter into a contract with the Board of Regents of the University of Wisconsin System, on behalf of the University of Wisconsin-Madison's Wisconsin Center for Education Research (WCER), to evaluate the Milwaukee Partnership School Project. WCER will conduct focus groups and survey teachers to garner perceptions around key components of the initiative, particularly the supports and training provided to teachers. Survey content and focus groups' agendas will be appropriately vetted with stakeholders, including the project's steering committee. WCER will analyze the results and produce a report for inclusion in annual progress reports by August 1, 2019. WCER will also produce a project final report.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are required pursuant to the Milwaukee Partnership School Project Grant (Administrative Policy 3.09(2)(c)).

The contract will run from October 1, 2018, through September 30, 2019. The contract may be extended for two additional one-year periods. The Administration will return to the Board for authorization if the options to extend are exercised.

The total cost of the contract in Year 1 will not exceed $150,000. If the options to extend are exercised, the contract shall not exceed $150,000 in Year 2 and $150,000 in Year 3.

Budget Code: SDV-H-S-M49-CI-ECTS (Milwaukee Partnership Schools Grant — Contract Services).....$150,000

Board of Regents of the University of Wisconsin System on Behalf of the University of Wisconsin-Madison's Wisconsin Center

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 Enter into a Contract with the Board of Regents of the UW System on Behalf of the University of Wisconsin-Milwaukee's School of Education to Evaluate the Milwaukee Partnership School Project

The Administration is requesting authorization to enter into a contract with Board of Regents of the University of Wisconsin System, on behalf of the University of Wisconsin-Milwaukee School of Education, to evaluate the Milwaukee Partnership School Project. UW-Milwaukee's School of Education will provide formative data regarding the implementation of the Milwaukee Partnership Schools Project to the project's team members (including the building intervention teams, steering committee, and executive committee). The evaluation will address the metrics described in the Milwaukee Partnership Schools Project's grant, including interventions provided to students (math, reading, and social-emotional learning), student-achievement data, student attendance, family-event attendance, student suspensions, and project collaboration.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are required pursuant to the Milwaukee Partnership School Project Grant (Administrative Policy 3.09(2)(c)).

The contract will run from October 1, 2018, through September 30, 2019. The contract may be extended for two additional one-year periods. The Administration will return to the Board for authorization if the options to extend are exercised.

The total cost of the contract in Year 1 will not exceed $113,373. If the options to extend are exercised, the contract shall not exceed $115,000 in Year 2 and $115,000 in Year 3.

Budget Code: SDV-H-S-M49-CI-ECTS (Milwaukee Partnership Schools Grant — Contract Services).....$113,373

Board of Regents of the University of Wisconsin System on Behalf of the University of Wisconsin-Milwaukee's School of Education

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 10

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

(Item 7) Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Extend Two Blanket Contracts for Library Books and Library Materials

Background

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to extend the blanket contracts with Follett School Solutions, Inc., ("Follett") and Mackin Book Company, d/b/a Mackin Educational Resources ("Mackin"), to supply library books and library materials throughout the district.

This extension will allow for the processing of a new RFP for these services to be completed and brought to the Board by December 2018, yet allow time for purchases to continue to fulfill Common School Fund's purchases required to be ordered and received by November.

The Common School Fund's ordering timeline has been communicated to school leaders via the FY19 Financial Tools handout. Librarians also received the ordering timeline via the librarians' listserv. The deadlines were established due to the fact that the funds are distributed by the Department of Public Instruction and are to be used in the same fiscal year in which they are received. Timelines for the Common School Fund have been in effect since the 2013-14 school year

A library vendor fair is scheduled for October 2, 2018. Vendors will showcase new books and resources for school libraries. School-based library personnel will place most of their Common School Fund's library orders and receive support from Central Services staff throughout the course of the day.

These contractors were chosen pursuant to RFP 892. The original contracts provided for two one-year options to extend if certain performance metrics were met. Follett and Mackin both have met the performance metrics codified in the contract, and both one-year options were previously exercised. This authorization will add an additional four months to each contract.

The contract extension will run from September 1, 2018, through December 31, 2018. Additional funds will be added to the contract with Follett, not to exceed $400,000 in the period of the extension. The contract with Mackin does not need additional funds, and therefore, there is no fiscal impact.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Budget Code: Varies by location ordering goods $400,000

Follett School Solutions, Inc.
HUB Participation
Required..... 5%
Proposed 87.4%
$ Value.....$1,013,685

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

Mackin Book Company, d/b/a Mackin Educational Resources
HUB Participation
Required 5%
Proposed 20%
$ Value $134,390

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

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the contract extensions with Follett School Solutions, Inc., and Mackin Book Company, 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.

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(Item 8) Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Contract with National Vision Administrators, LLC, to Provide Vision Benefits to MPS Employees through a Fully-insured Vision Plan

Background

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

The selected vision plan exceeds those benefits currently provided to MPS employees, including, but not limited to, a 100% covered eye examination, an eyeglasses-frame allowance of $100 with standard glass or plastic lenses covered 100% or, in lieu of eyeglasses, a $100 retail allowance on contact lenses. Previously, the eyeglass-frame allowance was $82. NVA's Eye Care Professional Network includes 59,776 providers at 24,835 locations. For MPS employees, there are on average two providers located within a five-mile radius of their homes.

Contractor was chosen pursuant to RFP 989, which closed on July 9, 2018. The contract will run from January 1, 2019, through December 31, 2019, (the "Initial Term") with the possibility of three one-year extensions, upon mutual agreement of the parties, at the same terms. Certain performance guarantees are associated with the contract. NVA was awarded an additional 10 points for proposing HUB participation, pursuant to Section 1.3.4 of the RFP.

The waiver of Administrative Policy 3.09(9)(e) is being sought as a result of the three-year maximum contract term's being surpassed if the final one-year option to extend is exercised.

The total cost of the contract in the Initial Term will not exceed $855,000.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Budget Code: DWC-0-0-EMB-DW-EMDI (Medical Insurance —District-wide) $855,000

National Vision Administrators, LLC
Prime Contract Information
Certified HUB Contractor? .....NO
Total # of Employees 100
Total # of Minorities 47
Total # of Women 71

HUB Participation
Required.....NA
Proposed $2,293
$ Value.....$2,293

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

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the contract with National Vision Administrators, LLC, as set forth in the attachments to the minutes of your Committee's meeting.

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

* * * * *

(Item 9) Action on a Request to Approve a Technical Amendment to the 2018-2019 Inter-District Transfer Agreements

Background

On July 26, 2018, the Board approved the 2018-2019 Inter-District Transfer Agreements and authorized the Administration to execute the contracts with the participating districts. Since that time, it has been discovered that, due to the rounding of monetary calculations, an adjustment to the total expenditure is necessary. A technical amendment is needed to align the numbers that are being reported to the Wisconsin Department of Public Instruction. The Administration is requesting that the Board approve the amended contract amounts as indicated below:

Chapter 220 District	Contracted Seats	Per-Pupil Cost		Contract Amount	
Elmbrook	58	~~$3,596.18~~	$3,596.1831	~~$208,578.44~~	$208,578.68
Fox Point-Bayside	61	~~$3,227.18~~	$3,227.1806	~~$196,857.98~~	$196,858.02
Germantown	21	~~$4,941.78~~	$4,941.7885	~~$103,777.38~~	$103,777.56
Maple Dale-Indian Hills	10	~~$3,023.68~~	$3,023.6860	~~$30,236.80~~	$30,236.86
Menomonee Falls	36	~~$3,582.59~~	$3,582.5961	~~$128,973.24~~	$128,973.46

Chapter 220 District	Contracted Seats	Per-Pupil Cost		Contract Amount	
Mequon-Thiensville	72	~~$4,209.84~~	$4,209.8483	~~$303,108.48~~	$303,109.08
Nicolet	40	~~$2,267.76~~	$2,267.7645	~~$90,710.40~~	$90,710.58
Oak Creek-Franklin	24	~~$3,779.60~~	$3,779.6075	~~$90,710.40~~	$90,710.58
TOTAL	322			~~$1,152,953.12~~	$1,152,954.70

Chapter 220 District	2018-2019 Contract Amount	
Elmbrook	~~$208,578.44~~	$208,578.68
Fox Point/Bayside	~~$196,857.98~~	$196,858.02
Germantown	~~$103,777.38~~	$103,777.56
Maple Dale/Indian Hill	~~$30,236.80~~	$30,236.86
Menomonee Falls	~~$128,973.24~~	$128,973.46
Mequon-Thiensville	~~$303,108.48~~	$303,109.08
Nicolet	~~$90,710.40~~	$90,710.58
Oak Creek/Franklin	~~$90,710.40~~	$90,710.58
TOTAL	~~$1,152,953.12~~	$1,152,954.70

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 8.11, Admission of Nonresident Students

Fiscal Impact Statement

The Administration is requesting authorization to amend the 2018-2019 Inter-District Transfer Agreement to reflect the corrected calculations. This item authorizes expenditures pursuant to federal law. Districts are reimbursed based on the number of eligible Milwaukee-resident students who receive Title I services provided by the host district. The budget code for the amended reimbursement of the expenditures is SM1-0-0-TRS-DW-EPPT for the amount of $1,152,954.70.

Implementation and Assessment Plan

Upon approval by the Board, the amended agreements 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 amendment to the 2018-2019 Inter-District Transfer Agreements.

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

* * * * *

(Item 10) Action on a Request to Rename Franklin Pierce Elementary School to Riverwest Elementary School

Background

Franklin Pierce Elementary School is a traditional elementary school which served 454 students in grades K3-5 during the 2017-18 school year. Head Start programming is offered at the school for students in grades K3-K4.

An August 2018 communication from the Pierce principal and school community requested that the Administration bring their request to rename Franklin Pierce Elementary School to Riverwest Elementary School before the Milwaukee Board of School Directors for consideration. The communication indicates that

there has been ongoing conversation with staff at Pierce regarding the beliefs and principles of Franklin Pierce. The consensus of these discussions was that this name does not represent the school. A name change will rebrand the school to closely align to its location in the Riverwest neighborhood and attract more students.

The entire Pierce school community was involved in the process to rename the school, including students, parents, staff, and community members. The School Engagement Council unanimously supported the proposed renaming of Pierce to Riverwest Elementary School.

Pierce also meets the criteria set forth in Administrative Policy 5.01(6)(b), Facilities, which states:

> Changing the name of a school building shall be limited to elementary and middle schools. The recommendation of a name change shall be brought to the Board through the local governance structure of the school.

The Administration has adhered to Administrative Policy 5.01, especially relative to allowing school communities pursuing a name change the autonomy to select one through a collaborative process which includes the School Engagement Council.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

This item does not authorize expenditures. Any costs associated with the name change will be absorbed in the school's FY19 budget.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will work with the school to implement the name change.

Committee's Recommendation

Your Committee recommends that the Board approve renaming Franklin Pierce Elementary School to Riverwest Elementary School, to be effective upon the Board's approval.

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

* * * * *

(Item 11) Action on Monthly Facilities Matters: FMS Award of a Construction Contract and Professional Services Contracts Recommendation

Background

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

- Construction Contract Requested for Approval:
  - — Prostar Surfaces, Inc., for Auxiliary Gym Floor Replacement at Marshall High School;
    Code: FAR 00 MM2 MR ECNC .....$ 137,202.00
- Professional Services Contracts Requested for Approval:
  - — Zimmerman Architectural Studios, Inc., for Playfield & Fieldhouse Design Services at Division 1 — Wick Playfield;
    Code: 000 00 IAR NL FTRG .....$ 55,330.00
  - — Zimmerman Architectural Studios, Inc., for Playfield & Fieldhouse Design Services at Division 2 — Clovernook

Playfield;
Code: STS 00 RFI CF ECNC ..... $ 125,055.00

— Zimmerman Architectural Studios, Inc., for Playfield & Fieldhouse Design Services at Division 2 — Franklin Square Playfield;
Code: STS 00 RFI RC ECTS..... $ 152,845.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

The item authorizes expenditures for:

- Total Construction Contracts Requested ..... $ 137,202.00
- Total Professional Services Contract Requested ..... $ 333,230.00

Implementation and Assessment Plan

Upon the Board's approval, the construction and professional services contracts, 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 and professional services contracts 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 12) Action on a Request to Enter into a Lease Agreement with the University of Wisconsin-Madison's Precollege Enrichment Opportunity Program of Learning Excellence (PEOPLE) at Rufus King International Middle School

Background

In accordance with the Wisconsin Idea, the University of Wisconsin-Madison (UW-Madison) is committed to inclusive excellence. The Precollege Enrichment Opportunity Program for Learning Excellence (PEOPLE) works in partnership with students, parents, public school districts, alumni, and corporate and private donors throughout the state of Wisconsin to expand the pool of students from its target population who qualify for top-ranked universities and UW-System institutions. PEOPLE is a pre-college pipeline program designed for University of Wisconsin-Madison's targeted minority groups and low-income students, most of whom are the first in their families to potentially attend college. Their journey prepares them to be academically and socially equipped to apply, to be successfully admitted, and to enroll at the UW-System institution. Students who enroll at the University of Wisconsin-Madison may be eligible for a four-year tuition scholarship.

PEOPLE accepts highly-motivated students into a rigorous program to build and master academic knowledge, to build cognitive skills and strategies, to build self-management skills, and to explore college through experiential learning. The PEOPLE program will provide a college-prep experience that is experiential and allows students to explore career interests and to build the social skills needed to make a successful college transition on a world-class campus.

Approximately 160 students in Milwaukee Public Schools across grades nine through twelve currently participate in the PEOPLE program. In exchange for space at the Rufus King International Middle School campus, PEOPLE plans to serve approximately 400 Milwaukee Public School students through tutoring,

academic enhancements, and summer experiences designed to prepare students for post-secondary success at no cost to students or families of Milwaukee Public Schools.

The Administration is requesting approval of a lease agreement to commence on October 1, 2018, and to terminate on July 31, 2020, with a lease rate of one dollar per year in order to provide space for PEOPLE to further advance its work with Milwaukee Public Schools in providing pre-college preparatory services to students that promote growth and create additional opportunities for future success.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules 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 lease agreement between Milwaukee Public Schools and the University of Wisconsin-Madison Precollege Enrichment Opportunity Program of Learning Excellence (PEOPLE), as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the lease agreement with the University of Wisconsin-Madison Precollege Enrichment Opportunity Program of Learning Excellence (PEOPLE) at Rufus King International Middle School, as attached to the minutes of your Committee's meeting.

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

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(Item 13) Action on a Request to Enter into a Lease Agreement with Milwaukee Bicycle Collective, Inc., for Use of Merrill Park Fieldhouse

Background

The Milwaukee Bicycle Collective, Inc., is a 501(c)(3) non-profit organization with a mission of making bicycling accessible to all. Milwaukee Bicycle Collective, Inc., is a volunteer-driven organization that has partnered with Milwaukee Public Schools to provide the district with valuable resources for bicycle repair and instruction, as well as refurbished bicycles, parts, and accessories.

Milwaukee Public Schools' bicycling programs within the Department of Recreation and Community Services and the Department of Curriculum and Instruction — Health and Physical Education do not have adequate resources to repair and service the bicycles owned by the district for students' use. Entering into this agreement with the Milwaukee Bicycle Collective, Inc., further ensures that all Milwaukee Public Schools children involved in the district's bicycling programs are using safe equipment while also providing the Milwaukee Bicycle Collective, Inc., with needed storage space to provide this valuable service.

The Administration is requesting approval of a lease agreement to commence on October 1, 2018, and to terminate on June 30, 2019, with a lease rate of one dollar in order to provide space for Milwaukee Bicycle Collective, Inc., to further advance its work with Milwaukee Public Schools in providing services to students that promote growth and to create additional opportunities for future success.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rules 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 lease agreement between Milwaukee Public Schools and the Milwaukee Bicycle Collective, Inc., as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the lease agreement with the Milwaukee Bicycle Collective, Inc., as attached to the minutes of your Committee's meeting, for use of the Merrill Park fieldhouse.

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

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(Item 14) Action on a Career & Technical Education Experience-Based Licensure Professional Development Plan

Background

On July 12, 2015, Wisconsin Act 55 created an experience-based licensure process for teaching technical subjects. On March 8, 2016, Wisconsin Act 259 created a parallel experience-based licensure process for teaching vocational education subjects.

Wisconsin State Statutes, section 118.191, require the Department of Public Instruction (DPI) to do the following:

1. grant an initial three-year teaching license to teach a technical or vocational education subject to an applicant who passes a background check and does both of the following:
   a. earns a minimum score on a point system created under the Act and
   b. agrees to complete a curriculum determined by the school board of the school district in which the applicant will teach;
2. upon expiration of the three-year term, issue a professional teaching license to the applicant if the applicant successfully completes the curriculum; and
3. indicate on a professional teaching license that the license was obtained under an experience-based licensure program.

This pathway to licensure is for candidates who have training and/or experience in a technical or vocational field or a trade, as well as some training in how to teach (pedagogy).

The system assigns points both for (a) experience in a technical field or experience related to the vocational education subject and (b) pedagogical experience. An applicant must earn at least 100 points, of which at least 25 points must come from each of the two categories.

The initial teaching license authorizes an individual to teach only in the school district governed by the school board that determined the curriculum which the individual agreed to complete. The initial three-year teaching license becomes void if the license holder ceases to be employed as a teacher in the school district in which the license holder is authorized to teach.

The Career & Technical Education (CTE) Experience-Based Licensure Professional Development Plan consists of the following:

1. All CTE teachers who have obtained their licenses through the experience-based licensure route will receive four two-day sessions prior to the end of their third year under the initial educator license.
2. The two-day sessions will provide professional development in the following content:

Session 1:	Classroom management, special education, and inclusion
Session 2:	Instructional methodology, lesson and unit planning, and formative assessment
Session 3:	Assessment and evaluation
Session 4:	CTE philosophy & practice, work-based learning, and career and technical student organization (CTSO) advisement

In 2018-2019, all second-year CTE teachers who obtained their licenses through the experience-based licensure route will receive Sessions 1&2. In 2018-2019, all third-year CTE teachers who obtained their licenses through the experience-based licensure route will receive Sessions 1-4. In successive years, all second-year CTE teachers who obtained their licenses through the experience-based licensure route will receive Sessions 1&2, and all third-year CTE teachers who obtained their license through the experience-based licensure route will receive Sessions 3&4.

The professional development sessions will be delivered in Milwaukee at a location yet to be determined.

Each session will include pre-work and post-work, with application of learning implemented in teacher classrooms.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

This item does not authorize expenditures. Funding for the two contracts to deliver the professional development will come from the federal Carl Perkins grant. Total expenditures for the first year of professional development are expected to be $18,095.

Implementation and Assessment Plan

Upon approval of the Experience-Based Licensure Professional Development Plan, the Administration will contract with the Milwaukee Teacher's Education Center (MTEC) to deliver the first three sessions, and with the University of Wisconsin-Stout to deliver the fourth (final) session.

The Administration will monitor the number of teachers who successfully complete the professional development program. Following the 2018-2019 school year, the proposed plan will continue with a cycle of two sessions per year.

Committee's Recommendation

Your Committee recommends that the Board adopt the Experience-based Licensure Professional Development Plan for implementation in 2018-2019.

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

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(Item 15) Action on a Request to Enter into an Intergovernmental Agreement with the City of Milwaukee for the Milwaukee Police Department to Continue the School Resource Officers (SRO) Model for the 2018-2019 School Year

Background

Milwaukee Public Schools and the Milwaukee Police Department (MPD) have a long-standing collaboration. Based on this relationship, the Milwaukee Board of School Directors has approved intergovernmental agreements between Milwaukee Public Schools and Milwaukee Police Department for

the School Resource Officers (SRO) program since 2007. Both organizations have worked together to adjust resources to the needs of the district and will continue to do so.

SROs interact regularly with school administration, Violence Free Zone staff, school safety assistants, and the safety director to discuss school-related concerns and resolutions. The SRO program offers consistency by the same group of police officers addressing school matters.

Based on a recently conducted independent evaluation, the following recommendations have been added to the intergovernmental agreement:

1. allow School Resource Officers proactive time at schools that are agreed upon between MPS and MPD during which SROs can interact with students and staff to build positive relationships;
2. provide training between MPS and MPD in areas relevant to each other's needs such as personal safety or MPS rules and procedures; and
3. ensure that SROs are not utilized at schools to enforce school and district rules and procedures.

At this time, the Administration requests approval of the intergovernmental agreement between Milwaukee Public Schools and the City of Milwaukee for the Milwaukee Police Department to continue the SRO model at MPS schools. A maximum of 12 SROs will be funded by MPS and MPD, with each entity to pay half of the total costs of the program.

In addition, the agreement allows for the termination of the agreement by either party for convenience upon ninety (90) days' written notice to the other party.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 4.03, Security

Fiscal Impact Statement

This item authorizes expenditure up to $478,142. The funds are in OGA-0-0-SST-DW-ECTS (School Safety — Contracted Services).

Implementation and Assessment Plan

Upon approval by the Board, the Administration will execute the Intergovernmental Agreement with the City of Milwaukee.

Committee's Recommendation

Your Committee recommends that the Board approve the Intergovernmental Agreement between MPS and the City of Milwaukee for the Milwaukee Police Department, as attached to the minutes of your Committee's meeting, to continue the School Resource Officers (SRO) Model for the 2018-2019 school year.

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

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(Item 16) Action on a Request to Enter into an Intergovernmental Agreement with the City of Milwaukee for the Milwaukee Police Department to Provide Law-enforcement Services to Milwaukee Public Schools for the 2018-2019 School Year

Background

Milwaukee Public Schools and the Milwaukee Police Department have been collaborating since 2005 to provide a police presence at high schools between 3:00 and 4:30 p.m. Due to many safety concerns, Milwaukee Police are requested to provide dedicated patrol and presence at school-related events such as

dismissal, social/sports events, outsiders gathering, etc. Based on the success of this arrangement, the Administration recommends continuation of this model.

The Administration will determine when to start service during each semester in order to be proactive relative to the safety of students and staff. The Milwaukee Police Department will furnish fully-marked police squads with uniformed officers to patrol each of the areas surrounding the identified schools, or inside the school as determined. Marked MPD squads shall patrol the defined areas during the hours designated and agreed upon between MPS and MPD.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 4.03, Security

Fiscal Impact Statement

This item authorizes expenditures up to $60,000. Funds for this expenditure are budgeted in account OGA-0-0-SST-DW-ECTS (School Safety — Contracted Services).

Implementation and Assessment Plan

Upon approval by the Board, the Administration will execute the Intergovernmental Agreement with the City of Milwaukee.

Committee's Recommendation

Your Committee recommends that the Board approve the Intergovernmental Agreement with the City of Milwaukee for the Milwaukee Police Department, as attached to the minutes of your Committee's meeting, to provide law-enforcement services to the Milwaukee Public Schools during the 2018-2019 school year.

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

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(Item 17) Report with Possible Action on a Review of Active-shooter Preparedness for Schools

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

Background

On July 27, 2017, the Board directed the Administration and the Office of Accountability and Efficiency to engage an external evaluator to conduct an evaluation of the School Resource Officer (SRO) program. Consistent with Administrative Policy 2.15, Research and Survey Proposals, an external evaluator was selected from the district's pre-approved evaluator list, and the evaluation's design and methods were formally reviewed and approved by a committee comprising staff from the Division of Research and Evaluation.

On May 22, 2018, a preliminary report of the evaluator was presented before the Committee on Accountability, Finance, and Personnel, and on June 19, 2018, the evaluator presented and discussed his report.

During the course of the SRO evaluation, the Milwaukee Board of School Directors raised a question about active-shooter issues, and this topic was added to the scope of the work. The report and presentation attached to the minutes of your Committee's meeting contain the work of the evaluator regarding active-shooter issues for schools.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 2.10, Administrative Reports

Fiscal Impact Statement

NA

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(Item 18) Quarterly Report with Possible Action on the MPS School Nutrition Program

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

Background

On December 21, 2017, the Board took action regarding the MPS School Nutrition program. The key elements of this action included limiting processed, high-sugar offerings; increasing the availability of fresh fruits and vegetables; maximizing the lunch period; and establishing regular communication mechanisms for continued feedback. The Board's action also included quarterly reporting to the Board relative to providing updates on progress in these areas. The following is the third of the quarterly reports and focuses on three areas: menu enhancements, meal service, and staffing.

Menu Enhancements

A fresh, new lunch menu was designed to provide families with more information about the items served. In addition, the menu promotes "WI Wednesdays" featuring locally-grown items.

This school year, the partnership between Wisconsin's own Amazing Grace Farm, a sixth-generation farm, and Maglio Companies, a fifth-generation produce company, will produce 15,000 pounds of fresh pico de gallo for the 2018-2019 Wisconsin Farm-to-School program for students' lunches in the Milwaukee Public Schools.

Meal Service

To enhance the students' dining experiences, the new cutlery packets phased in last May continue to get positive feedback from students.

Staffing

School Nutrition continues to work with Human Resources to aggressively recruit for the open food-service manager trainee and food-service assistant positions. As of September 6, there were approximately 175 open positions. As of September 10, 2018, there are 100 individuals currently going through the background checks and physicals.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 4.05, School Nutrition Management

Fiscal Impact Statement

N/A

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COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report with Possible Action on MKE Fellows Partnership

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 MKE Fellows initiative was created to encourage young men from Milwaukee to complete their college education and to return home as successful professionals. The initiative was originally created in 2012 when a group of local black business partners and several other funders created a partnership with Morehouse College in Atlanta, Georgia, to support 10 students (seven being MPS graduates). The group raised nearly $900,000 to provide $25,000 in scholarship dollars to those 10 Morehouse College students.

MKE Fellows envisions a healthier and more economically prosperous African American community that is better positioned to support the economic growth of Wisconsin. The primary goal of MKE Fellows is to create a strong pipeline of young, African American male college graduates ready to return to Milwaukee and other parts of the state to excel in their careers, to build wealth, and to become engaged leaders. MKE Fellows seeks to groom a group of young men who are not only well-educated, but who provide values-based leadership that will be emulated by others.

MKE Fellows works in close partnership with leaders of universities and local corporations to provide Fellows with the internships, support, connections, and resources they need to thrive in college and to graduate prepared for the professional world. The program incorporates the following elements to build a platform for transformative leadership: summer internships, leadership and professional development, mentorship, social support, and networking opportunities and scholarships (merit-based and emergency funds area also available).

In August 2017, MKE Fellows wanted to expand its relationship with MPS and started accepting MKE Fellows during their senior year in high school. On August 29, 2017, nearly 70 Black and Latino male MPS students participated in an informational meeting regarding MKE Fellows at Cardinal Stritch University. Students had an opportunity to meet MPS and MKE Fellows alumni who talked about what the program meant for them.

Currently the MKE Fellows has 79 participants, 21 of which are MPS graduates. Each of the Fellows participate in professional development trainings, social events, and mentor dinners and events.

MKE Fellows currently has 44 members as part of its MKE Fellows alumni group. Approximately 30% of those young men are MPS graduates.

This summer, MPS hosted six MKE Fellows in various internships throughout the district. Over the past three summers, MPS has hosted 13 total MKE Fellows in internship opportunities in the district.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rules Statement

Board Governance Policy BG 1.01, Vision and Mission

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(Item 2) Report with Possible Action on Annual School Procedural Compliance Self-Assessment (PCSA)

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 Procedural Compliance Self-Assessment (PCSA) includes a school-based assessment aspect that is completed annually during the spring. At that time, an annual measurement of compliance is completed by each school in the district. The results of the measurement are reported by school and by district-level. The schools' data are used to form the goals and action steps for special education compliance in each individual School Improvement Plan (SIP). The district's data are used to analyze district supports and to develop plans of improvement for district-wide systems that serve students with disabilities.

Each school receives the results of the 2017-18 PCSA with the expectation that data will be included in the school-wide planning for the 2018-19 school year. Each school is required to include plans within its SIP to address all of the individual compliance items that were measured below 100% and are, therefore, considered to be in need of intensive monitoring. The target for the PCSA is to achieve (and maintain) 100% in each of the identified compliance items. Federal oversight requires 100% compliance.

Attached to the minutes of your Committee's meeting is more detailed information regarding the PCSA.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 8.01, Student Nondiscrimination, Complaints and Appeals

Fiscal Impact Statement

No Fiscal Impact

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(Item 3) Report with Possible Action on Services Provided to Students with Disabilities in the Least Restrictive Environment (LRE)

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

Background

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

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

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

Indicator #1 Graduation Rates
Indicator #2 Drop-Out Rates
Indicator #3 Assessments
Indicator #4 Suspension/Expulsion

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

LRE for Higher Outcomes

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

LRE Data

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

Indicator 5A	Percent of students with IEPs ages 6 through 21 served inside the regular class 80% or more of the day
Indicator 5B	Percent of students with IEPs ages 6 through 21 served inside the regular class less than 40% of the day
Indicator 5C	Percent of students with IEPs ages 6 through 21 served in separate schools, residential facilities, or homebound/hospital placements.

The information below compares MPS's LRE data-relative services with the projection in DPI's 2016 Annual Performance Report Summary for Wisconsin school districts. The MPS's percent includes all students who have IEPs, including those for speech and language services.

	5A	5B	5C
State of Wisconsin's Target 2017-18	70.00%	7.90%	0.95%
MPS May 2018*	76.04%	18.57%	0.58%
MPS August 2018^	76.76%	22.79%	0.45%

*Please note, when the data for May were reported at the June PACE meeting, there were 14,445 students with disabilities enrolled age 6 through 21 years of age.

^The numbers for MPS's August LRE are from the schools on the Early-start Calendar. At the time of the August report, there were 6,538 students with disabilities enrolled in Milwaukee Public Schools.

The reports attached to the minutes of your Committee's meeting include the district's information as well as each school's percentage.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 8.01, Student Nondiscrimination, Complaints and Appeals

Fiscal Impact Statement

No Fiscal Impact

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on Resolution 1718R-009 to Create a Success Center for Students in Grades 4-12

Background

At the October 26, 2017, Board meeting, Resolution 1718R-009 by Directors Bonds and Harris to create a Success Center for At-risk Students in grades 4-12 at the Daniel Webster Campus, was referred to the Committee on Student Achievement and School Innovation:

WHEREAS, The mission of the Milwaukee Public Schools is to be a diverse district that welcomes all students and prepares them for success in higher education, post-educational opportunities, work, and citizenship; and

WHEREAS, The Milwaukee Public Schools' core beliefs state that students come first, that wherever students are learning is the most important place in the district, and that educators and school staffs have high expectations for all students and provide the foundation for their academic success; and

WHEREAS, Administrative Policy 8.28 states that students have a right to learn and that educators have a right to teach in a safe and orderly environment that fosters mutual respect for all individuals; and

WHEREAS, Administrative Policy 8.28 states that all schools in MPS are expected to provide a multi-tiered system of behavioral interventions and supports to create safe, respectful, welcoming environments that are free from disruption; and

WHEREAS, In September 2016, the Milwaukee Board of School Directors directed the Administration to review Resolution 0809R-043 and report back to the Board in lieu of adopting Resolution 1516R¬009 to Recreate the Transition Intervention Experience (TIE) Center; and

WHEREAS, In February 2017, the MPS Administration reported on the review of Resolution 0809R-043 and recommended Board approval of an Intergovernmental Cooperative Agreement for implementation of the Juvenile Education Treatment Initiative (JETI) Program to serve ten students at one pilot location; and

WHEREAS, The JETI program was subsequently expanded to serve up to twenty students across two sites; and

WHEREAS, In March 2017, the Milwaukee Board of School Directors adopted Resolution 1617R-005 to explore alternatives or enhancements to MPS disciplinary programs; and

WHEREAS, In July 2017, in alignment with Resolution 1617R-005, the Milwaukee Public Schools Administration issued a final report with a recommendation to leverage existing partnerships and supports for 40 students per semester at one location; and

WHEREAS, the need for additional supports for students who have experienced repeated behavior challenges extend beyond current programs; and

WHEREAS, While the district has made great strides, through adoption of Resolution 1415R-010, in providing services to all expelled students, there appears to be a need for additional alternative responses to negative behavior, including shorter-term responses; now, therefore, be it

RESOLVED, That the Administration be directed to create a "Success Center" to serve students in grades 4 through 12 who are at risk of or have been given out-of-school suspensions; and be it

FURTHER RESOLVED, That students at the "Success Center" have access to the same supports as a traditional school, including, but not limited to, a principal, regular and special education teachers, school psychologist, school social worker, transition specialist safety aide, paraprofessional, and secretary;

FURTHER RESOLVED, That the new "Success Center" include the following components outlined in Resolution 1516R-009:

- A three-to-five day preventative program designed to serve chronically disruptive youth who may be at risk of becoming suspended in the future;
- A five-to-ten day alternative-to-suspension program designed to serve chronically suspended youth who may be at risk of becoming expelled in the future;
- An alternative-to-expulsions program designed to serve expelled students with the goal of returning them to their home schools;
- Wrap around services that may include, but not be limited to, mentoring, conflict resolution, behavior modification, and mental health supports;
- An individualized transition plan for each student prior to returning to the sending school, including identification of supports available upon return; and be it

FURTHER RESOLVED, That the "Success Center" be located at the Daniel Webster Campus with implementation to begin with the 2018-19 school year.

FURTHER RESOLVED, That the Administration report back to the Board with a plan for implementation no later than the January 2018 Board cycle.

At its regular meeting on November 30, 2017, in response to a request from the Administration for more time to formulate an appropriate response to the resolution, Board voted to refer Resolution 1718R-009 back to committee, with a response to be brought back to the Committee on Accountability, Finance, and Personnel by February 2018.

On March 13, 2018, the Administration brought forward its response to the resolution. At that time, the Committee voted to hold the item in committee.

At its organizational meeting on April 24, 2018, the Board took action to carry forward Resolution 1718R-009 to the 2018-19 board year.

On July 26, 2018, the Board approved the Administration's Regional Development Plan, which identifies Green Bay to serve as the Success Center for all schools in the district starting with the 2019-20 school year.

The Administration has developed a Request for Proposal (RFP), as identified in the resolution. The RFP is seeking services and/or programming that foster appropriate school-related behaviors, which in turn, will assist the student in positive reintegration to a traditional school setting. A continuation of educational services will be supported through collaboration with the home-base school during the students' period of reassignment.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

An RFP will be issued with anticipation of the Success Center to open fall of 2019, to be located at the Green Bay Campus.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1718R-009 as amended below and authorize the issuance of an RFP for services and programming at Green Bay to create a Success Center for students in grades 4-12 to open in fall 2019:

RESOLVED, That the Administration be directed to create a "Success Center" to serve students in grades 4 through 12 who are at risk of or have been given out-of-school suspensions; and be it

FURTHER RESOLVED, That students at the "Success Center" have access to the same supports as a traditional school, including, but not limited to, a principal, regular and special education teachers, school psychologist, school social worker, transition specialist safety aide, paraprofessional, and secretary;

FURTHER RESOLVED, That the new "Success Center" include the following components outlined in Resolution 1516R-009:

- ~~A three-to-five-day preventative program designed to serve chronically disruptive youth who may be at risk of becoming suspended in the future;~~
- ~~A five-to-ten-day alternative-to-suspension program designed to serve chronically suspended youth who may be at risk of becoming expelled in the future;~~
- An alternative-to-expulsions program designed to serve ~~expelled students~~ chronically disruptive youth, with the goal of returning them to their home schools;
- Wrap around services that may include, but not be limited to, mentoring, conflict resolution, behavior modification, and mental health supports;
- An individualized transition plan for each student prior to returning to the sending school, including identification of supports available upon return; and be it

FURTHER RESOLVED, That the "Success Center" be located at the ~~Daniel Webster~~ Green Bay Campus, with implementation to begin with the ~~2018-19~~ 2019-20 school year.

FURTHER RESOLVED, That the Administration report back to the Board with a plan for implementation no later than the January 2018 Board cycle.

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

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(Item 2) Action on Resolution 1819R-004 by Directors Miller, Harris, Phillips, and Voss Regarding Montessori Strategic Plan (MPSMSP)

Background

At its meeting on July 26, 2018, the Board referred Resolution 1819R-004 by Directors Miller, Harris, Phillips and Voss, a regarding Montessori Strategic Plan (MPSMSP), to the Committee on Student Achievement and School Innovation:

WHEREAS, Milwaukee Public Schools (MPS) is the global leader in offering no-tuition, quality, certified, comprehensive Montessori education to City of Milwaukee and suburban students; and

WHEREAS, MPS has maintained a strategic plan to sustain, to improve, and to expand Montessori education in the public sector since 1974; and

WHEREAS, In addition to providing quality, effective public education, MPS's Montessori schools offer distinctive or unique characteristics; including curricula through grade eight, a Montessori high-school integrated with the International Baccalaureate (IB) curriculum; and

WHEREAS, The objectives specified in the last Milwaukee Public Schools Montessori Strategic Plan (MPSMSP) have all been successfully, although as yet incompletely, realized; and

WHEREAS, Sustained, improved, and expanded MPS Montessori education can help increase MPS's record of successful performance in improving basic and advanced language and mathematics learning and, additionally, offer quality music, visual-arts, movement, life-skills, and employment skills embedded in the Montessori curriculum; and

WHEREAS, Sustained, improved, and expanded MPS Montessori education can help reverse deeply troubling trends of student-enrollment attrition and the loss of precious public investment in facilities and programs; and

WHEREAS, Thanks to a farsighted and visionary series of MPS Montessori strategic plans, MPS now offers quality, credentialed, comprehensive Montessori curricula to students, families, and communities in all socioeconomic, ethnic, gender, sexuality, and special education categories; and

WHEREAS, Notwithstanding that success, MPS can and should still improve and expand Montessori offerings to low-income, non-English speaking, ethnic minority, and special needs students; and

WHEREAS, Montessori schools continue to strive to be models for other school communities in the district; now, therefore, be it

RESOLVED, That the MPS Montessori Strategic Plan (MPSMSP) be coordinated in collaboration with the MPSMSP Advisory Committee; and be it

FURTHER RESOLVED, That the MPSMSP Advisory Committee be constituted no later than October 1, 2018; and be it

FURTHER RESOLVED, That the Superintendent or Acting Superintendent will submit a first draft of the MPSMSP to the Board no later than January 1, 2019; and be it

FURTHER RESOLVED, That the Superintendent or Acting Superintendent will submit a final draft of the MPSMSP to the Board for consideration, amendment, adoption, and/or revision no later than March 1, 2019; and be it

FURTHER RESOLVED, That the MPSMSP be framed around increased access and inclusion of students across Milwaukee.

The Administration is in agreement with the intent of the resolution, with minor adjustments to allow for inclusive and broad participation throughout the district. To accomplish this, the Administration will lead efforts to develop a council structure similar to the District Multicultural Multilingual Advisory Committee. To achieve this, the council will include district, community, and principal representation from all MPS Montessori schools. The opportunity to participate will be shared with stakeholders using various methods, including during the parent-teacher conferences October 15-18, 2018. Once the district-established MPS Montessori Strategic Plan Advisory Committee has been established, the work will begin on the MPS Montessori Strategic Plan to include long- and short-term planning.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

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

Fiscal Impact Statement

This item does not authorize expenditures. Any costs associated with implementing the resolution will be brought back to the Board for consideration and approval.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will move forward with forming the MPS Montessori Strategic Plan Advisory Committee so that work can begin on developing the MPS Montessori Strategic Plan in a collaborative manner inclusive of all stakeholders and aligned to the district's goals and the five priorities for success.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1819R-004 by Directors Miller, Harris, Phillips and Voss, regarding Montessori education, as amended below:

RESOLVED, That the MPS Montessori Strategic Plan (MPSMSP) be coordinated in collaboration with the MPSMSP Advisory Committee; and be it

FURTHER RESOLVED, That the MPSMSP Advisory Committee be constituted no later than October ~~1~~ 31, 2018; and be it

FURTHER RESOLVED, That the Superintendent or Acting Superintendent will submit a first draft of the MPSMSP to the Board no later than ~~January~~ February 1, 2019; and be it

FURTHER RESOLVED, That the Superintendent or Acting Superintendent will submit a final draft of the MPSMSP to the Board for consideration, amendment, adoption, and/or revision no later than ~~March~~ April 1, 2019; and be it

FURTHER RESOLVED, That the MPSMSP be framed around increased access and inclusion of students across Milwaukee.

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

* * * * *

(Item 3) Report with Possible Action on a Preparing Urban Milwaukee for Principles of Computer Science (PUMP CS) Grant

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

Background

At its meeting on February 22, 2018, the Board adopted revisions to Resolution 1718R-010 regarding computer-science programming and directed the Administration to bring an update on progress to the Committee on Student Achievement and School Innovation. The adopted Resolution was well aligned with the goals of the Preparing Urban Milwaukee for Principles of Computer Science (PUMP CS) grant.

The PUMP CS grant-funded project began August 15, 2016, and ends July 31, 2019. The award is from the National Science Foundation to Marquette University, with a portion of the funding being provided directly to MPS. The team involved in implementing the grant includes members from universities, the Wisconsin-Dairyland chapter of the Computer Science Teachers Association (CSTA), and teachers and administrators from MPS. The PUMP CS grant has the ultimate goal of providing access to the AP Computer Science Principles (AP CSP) course at all Milwaukee high schools by 2020.

To date the grant has achieved following:

1. 128 elementary teachers at 22 schools have been trained in computer science fundamentals (goal was 75 teachers);
2. 35 middle-grade teachers at 23 schools trained in computer science discoveries (goal was 54 teachers);
3. 21 high-school teachers and six middle-school teachers at 14 schools (10 high schools) trained in exploring computer science (goal was 45 teachers).

Obama SCTE currently has scheduled computer classes in the elementary, middle-, and high-school grades.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 7.29, Technology Planning and Resources Use

Fiscal Impact Statement

This item does not authorize expenditures. This grant-funded project began August 15, 2016, and ends July 31, 2019. The award is from the National Science Foundation to Marquette University, with a portion of the funding being provided directly to MPS. Funds are provided to MPS for a 0.5 FTE lead teacher to recruit teachers to the program and to provide support for them, as well as to pay teachers to complete summer computer-science training and to pay for substitutes during professional development sessions held during the school year ($321,778 over 3 years).

* * * * *

(Item 4) Report with Possible Action on Academic Standards

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

Background

As required by the Wisconsin Department of Public Instruction, a notice identifying the academic standards adopted by the school board is included as an item on the agenda for the Board's first meeting of the school year. The academic standards addressed in this report are:

1. On September 27, 2012, the Milwaukee Board of School Directors received a report on the Common Core State Standards (CCSS) and the alignment to the Comprehensive Literacy Plan (CLP) and the Comprehensive Mathematics and Science Plan (CMSP). It is to be noted that the CCSS are embedded within the CLP and CMSP and serve as the foundation for instruction in the classroom and professional development for teachers and principals.
2. The Common Core Essential Elements were developed to provide to students with significant intellectual disabilities the opportunity to be involved in and to meet the same challenging expectations that have been established for all students in the Common Core State Standards.
3. The Common Core State Standards for Spanish language arts were developed to parallel the English language arts and the development of bilingualism.

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

Per the Wisconsin Department of Public Instruction, all academic areas not covered by Common Core (CCSS and CCEE) and Wisconsin Model Early Learning Standards (WMELS) are covered by Wisconsin Academic Standards. See list below:

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

The Wisconsin Department of Instruction has adopted the Next Generation Science Standards, which identify content and science and engineering practices that all students should learn from kindergarten through 12th grade. These include elementary science, physical science, life science, earth and space science, and engineering, technology and applications of science in middle and high school.

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

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

Strategic Plan Compatibility Statement.

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

There is no fiscal impact.

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(Item 5) Report with Possible Action on Postsecondary Student 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

The report attached to the minutes of your Committee's meeting provides information on Milwaukee Public Schools graduates who have entered post-secondary institutions of learning. These data are provided by the National Student Clearinghouse, which provides post-secondary enrollment and graduation data to schools and universities. This data track students from more than 3,600 colleges and universities for eight years after high-school graduation, based on enrollment, persistence, and graduation.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Statement

Administrative Policy 7.01, Teaching and Learning Goals

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(Item 6) Action on Resolution 1819R-007 by Director Sain Regarding Daniel Webster Secondary School

Background

At its meeting on August 30, 2018, the Milwaukee Board of School Directors referred Resolution 1819R-007 by Director Sain to the Committee on Student Achievement and School Innovation:

WHEREAS, The mission of the Milwaukee Public Schools states, "Milwaukee Public Schools is a diverse district that welcomes all students and prepares them for success in higher education, post-educational opportunities, work, and citizenship"; and

WHEREAS, In September 2016, the Milwaukee Board of School Directors adopted the Eight Big Ideas operational plan, which includes rethinking high school as a strategic objective in the area of academic achievement with the aim that every MPS student graduate on time with a personalized pathway to success in college, career, and life; and

WHEREAS, In August 2017, the Milwaukee Board of School Directors took action to configure Daniel Webster Secondary School as a traditional middle school, to direct the Administration to work with the Webster community to determine the best program for the future, and to report back to the Board by November 2017 on the progress of the reconfiguration; and

WHEREAS, In determining the best program for the future of Webster School, Milwaukee Public Schools must consider pathways that will meet both the current and future needs of MPS students and families and the broader community; and

WHEREAS, MPS International Baccalaureate, Advanced Placement, and specialty schools consistently experience oversubscription and wait lists, indicating a continued need for rigorous college-preparatory programs; and

WHEREAS, The growing pace of technology means that the Milwaukee Pubic Schools must try to anticipate, and prepare students for, post-educational opportunities that may not even yet exist; and

WHEREAS, Milwaukee Public Schools must also prepare the next generation of school, community, and governmental leaders to think critically, to analyze and to solve problems, to communicate effectively, and to collaborate; now, therefore, be it

RESOLVED, That Daniel Webster Secondary School be reconfigured to serve grades six through twelve, beginning with the expansion to ninth grade during the 2019-2020 school year and expanding by one grade level each school year thereafter until full expansion to serve grades six through twelve in the 2022-2023 school year; and be it

FURTHER RESOLVED, That Daniel Webster Secondary School's traditional program be redesigned to include a high-school-preparatory program for middle-school students; and be it

FURTHER RESOLVED, That — in direct alignment with the district's mission to prepare students for success in higher education, post-educational opportunities, work, and citizenship — the redesign of Daniel Webster Secondary School also include the following three high-school academies from which high-school students will be able to choose their academic focus:

- a college-preparatory academy in which students shall engage in rigorous college-preparatory courses, including access to early-college high school (ECHS) and dual-enrollment programs;
- a science, technology, engineering, and math (STEM) academy in which students shall engage in an interdisciplinary, hands-on, and project-based learning curriculum, including access to apprenticeships and internships; and
- a leadership, business, law, and social justice academy in which students shall engage in a sequence in business, law, and social justice, including access to community projects, service learning, and internships; and be it

FURTHER RESOLVED, That the Board direct the Administration to establish a steering committee inclusive of representation from Webster's leadership, staff, students, parents, and partners, as well as representation from MPS's central administration and the broader community, to work on the redesign and growth of Webster Secondary School; and be it

FURTHER RESOLVED, That the Board direct the Administration, in consultation with the steering committee, to bring an update on the reconfiguration and redesign of Webster Secondary School to the Board no later than the October 2018 board cycle and quarterly thereafter through the end of the 2019-2020 school year; and be it

FURTHER RESOLVED, That the Board direct the Administration to explore the establishment of feeder patterns to Webster Secondary School.

The Administration is in agreement with the resolution, and sees great value in establishing a steering committee to guide the redesign of Webster Secondary School. The steering committee will include representation from Webster's leadership, staff, students, parents and partners, as well as MPS central services and the community. The opportunity to participate will be shared with stakeholders using various methods including during the October Parent Teacher Conferences. Allowing an additional month to provide the first report to the Board will be helpful in establishing the steering committee with individuals invested in the vision set forth in the resolution. Once the steering committee has been established, the work will begin on the redesign and growth of Webster Secondary School.

Statute, Administrative Policy, or Board Rules Statement

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

Fiscal Impact Statement

The approximate cost in 2018-19 to support the ninth grade expansion at Daniel Webster Secondary School for the 2019-2020 school year is $175,000.

Future year fiscal impact will depend on the direction of the redesign and growth of Webster Secondary School as determined through input of the committee with approval of the Board.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will establish the steering committee to work on the redesign and growth of Webster Secondary School.

Committee's Recommendation

Your Committee recommends that:

1. the Board adopt Resolution 1819R-007 by Director Sain, regarding Webster Secondary School, as amended below; and

2. the 9th-grade option at Webster be included in the enrollment booklet for the 2019-20 school year.

RESOLVED, That Daniel Webster Secondary School be reconfigured to serve grades six through twelve, beginning with the expansion to ninth grade during the 2019-2020 school year and expanding by one grade level each school year thereafter until full expansion to serve grades six through twelve in the 2022-2023 school year; and be it

FURTHER RESOLVED, That Daniel Webster Secondary School's traditional program be redesigned to include a high-school-preparatory program for middle-school students; and be it

FURTHER RESOLVED, That — in direct alignment with the district's mission to prepare students for success in higher education, post-educational opportunities, work, and citizenship — the redesign of Daniel Webster Secondary School also include the following three high-school academies from which high-school students will be able to choose their academic focus:

- a college-preparatory academy in which students shall engage in rigorous college-preparatory courses, including access to early-college high school (ECHS) and dual-enrollment programs;
- a science, technology, engineering, and math (STEM) academy in which students shall engage in an interdisciplinary, hands-on, and project-based learning curriculum, including access to apprenticeships and internships; and
- a leadership, business, law, and social justice academy in which students shall engage in a sequence in business, law, and social justice, including access to community projects, service learning, and internships; and be it

FURTHER RESOLVED, That the Board direct the Administration to establish a steering committee inclusive of representation from Webster's leadership, staff, students, parents, and partners, as well as representation from MPS's central administration and the broader community, to work on the redesign and growth of Webster Secondary School; and be it

FURTHER RESOLVED, That the Board direct the Administration, in consultation with the steering committee, to bring an update on the reconfiguration and redesign of Webster Secondary School to the Board no later than the ~~October~~ November 2018 board cycle and quarterly thereafter through the end of the 2019-2020 school year; and be it

FURTHER RESOLVED, That the Board direct the Administration to explore the establishment of feeder patterns to Webster Secondary School.

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

Background

The Board received the monthly reports of the Board's delegates to the Head Start Policy Council, to the Milwaukee Public Library Board, and to CESA 1.

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

In an effort to support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President's activities during the month of September 2018 included the following:

Academic Achievement

- Attended various district events, including:
  - — Traditional-start Day One at Maple Tree School
  - — Farm-to-Table event at Vincent High School
  - — NAF Advisory Board's meeting at James Madison Academic Campus

- — High-school Fair at Webster Secondary School
- — Washington High School's Hall of Fame induction
- — Washington High School vs. Bradley Tech football game
- — Washington High School's weight room's ribbon cutting
- — Grits with Grandparents at Metcalfe School.

Student, Family, And Community Engagement

- Discussed improved continuity of services and expanded opportunities for Milwaukee's children and families with local leaders, including:
  - — Brenda Campbell, President and CEO of Secure Futures
  - — Tim Sheehy, President of the Metropolitan Milwaukee Association of Commerce
  - — Danae Davis, Executive Director of Milwaukee Succeeds
  - — Eve Hall, President and CEO of the Milwaukee Urban League
  - — Tom Barrett, Mayor of the City of Milwaukee
  - — Myra Edwards, staff advisor to the Mayor
  - — Ashanti Hamilton, President of the Milwaukee Common Council
  - — Khalif Rainey of the Milwaukee Common Council
  - — Dr. Laci Coppins-Robbins, Executive Director of MTEC
  - — Common Ground.
- Attended the Milwaukee Public Library's building-and -development meeting
- Attended the groundbreaking ceremony for the Good Hope Library
- Attended the meeting of the Milwaukee Public Library's Board
- Attended the Rally for Safe Streets event
- Attended the Hero's Haul fire truck pull

Effective and Efficient Operations

- Met with district leaders to receive updates on district initiatives:
  - — Keith Posley, Ed.D., Interim Superintendent

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RESOLUTIONS

Resolution 1819R-008

By Directors Miller and Báez

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

WHEREAS, The Milwaukee Board of School Directors has adopted, among its core beliefs, that, "Increased operational and financial efficiencies are consistently pursued to support learning opportunities for our students"; and

WHEREAS, The Milwaukee Board of School Directors has committed, in pursuit of its Equity Goals, to cultivate a district-wide culture of data-and-research-based decision making; and

WHEREAS, The District budgets and spends over $200 million annually on purchased services from outside service providers in the School Operations Fund; and

WHEREAS, The District's Five-Year Forecast, as presented by the Administration and the Office of Accountability and Efficiency in January of 2018, projected declining enrollment and deficits in the School Operations Fund; and

WHEREAS, These projected deficits present steep challenges to the District in terms of meeting the needs of students academically, socially, and emotionally; and

WHEREAS, The Institute for Public Procurement's global best practices state that "Procurement organizations should seek to improve performance and lower costs through the use of performance-base contracts"; and

WHEREAS, The Institute for Public Procurement defines performance-based contracting as "a results-oriented contracting method that focuses on the outputs, quality, or outcomes that may tie at least a portion of a contractor's payment, contract extensions, or contract renewals to the achievement of specific, measurable performance standards and requirements"; now, therefore, be it

RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency, to develop and present a comprehensive plan to adopt the best practice of performance-based contracting; and be it

FURTHER RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency and the Office of Board Governance, to develop the policies and procedures that govern the practice of performance-based contracting; and be it

FURTHER RESOLVED, That the comprehensive plan and proposed policy be brought back to the Board for referral no later than the March 2019 Board cycle.

Referred to the Committee on Accountability, Finance and Personnel.

PREVIOUSLY DEFERRED ITEM

The Board returned to Item Two of the Reports and Communications from the Board Clerk/Director, Office of Board Governance — Consideration of and Possible Action on Employment, Compensation, and Performance-evaluation Data Relative to the Terms of an Employment Agreement with the Interim Superintendent of Schools — which had been deferred to the end of the agenda.

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

Ayes — Directors Falk, Miller, Phillips, Voss, Woodward, and President Sain — 6.
Noes — None.

The Board retired to executive session at 7:54 PM.

The Board adjourned from executive session at 9:07 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 9, 2018

Special meeting of the Board of School Directors called to order by President Sain at 7:31 PM.

Present — Directors Báez (7:32 PM), Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Absent — None.

The Board Clerk read the following call of the meeting:

October 4, 2018

To the Members of the Board of School Directors:

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

Special Board Meeting
6:30 P.M., Tuesday, October 9, 2018
(or immediately following the meeting of the Committee on Parent and Community Engagement scheduled to begin at 5:30 p.m.)

1. Consideration of and Possible Action on Employment, Compensation, and Performance-evaluation Data Relative to the Terms of an Employment Agreement with the Interim Superintendent of Schools

In regard to item 1, above, the Board may retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(c), which allows a governmental body to retire to executive session for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

The Board may reconvene in open session to take action on matters considered in executive session. Otherwise, the Board will adjourn from executive session.

JACQUELINE M. MANN, Ph.D.
Board Clerk

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

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — None.

The Board retired to executive session at 7:36 PM.

The Board reconvened in open session at 8:54 PM.

Director Miller moved to appoint Dr. Keith Posley as the MPS Superintendent of Schools and to authorize the President of the Board, in consultation with the City Attorney's office, to negotiate a contract and that the contract be presented to the Board for final approval and execution.

Director Phillips made a substitute motion that the Board host a public forum in November to provide community members with the opportunity to have input on the metrics used to evaluate the MPS superintendent.

The substitute motion failed of adoption, the vote being as follows:

Ayes — Director Phillips — 1.
Noes — Directors Báez, Falk, Harris, Miller, Voss, Woodward, and President Sain — 7.

The question being on the original motion to appoint Dr. Keith Posley as the MPS Superintendent of Schools and to authorize the President of the Board, in consultation with the City Attorney's office, to negotiate a contract and that the contract be presented to the Board for final approval and execution, the motion prevailed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — None.

The Board adjourned at 9:13 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 18, 2018

Special meeting of the Board of School Directors called to order by President Sain at 5:35 PM.

Present — Directors Báez, Falk, Harris, Miller, Phillips (5:39 PM), Voss, Woodward, and President Sain — 8.
Absent — None.

The Board Clerk read the following call of the meeting:

October 16, 2018

To the Members of the Board of School Directors:

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

Special Board Meeting
5:30 P.M., Thursday, October 18, 2018

1. Consideration of and Possible Action on the Terms of an Employment Agreement with the Superintendent of Schools

In regard to item 1, above, the Board may retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(c), which allows a governmental body to retire to executive session for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

The Board may reconvene in open session to take action on matters considered in executive session. Otherwise, the Board will adjourn from executive session.

JACQUELINE M. MANN, Ph.D.
Board Clerk

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

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — None.

The Board retired to executive session at 5:40 PM.

The Board reconvened in open session at 6:02 PM.

Director Miller moved to approve and execute the employment agreement with the Superintendent of School for the terms and conditions as outlined in the employment agreement. The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — None.

The Board adjourned at 6:07 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 25, 2018

Regular meeting of the Board of School Directors called to order by President Sain at 6:39 PM.

Present — Directors Báez, Falk, Harris, Miller, Phillips, Woodward, and President Sain — 7.
Absent and Excused — Director Voss —1.

President Sain requested a moment of silence to commemorate the passing of:

- Damian Angel, a 9th-grade student at Bay View High School who passed away on September 27, 2018;
- Zitaly N. Lopez, a 5th-grade student at Longfellow who passed away on October 22, 2018;
- Lea Picciolo, a former teacher at Milwaukee Tech who passed away on October 16, 2018; and
- Nancy Graber , a former MPS teacher who passed away on October 19, 2018.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award — Joyce A. Hall

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, parent, or community member for a display of excellence, achievement, and innovation that may serve as an example to our school district and the entire Milwaukee community. This month, the Milwaukee Board of School Directors is pleased to present the "Excellence in Education Award" to:

Joyce A. Hall

Joyce A. Hall moved to Milwaukee, Wisconsin, from Albion, Michigan, in 1955 after her marriage to Harry J. Hall. Before moving to Milwaukee, Mrs. Hall attended Eastern Michigan University, from which she graduated with a degree in education. She began her teaching career in the Flint, Michigan, public schools for one year.

Hall continued her teaching career in the Milwaukee Public Schools for thirty-six and a half years, until her retirement in 1994; however, soon after retirement, she continued as a volunteer reading tutor in MPS at Henry L. Palmer Elementary School, now George Washington Carver Academy. Since 1994, Joyce Hall has continued to tutor students twice a week.

Principals reserve a room for her every year, and students and teachers are always anxious for her return at the start of every school year. When she is out in the community, it is not unusual for former students to greet her with hugs and expressions of their deep appreciation for her help when they were students. In addition, teachers and principals always extend their appreciation for her mentoring, guidance, listening ear, and simple kindness.

Joyce Hall is one of the most dedicated and humble educators who truly answered the calling of her life as a "teacher." She has never sought recognition for her work all these years, but simply, quietly, and consistently retains her two-day commitment in Milwaukee Public Schools. Though opportunities for promotions at central office were presented, she always felt her role was in the classroom.

In addition to tutoring, Hall is one of the coordinators of the community meal program at St. Benedict the Moor. She is also an active member of Delta Sigma Theta Sorority, Inc.

Joyce A. Hall has one daughter, Dr. Eve M. Hall, who presently serves as the President & CEO of the Milwaukee Urban League and, at one point, worked for Milwaukee Public Schools as the School To Work Administrator located in the Superintendent's office.

The Milwaukee Board of School Directors recognizes and honors Joyce A. Hall for her dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

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APPROVAL OF MINUTES

(Item 1) Action on the Minutes of the September 2018 Special and Regular Meetings of the Milwaukee Board of School Directors and on Corrections to the Minutes of the May 2017 Regular Meeting of the Board

Background

Provided for the Board's review and action are the minutes of the Board's special and regular meetings of September 2018.

Additionally, during the month of May 2017, several reports and informational overviews were presented to the Committee on Strategic Planning and Budget. One of the presentations was a Report with Possible Action on Strengthening Central Services in the Service of Improving Teaching and Learning. That presentation included a description of the Black and Latino Male Achievement Office, which was newly established as part of the 2017-18 budget. Reference to this presentation was inadvertently omitted from the minutes for May 2017. A correction has been made to the minutes to include reference to that presentation. Other technical revisions to the report of the Committee on Strategic Planning and Budget have also been made.

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Upon the Board's approval, the Office of Board Governance will publish the minutes of the Board's special and regular monthly meetings of September 2018 and will make and publish the corrected version of the May 2017 minutes.

Recommendation

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

By unanimous consent, the minutes of the Board's special and regular meeting of September 2018, as well as the correction to the minutes of May 2017, were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report of the Superintendent of Schools

Background

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

- to improve district and school culture
- to ensure fiscal responsibility and transparency
- to increase academic achievement and accountability

- to develop our staff
- to strengthen communication and collaboration.

Milwaukee Recreation Breaks Ground for Upcoming Playfield Renovations

Milwaukee Recreation continued its citywide playfield-renovation project by breaking ground at the Columbia Playfield in front of dozens of community members, MPS representatives, recreation staffers, and local children ,who will reap the benefits of the revamped park. While Milwaukee Recreation held the groundbreaking at Columbia Playfield, the event marked the kickoff for construction at two other plavfields — Custer and Southgate — as well. All three playfields will be ready for play by next summer. a fourth park, Burnham Playfield, will be ready by the summer of 2020.

In 2014, Milwaukee Recreation retained a consultant to conduct a review of the existing facilities and to develop a 10-year roadmap for improvements to the playfields. The result was the Milwaukee Outdoor Recreation Facilities Master Plan. The plan rated 65 percent of the facilities as fair to poor and identified more than $25 million in needed improvements over a 10-year span. Besides merely assessing the condition of each site, however, Milwaukee Recreation also analyzed the neighborhood and population characteristics surrounding each playfield and developed a priority list of projects that emphasizes racial and economic equity.

While each project will be designed to meet the needs and interests of the surrounding community, most of the work will include asphalt removal, installation of shade trees, walking areas, improved playground equipment, and basketball courts. Additional lighting, benches, shade structures, and trash receptacles will also be added to the sites, and several locations will include eco-friendly splash pads.

School Visits

Some of my school visits included Webster Secondary School, Browning School, Rufus King International High School, South Division, and Milwaukee College Prep. I attended the Youth Voter Registration Rally at Obama School of Career and Technical Education. County Supervisor Sequanna Taylor and State Representative Elect Kalan Haywood II also visited to encourage youth to register to vote.

Events, Programs, and Announcements

MPS Kicks off FAFSA Campaign

Financial aid, including free money, is available for college, and Milwaukee Public Schools is committed to helping students discover funds that are available to them. The first step in accessing financial aid is the Free Application for Federal Student Aid (FAFSA). On October 1, to mark the opening of FAFSA applications for the 2019-20 school year, MPS hosted a kickoff event at MacDowell Montessori School to spread the word about FAFSA, to encourage students to apply, and to offer help with applications.

At the kickoff, members of the community learned about this important resource that can help more students go to college and minimize their student-loan debt. The FAFSA Kickoff is part of a series of efforts by Milwaukee Public Schools to increase the number of students who complete the FAFSA and thereby qualify for financial aid.

Filling out the FAFSA gives every applicant a summary of the federal aid that they qualify for. The FAFSA is also required for some scholarship applications. Many MPS students discover money that is available to them — but the only way to find out is to fill out the application.

MPS offers extensive help to students to fill out the FAFSA, college applications, scholarship applications, and more. All 20 MPS traditional high schools have on-site College & Career Centers staffed by advisors who can assist with applications and answer questions. MPS students can visit any College & Career Center to get the help they need.

Youth Apprenticeship Day in Wisconsin

Opening doors to in-demand careers was the focus of an event at Harley-Davidson University. Harley-Davidson’s executives, representatives from Milwaukee Public Schools (MPS) and Milwaukee Area Technical College (MATC), and leadership from the Wisconsin Department of Workforce Development (DWD) were joined by Governor Scott Walker to mark September 28, 2018, as Youth Apprenticeship Day in Wisconsin.

MPS students who work at Harley-Davidson as youth apprentices earn college credits through MATC. Since the 2010-11 school year, there has been a 166 percent increase in student participation and a 171 percent increase in business participation in youth apprenticeships. Since 2012, funding has more than doubled, from $1.6 million to $3.9 million.

MPS engages in dedicated college-and-career efforts to help students find their paths from high school to technical school, college, military service, or careers. District schools offer career-and-technical-education programs in agriculture, construction, culinary arts, finance, healthcare, hospitality and tourism, welding, and more. To learn more about the diverse options available in MPS, visit mpsmke.com/ya.

Mentor Lunches Inspire Black and Latino Youth

The Black & Latino Male Achievement (BLMA) department in Milwaukee Public Schools kicked off its monthly mentoring program at the Fiserv Forum. Nearly 200 young men from five MPS high schools were in attendance, along with dozens of volunteer mentors from around the community.

Black and Latino male students in MPS will have opportunities to enjoy lunch with Black and Latino male mentors throughout the school year to allow them to converse about topics and areas to help them succeed academically, socially and emotionally. Begun in Fall 2017, the First-Thursday Mentor Luncheon program started with two sites and 60 students; this year, it will grow to five sites and nearly 200 students.

Conversations with young men have been rich and diverse, including topics such as:

- perspectives on authority and power, and appropriate and inappropriate use of both,
- discussions on the importance of self-esteem and self-care for manhood, and
- employment and careers, and understanding how public-school education is a starting point to an ongoing road to success.

Art Exhibition Features Milwaukee Students

October 3 marked the opening of a new exhibit at Kenilworth Gallery Square East featuring works by Milwaukee and New York youth. Entitled “See Me Because,” the exhibition is a collaboration by the Milwaukee Public Schools’ Department of Black and Latino Male Achievement, Art Start, and Milwaukee Turnaround Arts. The collection was on display at the Kenilworth Gallery through October 14, 2018. From December 6 to 9, the exhibit will appear at the Milwaukee Art Museum.

Since February 2018, MPS students have participated in workshops, in-depth dialogue, interviews, and photoshoots, allowing them to explore their own personal identities and envision their lives beyond circumstance and stereotype. With support from world-class photographers, stylists, and oral historians, those visions come to life through this multimedia gallery exhibition and public campaign, #SeeMeBecause. The project offers a platform for self-determination, representation, and liberation.

The Art Start Portrait Project challenges the belief that the future will simply be a continuation of the past, or that stereotypes, statistics, and circumstance determine our youths’ existence. The project’s organizers expressed the belief that each individual has an autonomous and creative spirit that is inherently healing and liberating. With the freedom to design and re-imagine one’s self, the courage to believe, and access to the resources to create, youth can profoundly transform how they identify and how they interact with their own lives, futures, and each other.

Bucks’ Mascot Encourages Students to Read More

Students at River Trail School had a visit from Milwaukee Bucks’ mascot Bango with an important message about reading more and improving reading skills. Bango showed off basketball moves and tricks and competed with students in a three-point shootout, then awarded prizes to the winners. The visit was part of River Trail’s 2018-19 reading initiative, “Shoot for Success in Reading.”

After a game of “Bango Says” with students (the mascot’s own version of “Simon Says”), school staff revealed exciting prizes for students for reading books and for improving reading scores on assessments. Students were excited for the chance to play with Bango and are pumped up to read more this school year.

Many thanks to the Milwaukee Bucks, Bango, Milwaukee Bucks staff, and the staff of River Trail School for working to help students achieve. Improving reading is part of the district’s focus on reading, writing, and math, and aligns with the Five Priorities for Success.

MPS Foundation Honors Outstanding Alumni

More than 300 people gathered to recognize outstanding alumni from Milwaukee Public Schools. Nine men and women, plus a corporate partner ,were honored for their exemplary careers, community work, and support of Milwaukee Public Schools.

2018 Honorees

Young Alumni Award
Kevin Newell, President and CEO of Royal Capital Group — Custer High School Alumnus
Emerging Leader Award
Tonya Mantilla, Vice President of University Advancement at Cardinal Stritch University — Rufus King High School Alumna
Service Award
John Kersey, Executive Vice President of Zilber LTD — John Marshall High School Alumnus
Corporate Partner Award
Herb Kohl Philanthropies
"Start, Stay, Succeed" Champion Award
Dr. Jennifer Smith, MPS Regional Superintendent — Rufus King High School Alumna
Outstanding Alumnus
Jeff Bowman, President and CEO of Bay Bank — Milwaukee Tech High School Alumnus
Legacy Award
Ann Terrell, Retired Milwaukee Public Schools Executive (MPS Foundation's Executive Director and Early Childhood Education) — Riverside University High School Alumna
Honorary Alumni Award
Joan Robertson, Philanthropist
Lifetime Achievement Award
Al Jarreau — Lincoln High School Alumnus
Vel Phillips — North Division High School Alumna

Guests enjoyed a delicious dinner at the Italian Community Center and were treated to entertainment by R&B/jazz duo B-Free & Quinten Farr, as well as the Rufus King High School Drumline. Following dessert, a set from DJ Tarik Moody of 88Nine Radio Milwaukee helped keep the celebration going.

The evening, which included a live auction, raised approximately $120,000 for students in Milwaukee Public Schools.

Increasing Opportunities for Student Voice

A shared goal of the Milwaukee Board of School Directors and the Administration is providing increased opportunities for student voice throughout the district and at the Board's regular monthly meetings. As part of this month's report, I would like to recognize members of the 2018-19 Superintendent's Student Advisory (SSAC). This month, they held their first meeting of the school year and will be attending and participating in future meetings of the Board and its committees.

Name	School	Grade
Estepheny Garcia	Audubon HS	10
Cristal Montes	Audubon HS	11
Anya Ramos	Audubon HS	10
Zachary Shayhorn	Audubon HS	10
Korianna Thomas	Audubon HS	11
Darrion Whitfield	Audubon HS	10
Brennen Halsey	Bay View	11
Layla Washington	Bay View	10
Nailea De La Torre	Carmen	10
Isabel Bastando	Golda Meir	10
Lisa Estes	Golda Meir	10
Aniyah Lobley	Golda Meir	10
Quincy Noakes	Golda Meir	12
Janae Ramos	Golda Meir	10
Jeremiah Walker	Golda Meir	12
Jamiyah Washington	Golda Meir	12
Olivia Drezdon	Hamilton	11
Brenda Gonzalez	Hamilton	11
Norma Hernandez	Hamilton	11
Shaydae Hightower	Hamilton	10
Katie Holloway	Hamilton	11
Brandon Miller	Hamilton	10
Jacquelin Perez-Salazar	Hamilton	11
Derrick Taylor	Hamilton	10
Kayla Patterson	King	11
Jada Young	King	11
Kelly Weems	Madison	11
Dejanique Williams	Madison	11
Semaj Griffin	Marshall	11
Paw Boe	Milwaukee HS Arts	11

Name	School	Grade
Jcyon Coleman-McGee	Milwaukee HS Arts	11
Abdirahman Mgoya	Milwaukee HS Arts	12
Agisha Ntabala	Milwaukee HS Arts	10
D'Nia Smith	Milwaukee HS Arts	12
Danielle Sawyer	North Division	12
Ahmad Blake	Obama	12
Valencia Boatman	Obama	12
Amira Cooper	Obama	10
Temonie Kirk	Obama	11
Na'Pieria Murphy	Obama	11
Marvell Reed	Obama	11
Rukayat Rufai	Obama	9
Mattison Taddei	Obama	11
Jarvis Walker	Obama	10
Chance Williams	Obama	12
Kendriana Hoggan	Pulaski	11
Naoshi Johnson	Pulaski	11

Name	School	Grade
Samia Ahmed	Reagan	11
Abigail Clark	Reagan	12
Heyam Omar	Reagan	11
Stanley Polacheck	Reagan	12
Sehiry Sandoval	Reagan	10
Samia Sheikh	Reagan	11
Arianna Massey	Riverside	11
Genesis Figueroa	South	12
Sinyetta Hill	South	12
Tamera Webb	South	12
Omari Wilondja	South	10
Lawrence Justus	Vincent	9
Juwan Lindsey	Vincent	12
Tyanna Sutton	Vincent	12
Daylan Winters	Vincent	12
Mya Goines	Washington	11
Randi Rodgers	Washington	12

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(Item 2) Action on Proposed Amendments to the Adopted 2018-19 (FY19) Budget for School Operations, Construction, and Extension Funds

Background

The Wisconsin Department of Public Instruction (DPI) certified school district's aid amounts and updated the district's revenue-limit worksheet on October 15, 2018. Since the institution of revenue limits, it has been routine to amend the district's annual budget at this point in the fiscal year in order to adjust projections to actual revenue and enrollment. These changes require adjustments to revenues and expenditures, as well as technical adjustments to the proposed 2018-19 budget as adopted by the Milwaukee Board of School Directors (Board) on May 31, 2018.

2018-19 (FY19) Fall Budget and Staffing Changes Summary

The following summary is presented to assist the Milwaukee Board of School Directors (Board) during its consideration and final approval of the 2018-19 (FY19) School Operations, Construction, and Extension Funds' budgets. The changes listed below are adjustments to the budget that was adopted in May and are based on current data and the priorities established in the district's Strategic Plan.

Enrollment

From fall 2017 to fall 2018, MPS enrollment declined primarily due to decreases in MPS's traditional and instrumentality charter-school enrollments. The number of students attending MPS schools decreased by 0.6%, to 75,081. Outgoing open-enrollment numbers decreased by 10.3%, and outgoing Chapter 220 numbers dropped by 19.1%. The reduction in Chapter 220 enrollment was expected due to the closure of the program to new students in FY16.

Enrollment in the Milwaukee Parental Choice Program (MPCP) is expected to increase from 28,396 in the 2017-18 (FY18) school year to approximately 28,917 in FY19. In FY19, 129 private schools indicated their intent to participate in MPCP, according to the Wisconsin Department of Public Instruction (DPI). According to U.S. Census Bureau data, the number of children ages 5 to 19 in the City of Milwaukee has decreased by about 3,000 from 2010 to 2016.

Chart 1 shows a summary of the third-Friday enrollment changes by category from FY18 to FY19. Enrollment is listed as a headcount and not as full-time-equivalent (FTE), which is used for calculating enrollment revenue.

Chart 1: Student Enrollment by Category

	Third-Friday Enrollment		Difference — FY18 to FY19	
Enrollment Category	**FY18**	**FY19**	**Count**	**Percentage**
MPS Traditional & Instrumentality Charter Schools	66,683	66,038	(645)	(1.0%)
Alternative/Partnerships/Other Sites	1,190	998	(192)	(1.6%)
Non-instrumentality Charter Schools	7,648	8,045	397	5.2%
Subtotal	75,521	75,081	(440)	(0.6%)
Chapter 220 in Suburbs	843	682	(161)	(19.1%)
Open Enrollment in Suburbs	5,601	5,024	(577)	(10.3%)
Total	81,965	80,787	(1,178)	(1.4%)

Revenue Changes

Chart 2 shows a summary of changes in the School Operations Fund by source and type from the budget adopted in May by the Milwaukee Board of School Directors. The property-tax levy and the equalization and integration aids are not individually listed in the 2018-19 Proposed Budget (P.B.), as the district estimates the total amount in the spring, but receives actual numbers from DPI in fall.

Chart 2: School Operations Fund — Revenues by Source Changes

Description	**2018-19 P.B. (Spring)**	**2018-19 F.A. (Fall)**	**Increase or (Decrease)**
Property Tax Levy, Equalization and Integration Aids			
Property Tax Levy	798,164,609	228,878,899	7,330,211
General Equalization Aid		579,473,037	
Integration Aid		35,459,761	
Poverty Aid		6,301,586	
Computer Aid		7,404,686	
Deduction for Choice/Charter		(52,023,149)	
Subtotal	**$798,164,609**	**$805,494,820**	**$7,330,211**
State Handicapped Aids			
Handicapped Aids	47,500,000	46,500,000	(1,000,000)
Subtotal	**$47,500,000**	**$46,500,000**	**($1,000,000)**
Other State Aids			
Summer School	1,400,000	1,400,000	
Transportation Aid	2,664,700	2,664,700	
Library Aid	4,100,000	4,100,000	
Bilingual Aid	1,700,000	1,700,000	
Tuition from State	500,000	500,000	
General State Aid	50,590,824	50,607,828	17,004
Other State Per-Pupil	50,000	50,000	
Subtotal	**$61,005,524**	**$61,022,528**	**$17,004**
Federal Aids			
Federal Reimbursement — QSCB	3,742,083	3,750,095	8,012
Indirect Cost Aids	6,031,000	6,031,000	
Medicaid Reimbursements	5,500,000	5,500,000	
Subtotal	**$15,273,083**	**$15,281,095**	**$8,012**
Local Revenues			
TIF and other City-related	531,000	531,000	
Student Programs Reimbursement	260,000	260,000	
Tuition	12,018,231	12,018,231	
Interest Earned	200,000	200,000	
Rental	1,131,111	1,131,111	
Refunds/Ins. proceeds	265,000	468,077	203,077
Miscellaneous	262,566	262,566	
Subtotal	**$14,667,908**	**$14,870,985**	**$203,077**
Carryover	—	—	
Total	**$936,611,124**	**$943,169,428**	**$6,558,304**

Revenue Limit

The FY19 revenue limit is based on prior-year revenues and expenditures and three-year enrollment trends, including the current third-Friday enrollment. The revised revenue limit governing the School Operations and Construction funds is $807.0 million, a decrease of $12.2 million from the FY18 October revenue limit.

The State's budget for the 2017 to 2019 biennium has, as in the prior two-year budget, not included an increase in the base per-pupil amount of the revenue limit. For MPS, the base per-pupil amount remains at $10,122. Since MPS enrollment has declined over recent years, we continue to experience a declining revenue limit. This is partially offset by new revenue-limit authority for special education vouchers and debt related to energy-efficiency projects. These increases are designated for specific new costs which the district is obligated to pay.

The School Operations' portion of the revised revenue limit is $7.3 million more than the amount adopted in May. The district's greater-than-expected current-year decline in enrollment has the one-year impact of increasing the revenue limit due to an exemption built into the revenue-limit formula to mitigate the short-term impact of the enrollment decline. Chart 3 shows a summary of the revised revenue limit.

Chart 3: School Operations Revised Revenue Limit

Revenue Limit		
FY19 Adopted Budget	May 2018	$798,164,609
FY19 Fall Adjustment	October 2018	$7,330,211
FY19 Amended Adopted Budget	October 2018	$805,494,820

State Aids

State equalization and integration aids of $561.5 million for FY19, net of non-MPS charter and Milwaukee Parental Choice Program (MPCP) deductions, were certified in October 2018. This is an increase of $7.3 million, or 1.3%, from the $554.2 million certified for FY18. Chart 4 shows a summary of the state equalization and integration aid changes from the FY18 October certified amount.

Chart 4: Equalization and Integration Aids

Certified		Difference — FY18 to FY19	
FY18 October	Final FY19	Amount	Percentage
$554,223,214	$562,909,649	$8,686,435	1.6%

Property Tax Levy

Based on the budget adopted by the Milwaukee Board of School Directors in May 2018 and on the changes listed in this Board item, the MPS all-fund tax levy for FY19 decreases $21.7 million, or 8.0%, from the amount levied for FY18.

The $36.3 million of MPCP costs represents about 14.5% of the revised all-fund tax levy for FY19. The Board is compelled to levy 19.2 % of MPCP costs, down from 22.4% in FY18. Per legislative action, the portion of MPCP costs borne by the district is scheduled to decline for seven more years until the Choice program is fully funded by the State in FY25. The net cost for FY19 of $36.3 million includes offsets of $14.6 million paid to the City of Milwaukee by the State and $6.3 million in high-poverty aid that the district is required to use to offset the MPCP levy.

The Extension Fund levy will continue to provide funds for MPS C.A.R.E.S. and will establish a sustainable revenue source for future recreational programming. Chart 5 shows a summary of the tax levy changes by fund when comparing 2017-18 with 2018-19.

Chart 5: All-Fund Tax Levy

Fund Category	FY18 October	FY19\ October	FY19 to FY18 Difference	FY18 to FY17 % Difference
Operations	$247,609,808	$228,878,899	($18,730,909)	-7.6%
Construction	$4,504,580	$1,511,274	($2,993,306)	-66.5%
Extension	$20,000,000	$20,000,000	$0	0.0%
Total Statutory Funds	$272,114,388	$250,390,173	($21,724,215)	-8.0%

Revenue and Expenditure Changes

Charts below show all changes to revenue and expenditure budgets by project. The district maintains a balanced budget as required by state law.

The Administration is confident that the proposed amended FY19 budget is responsible and responsive to the district's Strategic Plan and supports the Board's three goals of academic achievement; Student, Family, and Community Engagement; and effective and efficient operations.

School Operations Fund

The statutory, or "taxing," portion of the School Operations Fund provides resources for the majority of district operations, including debt. Chart 6 shows a summary of the expenditure changes to the School Operations Fund by project.

Chart 6: School Operations Fund Expenditure Changes

Account		**Amount**
Schools and School Accounts		
S1	MPS Traditional and Instrumentality Charter Schools *Enrollment adjustments.*	($750,260)
S2	MPS Non-Instrumentality Charter Schools *Enrollment adjustments.*	$315,447
S3	Central School Office *Increase for changes to allocations based on actual enrollment.*	$53,241
S4	School Leaves — Substitute Costs *Increase based on prior years' history.*	$1,000,000
S5	Supplemental School Support *Increase for anticipated school needs throughout the year.*	$1,057,297
S6	School Counselors *Increase for optional services purchased by schools; increase from office account to reflect support to schools*	$223,506
S7	Instrumental Music *Increase for additional traveling music services purchased by schools*	$74,385
S8	School Special Funds *Open-enrollment costs are decreased based on enrollment adjustments.*	($1,534,840)
S9	School Specialized Services *Enrollment adjustments.*	$87,622
S10	School Office Support *Increase bookkeeping support to schools*	$250,000
S11	World Languages *Increase for 53206 initiative — American Sign Language teacher at Morse Middle*	$92,557
S12	Building Operations-Sites *Building services staff savings from temporary closing of Douglas site*	($92,557)
	School Accounts Subtotal	**$776,398**
Office Accounts		
S13	Office of School Administration *Increase to reflect funding change from Title I for a Transportation Planning Assistant position.*	$57,673
S14	Office of Academics *Move costs to school account to reflect support to schools*	$22,901
S15	Office of Finance *Increase accounting support*	$94,104
	Office Accounts Subtotal	**$174,678**

Account		Amount
Other Accounts		
S16	Benefits Clearing Account *Adjust EEBN line to balance to fall projection*	$3,694,753
S17	Optional Services *Decrease due to changes in optional service choices of schools.*	($129,919)
S18	Special and Contingent Funds *Reduced vacancy contra-account.*	$2,042,394
	Other Accounts Subtotal	**$5,607,228**
School Operations Fund Expenditure Changes Total		**$6,558,304**

Construction Fund

The Construction Fund is used to account for and report financial resources that are restricted, committed, or assigned to expenditures for the acquisition or construction of capital facilities. It is also used to fund the additions to and/or remodeling of existing buildings. Chart 7 shows a summary of the revenue changes to the Construction Fund, and Chart 8 shows a summary of the expenditure changes.

Chart 7: Construction Fund Revenue Changes

Construction Fund Account		Amount
C1	Tax Levy Shift from Operations Fund *Adding to Regional Development Plan to fund building modifications at Montessori program schools*	$250,000
	Construction Fund Revenue Changes Total	**$250,000**

Chart 8: Construction Fund Expenditure Changes

Construction Fund Account		Amount
C2	Regional Development Plan *Adding to Regional Development Plan to fund building modifications at Montessori program schools*	$250,000
	Construction Fund Expenditure Changes Total	**$250,000**

Extension Fund

The Extension Fund is used to record financial transactions related to recreational activities and is jointly managed by the Office of Operations, Office of Finance and Office of Academics. There are no changes to the Extension Fund at this time.

School Nutrition Services Fund

The School Nutrition Services Fund is an enterprise fund which accounts for the breakfast, lunch, and other meal programs operated by the district for students. The fund is managed by the Department of Nutrition Services within the Office of Finance.

Chart 9 shows a summary of the revenue changes to the School Nutrition Services Fund, and Chart 10 shows a summary of the expenditure changes.

Chart 9: School Nutrition Services Fund Revenue Changes

Nutrition Fund Account		Amount
Nl	School Nutrition Revenues *Reduction of revenue to reflect revised meal count projections*	($900,000)
	Nutrition Fund Revenue Changes Total	**($900,000)**

Chart 10: School Nutrition Services Fund Expenditure Changes

School Nutrition Services Fund Account		Amount
N2	School Nutrition Office *Vacancy savings for several vacant office positions; move three dietician technician positions to school lunch budget to reflect actual work assignments*	($431,473)
N3	School Dinner *Reduce other wages to more accurately reflect planned spending*	($64,827)

School Nutrition Services Fund Account		Amount
N4	School Lunch *Reduce capital expenditures to reflect planned spending; increase hours for Food Service Assistants to be benefit-eligible positions; increase vacancy adjustment*	($221,286)
N5	School Breakfast *Reduce capital expenditures; reduce other wages to more accurately reflect planned spending*	($182,414)
	School Nutrition Services Fund Changes Total	**($900,000)**

Position Authority

Office and department changes in the budget require Board approval for position authority. The following charts identify those position changes by fund. Chart 11 shows the position changes in the School Operations and Categorical Funds, Chart 12 shows the position changes in the Extension Fund, and Chart 13 shows the position changes in the School Nutrition Services Fund. There are no positions in the Construction Fund.

Chart 11: Position Changes

Office	FTE Positions	School Operations (Includes Salary & Benefits)	Categorical Funds
Office of Academics			
Secretary I	(1.00)	($59,184)	
Secretary II	1.00	$66,874	
Coordinator II — School Guidance	(.32)	($43,802)	
Coordinator II — School Guidance	.32		$43,802
Director, Bilingual Multicultural Education	1.00	$190,872	
Office of Human Resources			
Senior Program Analyst I — Student Information System	(1.00)	($115,507)	
Supervisor I — Student Information System	1.00	$129,741	
Office of Communications & Student Performance			
Planning Assistant Ill	1.00	$49,216	
Office of Finance			
Accountant II	1.00	$94,104	
Office of School Administration			
Transportation Planning Assistant	(1.00)		($76,900)
Transportation Planning Assistant	1.00	$57,673	
Enrollment Services Supervisor II	(1.00)	($155,993)	
Student Services Supervisor 1-12 Mo	1.00	$155,993	
Painter	(1.00)	($96,196)	
Plasterer	1.00	$96,196	
Engineer II (School Account)	1.00	$51,262	
Boiler Attendant Trainee (School Account)	(1.00)	($51,262)	
School Operations and Categorical Fund Totals	**3.00**	**$369,987**	**($33,098}**

Chart 12: Extension Fund Position Changes

Office	FTE Positions	Amount (Includes Salary & Benefits)
Office of Finance		
Rec District Coordinator II — Sites	1.00	$121,879
Extension Fund Total	**1.00**	**$121,879**

Chart 13: School Nutrition Services Fund Position Changes

Office	FTE Positions	Amount (Includes Salary & Benefits)
Office of Finance		
Accountant Ill	(1.00)	($117,411)
Accountant II	2.00	$234,821

Office	FTE Positions	Amount (Includes Salary & Benefits)
Food Service Assistants	27.00	$857,500
Nutrition Technician	3.00	$188,566
School Nutrition Services Fund Total	**31.00**	**$1,163,476**

Recapitulation of Net Expenditure Change Amounts

Chart 14 shows the Statutory and Categorical Funds summary of the changes by fund category from the FY19 proposed budget in May to the FY19 amended adopted budget in October.

Chart 14: Net Expenditure Changes

Fund Category	FY19 (May)	Change FY19 (October)	FY19 Amended Adopted Budget Totals
Operations	$991,537,218	$5,658,304	$997,195,522
Construction	$2,387,203	$250,000	$2,637,203
Extension	$27,483,590	$0	$27,483,590
Total Statutory Funds	$1,021,408,011	$5,908,304	$1,027,316,315
Categorical	$157,277,668	$2,586,635	$159,864,303
Total All Funds	**$1,178,685,679**	**$8,494,939**	**$1,187,180,618**

Excluding categorical grants, the three statutory funds will total $1,027,316,315. This compares to the FY19 Proposed Budget total of $1,021,408,011, an increase of $5,908,304 for the three statutory funds; the $5.9 million represents a 0.6% increase over the budgeted total as adopted in May.

The district's current projection for categorical aid (less indirect costs) is $159.8 million. Categorical funding has increased by $8.0 million, in part related to receiving the first round of the Wisconsin Department of Justice's School Safety Grant. Based on higher-than-anticipated revenue, Administration is able to increase the per-pupil allocation for schoolwide Title I by $20 per Title I-eligible student.

Summary

Chart 15 shows the Statutory Funds and Categorical Fund summary of the changes between the FY18 and FY19 amended adopted budgets.

Chart 15: All-Fund Totals Summary

Fund Category	FY18 (October)	FY19 (October)	FY18 to FY19 Difference	
			Amount	Percentage
Operations	$990,162,016	$997,195,522	$7,033,506	0.7%
Construction	$5,491,783	$2,637,203	($2,854,580)	-52.0%
Extension	$24,810,155	$27,483,590	$2,673,435	10.8%
Total Statutory Funds	$1,020,463,954	$1,027,316,315	$6,852,361	0.67%
Categorical	$163, 772,806	$159,864,303	($3,908,503)	-2.39%
Total All Funds	**$1,184,236,760**	**$1,187,180,618**	**$2,943,858**	**0.25%**

Approval of these proposed changes will result in a total budget, including estimated categorical grants, of $1,187,180,618, based upon current law and revenue-limit calculations.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

Approval of the proposed changes as outlined aboce will result in a total budget, including estimated categorical grants, of $1,187,180,618, based upon current law and revenue-limit calculations.

In accordance with Board Rule 1.14(3), "A recorded affirmative vote of two-thirds of the Board membership shall be necessary to… request tax funds or the sale of bonds for the purpose of school construction."

Administration's Recommendation

The Administration recommends that the Board adopt the budget changes as proposed and that the final annual budgetary resolutions be adopted as indicated below.

School Operations Fund

RESOLVED, That, pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of ~~$991,407,124~~ $997,195,522 will be required for the operation of the Milwaukee Public Schools, for the repair and keeping in order of school buildings and equipment, and the making of material improvements to school property during the 2019 Fiscal Year. In addition, pursuant to action taken by the Board of School Directors at its regular meeting on September 22, 2011, the Board of School Directors is required to advise the Common Council that ~~[AMOUNT TO BE DETERMINED]~~ $36,284,014 will be required for the operation of the Milwaukee Parental Choice Program; and that ~~$[AMOUNT TO BE DETERMINED]~~ $192,594,885 will be required for the operations of the Milwaukee Public Schools and that a total of ~~$[AMOUNT TO BE DETERMINED]~~ $228,878,899 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2019, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

Construction Fund

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of ~~$2,387,203~~ $2,637,203 will be required for the 2019 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, ~~$1,261,274~~ $1,511,274 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2019, said amount to be in addition to the money received from other miscellaneous sources.

Extension Fund

RESOLVED, That, pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that the amount of $27,483,590 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2019 Fiscal Year, and that $20,000,000 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2019, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

Director Miller moved adoption of the proposed amendments to the adopted 2018-19 (FY19) budget for the School Operations, Construction, and Extension Funds. The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Woodward, and President Sain — 7.
Noes — None.

* * * * *

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

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

Background

On October 15, 2018, the Department of Public Instruction released final state-aid information along with the aid-deduction information relative to the state's various voucher programs.

Although the state's system for funding vouchers can be confusing, in essence, the deductions in aid are tied to a corresponding tax increase that is printed as part of the tax levy's total attributed to the public school district.

The documents submitted under separate cover provide district-by-district aid-reduction information for the Wisconsin Parental Choice Program and the Special Needs Scholarship Program. $4.4 million in aid is deducted from Milwaukee Public Schools and transferred to the Special Needs Scholarship Program. Deductions in the 2019-20 school year will reflect the change in law that provides at least a 90% reimbursement rate for students with disabilities in private schools.

The reimbursement rate for students with disabilities in public schools has fallen to 24.5% — down from a previous low of 26%.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy BG 2.13, Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

* * * * *

(Item 2) Consideration of, and Possible Action on, Employment, Compensation, and Performance-evaluation Data Relative to the Co-Managers of the Office of Accountability and Efficiency

Background

At the request of President Mark Sain, the Board of School Directors will consider and possibly take action on employment, compensation, and performance-evaluation data relative to the co-managers of the Office of Accountability and Efficiency.

Pursuant to Wisconsin Statutes 19.85(1)(c), which provides that a governmental body may convene in executive session for the purpose of "considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility," the Board may convene in executive session for the purpose stated above. The Board may reconvene in open session to take action on matters discussed in executive session and/or to continue with the remainder of its agenda; otherwise, the Board will adjourn from executive session.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy BG 3.01, Board-appointed Officials

Fiscal Impact Statement

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

Recommendation

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

By unanimous consent, this item was deferred until the end of the Board's agenda.

* * * * *

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

Background

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy BG 2.01, General Governance Commitment

Fiscal Impact Statement

NA

Recommendation

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

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

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Woodward, and President Sain — 7.
Noes — None.

The Board retired to executive session at 7:46 PM.

The Board reconvened in open session at 8:15 PM and continued with its 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

On November 30, 2017, the Board adopted Resolution 1718R-006 regarding a district-wide equity audit. The OAE presented the audit summary at the October 18, 2018, meeting of the Committee on Strategic Planning and Budget. The OAE will continue to work with the Administration in developing the systems to monitor and inform decisions on equity.

Additional Projects

The OAE is working with the Administration and the Office of Board Governance on the next steps regarding an inventory of district property of artistic, historic, or monetary value.

Additionally, the OAE continues to work on, and will be bringing forward, an update on a district-wide assessment of diversification of workforce.

Lastly, the OAE continues to work with the Administration on the principals' landing page, a data-dashboard supporting school leaders.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy BG 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 30 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Báez moved to accept the reports of the Independent Hearing Officers of September 27, 2018, and October 4, 5, 9, 10, 11, 12, 16, 17, and 18, 2018.

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

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Woodward, and President Sain — 7.
Noes — None.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

Committee on Accountability, Finance, and Personnel
Item 1, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Limited-Term Employment (LTE) Contracts

Exceeding Sixty Days, was set aside for separate consideration at the request of Director Phillips.

Committee on Strategic Planning and Budget:

Item 1, Action on a Request to Approve Changes to the Organizational Structure for the Office of Academics and the Office of Communications and School Performance, was set aside for separate consideration at the request of the Administration.

On the motion of Director Miller, the balance of the Committees' reports was approved, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Woodward, and President Sain — 7.
Noes — None.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Limited-Term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

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

Codes	Name	Position	Salary
(5)(r)	Emily Van Deraa	Employment Relations Specialist II Office of the Chief of Human Resources	Schedule 03, Range 09A $79,830
(5)(nr)	Kevin Byrne	Recreation Supervisor Associate II Office of the Chief of Finance	Schedule 03, Range 04A $71,185
(4)(r)	Veronica Martin	Accountant II Office of the Chief of Finance	Schedule 03, Range 04A $65,887
(5)(r)	Douglas Berigan	Environmental Health Inspector Office of the Chief of School Administration	Schedule 03, Range 05A $62,000
(5)(r)	Linsey Bishop	Dietitian Associate III Office of the Chief of Finance	Schedule 03, Range 05A $61,304
(5)(nr)	Emily Holzwart	Dietitian Associate III Office of the Chief of Finance	Schedule 03, Range 05A $59,929
(2)(r)	Aneesa Muhammad	Recruitment Coordinator I Office of the Chief of Human Resources	Schedule 03, Range 06A $59,552
(2)(r)	Eulalia Wright	Accountant III Office of the Chief of Finance	Schedule 03, Range 05A $59,317
(6)(r)	Stephanie Johnson	Administrative Assistant III Office of the Chief of School Administration	Schedule 03, Range 03A $45,655
(2)(r)	Latoya Carrol	Assistant Analyst Office of Accountability and Efficiency	Schedule 03, Range 00A $33,804

Recommended Reassignments

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

Codes	Name	Position	Salary
(4)(r)	Rosana Mateo	Deputy Superintendent	Schedule 03, Range 19A
		Office of the Superintendent	$154,820
(2)(nr)	Marla Bronaugh	Chief Communications & School Performance Officer	Schedule 03, Range 18A
		Office of the Chief of Communications & School Performance	$148,865
(2)(r)	Katrice Cotton	Chief School Administration Officer	Schedule 03, Range 18A
		Office of School Administration	$148,865
(5)(r)	Katherine Polace	Assistant Principal on Special Assignment – Webster	Schedule 03, Range 11C
		Office of School Administration	$79,547

Recommended LTE Contracts

Your Committee recommends that the Board review and approve the following LTE Contracts exceeding sixty days pursuant to Administrative Policy 6.23(4)(b) and 6.37(5), to be effective upon the Board's approval.

Codes	Name	Position	Salary and Dates
(5)(r)	Randie Clark	School Psychologist	$50.00
		Office of the Chief of Academics	8/06/18-12/21/18
(2)(r)	Miriam Smith	Customer Service Trainer	$50.00
		Office of the Chief of Communications & School Performance	7/01/18-12/31/18
(5)(r)	Margaret Barrett	Grant Project Director	$40.00
		Office of the Chief of Academics	9/11/18-3/10/19
(5)(nr)	Doreen Britton Lange	Principal Assessment Center	$40.00
		Office of the Chief of School Administration	8/01/18-2/01/19
(5)(r)	Virginia McFadden	Principal Assessment Center	$40.00
		Office of the Chief of School Administration	8/01/18-2/01/19
(5)(nr)	Nancy McLure	Principal Assessment Center	$40.00
		Office of the Chief of School Administration	8/01/18-2/01/19
(5)(nr)	Chris Millay	Principal Assessment Center	$40.00
		Office of the Chief of School Administration	8/01/18-2/01/19
(5)(r)	Debra Ortiz	Principal Assessment Center	$40.00
		Office of the Chief of School Administration	8/01/18-2/01/19
(5)(r)	Debra Ortiz	CTE Special Projects — Civil Rights Compliance Project	$40.00
		Office of the Chief of Academics	8/01/18-1/31/19
(2)(r)	Bettye Washington	Principal Assessment Center	$40.00
		Office of the Chief of School Administration	8/01/18-2/01/19
(2)(r)	Rozalia Harris	District Discipline Team	$35.00
		Office of the Chief of School Administration	9/01/18-2/28/19
(2)(r)	Lajuan Barnes	Academic Services to Expelled Students	$30.00
		Office of the Chief of Student Services	7/13/18-1/13/19
(5)(nr)	Walter Boyer	Temporary Vocal Music Support	$30.00
		Office of the Chief of School Administration	8/14/18-10/15/18
(5)(r)	Paul Calhoun	Co-Advisor/Artist in Residence	$30.00
		Office of the Chief of School Administration	8/21/18-12/31/18
(5)(r)	Geoffrey Carter	Academic Services to Expelled Students	$30.00
		Office of the Chief of Student Services	7/13/18-1/15/19
(5)(r)	Shelley Craine	Project AWARE	$30.00
		Office of the Chief of Communications & School Performance	9/01/18-3/01/19
(5)(nr)	Debra Jacobsen	Smart Spaces Online Instructor	$30.00
		Office of the Chief of Academics	8/01/18-1/31/19
(5)(nr)	Andrea O'Brien	Smart Spaces Curriculum Designer	$30.00
		Office of the Chief of Academics	9/01/18-2/31/19
(4)(r)	Lourdes Ocampo-Lewis	Project AWARE	$30.00
		Office of the Chief of Communications & School Performance	9/24/18-3/24/19
(4)(r)	Kenneth Perez	DJ Club Advisor	$30.00
		Office of the Chief of School Administration	8/22/18-1/01/19
(2)(r)	Ronnie Polk	Project AWARE	$30.00
		Office of the Chief of Communications & School Performance	9/01/18-3/01/19
(5)(r)	Carl Storniolo	Percussion	$30.00
		Office of the Chief of School Administration	8/13/18-12/20/18
(5)(r)	James Tomasello	Co-Advisor/Artist in Residence	$30.00
		Office of the Chief of School Administration	8/21/18-12/31/18

Codes	Name	Position	Salary and Dates
(5)(r)	Erin Dentice	Agriculture Program Coordinator	$28.25
		Office of the Chief of School Administration	9/01/18-2/01/19
(5)(r)	Jordan Fishman	New Assistant Principal Coaching	$25.00
		Office of the Chief of School Administration	9/01/18-6/01/19
(5)(nr)	Jean Freund	Gifted and Talented Parent Coach	$25.00
		Office of the Chief of Academics	10/01/18-4/30/19
(5)(nr)	Dave Siekmann	Gifted and Talented Math Coach	$25.00
		Office of the Chief of Academics	10/01/18-4/30/19
(4)(r)	Blanca Aviles	Community Project	$23.90
		Office of the Superintendent	10/01/18-4/01/19
(2)(r)	Nathaniel Gillon	Smart Spaces Classroom Facilitator	$20.00
		Office of the Chief of Academics	8/27/18-2/27/19
(5)(nr)	Sophia Stousland	Smart Spaces Online Designer	$14.00
		Office of the Chief of Academics	9/01/18-2/31/19
(2)(r)	Demuntae Bunch	CATP MPS Graduate — Shop 900 Intern	$11.00
		Office of the Chief of School Administration	9/04/18-12/04/18
(1)(nr)	Reva Shaw	Wisconsin Improvement Program (WIP) Associate — Auer	$4,500 (Stipend)
		Office of the Chief of Academics	9/12/18-12/21/18

Codes

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

Director Phillips moved to retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(c), which allows a governing body to go into a closed session for the purpose of considering employment, promotion, compensation, or performance-evaluation data of any public employee over which the governmental body has jurisdiction or exercised responsibility. The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Woodward, and President Sain — 7.
Noes — None.

The Board retired to executive session at 8:23 PM.

The Board reconvened in open session at 8:54 PM.

Director Phillips moved approval of the Committee's recommendations. The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Woodward, and President Sain — 7.
Noes — None.

* * * * *

(Item 2) 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

Code	Name	Position and Salary	Date
		New Hires	
2	Amber Kendrick	Children's Health Assistant $17,602.22	09/25/2018
2	Angela Alexander	Food Service Assistant $12.94 per hour	09/04/2018
4	Adriana Alfaro	Food Service Assistant $12.94 per hour	09/05/2018
2	Willie Anderson	Food Service Assistant $12.94 per hour	09/04/2018
2	Ya'Monie Arnold	Food Service Assistant $12.94 per hour	09/24/2018
5	Cody Beier	Food Service Assistant $12.94 per hour	09/24/2018
2	Kianti Bivens	Food Service Assistant $12.94 per hour	09/17/2018
2	Isis Clay	Food Service Assistant $12.94 per hour	09/04/2018
5	Alana Cobban	Food Service Assistant $12.94 per hour	09/04/2018
2	Tina Daniels	Food Service Assistant $12.94 per hour	09/04/2018
2	Carl Davis	Food Service Assistant $12.94 per hour	09/04/2018
2	Kiarra Durham	Food Service Assistant $12.94 per hour	09/04/2018
2	Sheila Gene	Food Service Assistant $12.94 per hour	09/04/2018
2	Antoinette Grant	Food Service Assistant $12.94 per hour	09/17/2018
2	Darren Henry	Food Service Assistant $12.94 per hour	09/04/2018
2	Takisha Howard	Food Service Assistant $12.94 per hour	09/04/2018
2	Shirley Jelks	Food Service Assistant $12.94 per hour	09/04/2018
2	Janae Jordan	Food Service Assistant $12.94 per hour	09/04/2018
2	Tranaya Jordan-Lowe	Food Service Assistant $12.94 per hour	09/24/2018
2	Jennifer McClain	Food Service Assistant $12.94 per hour	09/04/2018
2	Dominique McCoy	Food Service Assistant $12.94 per hour	09/04/2018
2	Shonna Mims	Food Service Assistant $12.94 per hour	09/04/2018
2	Britney Moore	Food Service Assistant $12.94 per hour	09/04/2018
2	JaQuina Pierce	Food Service Assistant $12.94 per hour	09/04/2018
2	Tracy Robinson	Food Service Assistant $12.94 per hour	09/04/2018
2	Yvette Robinson Webb	Food Service Assistant $12.94 per hour	09/04/2018

Code	Name	Position and Salary	Date
2	Yvonne Ross	Food Service Assistant $12.94 per hour	09/04/2018
2	Venicia Rowan	Food Service Assistant $12.94 per hour	09/05/2018
5	Kelly Schubert	Food Service Assistant $12.94 per hour	09/04/2018
2	Jassmine Sims	Food Service Assistant $12.94 per hour	09/17/2018
2	Nakia Thurman	Food Service Assistant $12.94 per hour	09/04/2018
2	Hattie Welbon	Food Service Assistant $12.94 per hour	09/05/2018
2	Matthew Biel	IT Service Technician $48,601.63	09/10/2018
2	Markesha Hilliard	Pare Ed Assistant — Parent Involvement $18,315.98	09/04/2018
2	Omar Al Bassam	Para Ed Assistant $18,315.98	09/11/2018
2	Talor Barrett Bays	Para Ed Assistant $18,315.98	09/04/2018
2	Sandra Beamon	Para Ed Assistant $18,315.98	09/04/2018
2	Angel Brown	Para Ed Assistant $18,315.98	09/04/2018
5	Halle Cairo	Para Ed Assistant $18,315.98	09/05/2018
4	Wendy Cantoral-Agueta	Para Ed Assistant $18,315.98	09/06/2018
4	Alexander Cruz	Para Ed Assistant $18,315.98	09/12/2018
5	Amanda Dawabsheh	Para Ed Assistant $18,315.98	09/04/2018
5	Kylie Dolphin	Para Ed Assistant $18,315.98	09/10/2018
2	Sommer Ellis	Para Ed Assistant $18,315.98	09/13/2018
4	Mairelys Galarza	Para Ed Assistant $18,315.98	09/14/2018
2	Tiffany Green	Para Ed Assistant $18,315.98	09/04/2018
2	Cassandra Greenley	Para Ed Assistant $18,315.98	09/17/2018
2	Gabriel Griffin	Para Ed Assistant $18,315.98	09/19/2018
5	Sarah Hanson	Para Ed Assistant $18,315.98	09/18/2018
2	Randell Jordan	Para Ed Assistant $18,315.98	09/24/2018
2	LaQuida Jordan	Para Ed Assistant $18,315.98	09/18/2018
2	Danitra Lewis	Para Ed Assistant $18,315.98	09/05/2018
2	Ashley Miner	Para Ed Assistant $18,315.98	09/04/2018
4	Yanira Morales Soler	Para Ed Assistant $18,315.98	09/10/2018
2	Ashley Nash	Para Ed Assistant $18,315.98	09/24/2018
4	Luz Nieves	Para Ed Assistant $18,315.98	09/05/2018

Code	Name	Position and Salary	Date
2	Jazmine Pickett	Para Ed Assistant $18,315.98	09/10/2018
2	Ashlynn Powell	Para Ed Assistant $18,315.98	09/17/2018
4	Rosmy Powell	Para Ed Assistant $18,315.98	09/12/2018
2	Ashanti Preston	Para Ed Assistant $18,315.98	09/17/2018
2	Myesha Price	Para Ed Assistant $18,315.98	09/04/2018
4	Milagros Romero	Para Ed Assistant $18,315.98	09/12/2018
2	Laura Sawyer	Para Ed Assistant $18,315.98	09/04/2018
5	Ian Scott	Para Ed Assistant $18,315.98	09/10/2018
5	Amanda Sobie	Para Ed Assistant $18,315.98	09/10/2018
2	Diamond Whitsell	Para Ed Assistant $18,315.98	09/04/2018
2	Ruthine Wrencher	Para Ed Assistant $18,315.98	09/10/2018
2	Najmah Yasin	Para Ed Assistant $18,315.98	09/04/2018
2	Memunat Yusuf	Para Ed Assistant $18,315.98	09/17/2018
2	Geraldine Beard	School Nursing Associate $39,043.09	09/17/2018
5	Rose Alarcon	Secretary I — 10-month $29,930.30	09/17/2018
2	Lisa Smith Watts	Secretary I — 10-month $23,795.52	09/25/2018
3	Priyani De Souza	Secretary I — 10-month $29,152.80	09/18/2018
		Promotions	
2	Micah Cooper	Boiler Attendant Trainee $32,995.28	09/04/2018
3	Shefali Gupta	Para Ed Assistant $18,315.98	09/04/2018
4	JoAnna Melendez	Payroll Assistant I $39,665.74	09/24/2018
2	LaTasha Willingham	Secretary I — 10-month $28,746.46	09/14/2018
		Rehires	
2	Chenell Peterson	Building Service Helper I $13.12 per hour	09/17/2018
2	Courtney Winters	Children’s Health Assistant $17,602.22	09/24/2018
2	Christine Bond	Food Service Assistant $12.94 per hour	09/17/2018
5	Dawn Fabian-Garrett	Food Service Assistant $12.94 per hour	09/17/2018
2	Latisha Mitchell	Food Service Assistant $12.94 per hour	09/04/2018
5	Tammy Shalewski	Food Service Assistant $12.94 per hour	09/17/2018
2	Shelia Gordon	Para Ed Assistant $18,315.98	09/05/2018
2	Carmelita Perry	Para Ed Assistant $20,409.18	09/04/2018

Code	Name	Position and Salary	Date
2	Qiana Rogers	Para Ed Assistant $18,839.30	09/19/2018
5	Jayne Schulz	Para Ed Assistant $18,315.98	09/20/2018
4	Ana Staten	Secretary I — 10-month $26,171.43	09/04/2018

Certificated Appointments: Teachers

Codes	Name and Position	Division	Salary	Date
4,r	Arteaga Lopez, Diana Bilingual Education	C	$64,018.98	9/24/2018
4,r	Avila, Jose Bilingual Education	B	$48,117.68	9/10/2018
4,r	Fabian, Deidra Kindergarten (4 YR Olds)	B	$42,360.01	8/27/2018
2,r	Hays, Kenneth Special Ed Multicategorical	B	$42,360.01	8/27/2018
4,r	Ibarra, Veronica Bilingual Education	B	$56,774.62	8/27/2018
2,nr	Jones, Cassandra Special Ed Multicategorical	B	$42,360.01	9/24/2018
4,nr	Rivera, Eladio Bilingual Education	BB	$61,018.98	9/4/2018
2,r	Smoot, Valerie Special Ed Multicategorical	B	$42,360.01	9/24/2018
5,nr	Swissler, Margarita Kindergarten (4 YR Olds)	B	$42,500.00	9/20/2018
2,r	Wilson, Mary Multicategorical Comp Sen	B	$42,360.01	9/18/2018

Certificated Appointments: Permit Teachers

Codes	Name and Position	Division	Salary	Date
4,r	Alvarado Rivera, Maria Multicategorical Comp Sen	B	$42,360.01	9/10/2018
2,r	Jefferson, Shana AMP — Art	B	$42,360.01	9/12/2018
4,nr	Santiago, Cindy Special Ed Multicategorical	B	$42,360.01	9/17/2018
2,nr	Shaw, Troy Gen Elem & K8 All Grades	B	$42,360.01	9/6/2018
4,r	Soto, Esther Bilingual Education	B	$42,360.01	9/5/2018
2,r	Thomas, Arnisha Gen Elem & K8 All Grades	B	$42,360.01	9/10/2018
4,r	Wesenberg, Rosa Multicategorical Comp Sen	B	$47,313.51	9/13/2018
6,r	Wooten, Sonia Gen Elem & K8 All Grades	B	$42,360.01	9/18/2018
2,r	Wright, James Multicategorical Comp Sen	B	$42,360.01	9/6/2018

Certificated Appointments: Teachers — Early-start Calendar

Codes	Name and Position	Division	Salary	Date
5,nr	Adams, Thomas Social Studies	C	$61,018.98	9/4/2018

Codes	Name and Position	Division	Salary	Date
6,r	Allen, Timothy Gen Elem & K8 All Grades	B	$45,874.09	9/17/2018
2,r	Brown, Justin Special Ed Multicategorical	B	$42,360.01	9/17/2018
5,r	Cychowski, Jakub CAT Eng High	B	$43,388.17	9/10/2018
5,nr	Ferge, Peter English	C	$58,813.00	9/12/2018
5,nr	Graf, Travis English	B	$46,388.00	9/10/2018
2,r	Harris, Danielle Multicategorical EEN	B	$42,500.00	9/10/2018
5,nr	Hauber, Elly English	B	$42,500.00	9/17/2018
5,r	Kramlich, Ryan AMP HPE	B	$43,388.17	9/7/2018
4,nr	Lambert, Paul English as a Second Language	B	$53,155.64	9/5/2018
5,nr	Lilly Flores, Alisa Science	B	$42,500.00	9/24/2018
2,r	Stallworth, Cornell Special Ed Multicategorical	B	$46,061.37	9/4/2018

Certificated Appointments: Permit Teachers — Early-start Calendar

Codes	Name and Position	Division	Salary	Date
2,r	Adell, Charlotte Special Ed Multicategorical	B	$42,360.01	9/10/2018
2,r	Anderson Taylor, Tammie Science	B	$42,360.01	9/4/2018
2,r	Dotson Franklin, Latasha Gen Elem & K8 All Grades	B	$42,360.01	9/10/2018
5,nr	Kell, Christopher Special Ed Multicategorical	B	$42,360.01	9/10/2018
2,r	McGee, LaCretia Special Ed Multicategorical	B	$42,360.01	9/17/2018
5,nr	McGowan, Dakota Health & Phy Ed	B	$42,360.01	9/13/2018
5,nr	Reed, Kenneth Trade & Tech	B	$42,360.01	9/11/2018
2,nr	Witherspoon, Sheila Special Ed Multicategorical	B	$42,360.01	9/13/2018

Certificated Appointments: School Counselor

Codes	Name and Position	Division	Salary	Date
2,nr	Terry, Kenmikiiya Guidance	B	$42,360.01	9/17/2018

Certificated Appointments: School Psychologist

Codes	Name and Position	Division	Salary	Date
5,r	Jakubowski, Lauren IEP Teams	51C	$63,788.38	9/18/2018

Codes and Counts

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-Residents
(r) Residents
(1) Native American 0
(2) African American..... 17
(3) Asian/Oriental/Pacific Islander 0
(4) Hispanic 10
(5) White..... 12
(6) Other 1
(7) Two or More Ethnic Codes..... 1
Males..... 17
Females 24

Leaves of Absence

	Present Assignment	Effective From
Personal Leave, September 2018		
Mary Bell-McGhee	Hamilton H.S.	09/06/2018
William Castedo	Audubon M.S.	09/10/2018
Personal Leave, October 2018		
Cindy Eastburg	Doerfler	10/05/2018
Sarah Gordon	Central Services Building	10/08/2018
Personal Leave, November 2018		
Lori Sanders	Wausau Building (DSS)	11/29/2018
Illness Leave, May 2018		
Michelle Mittelstadt	Milw. Academy of Chinese Lang.	05/07/2018
Illness Leave, August 2018		
Quiana DeSilva	Carson Academy	08/27/2018
Illness Leave, September 2018		
Rhonda Williams	Clarke Street	09/04/2018

Report on Certificated Resignations and Classified Retirements

Reason	Years Svc	Ethnic Code	Name	Position	Location	Effective Date
			Resignations			
Personal	15.4	5	Mark Anderson	Teacher	Central Svcs	08/15/2018
Personal	1.8	5	Elizabeth Batdorf	Teacher	JMAC	08/27/2018
Other Work	1.0	5	Courtney Bell	Teacher	Ronald Reagan	08/20/2018
Personal	4.0	5	Cynthia Bettine	Teacher	Longfellow	08/14/2018
Personal	10.0	5	Kristin Bridges	Teacher	Bruce	08/25/2018
Other Work	9.0	5	Richard Chiappa	Teacher	Lincoln MS	09/07/2018
Other Work	0.5	5	Cari Churchill	Teacher	Franklin	08/24/2018
Other Work	10.0	5	Laura Crespin	Teacher	Franklin	08/29/2018
Personal	4.0	2	Lakesha Curtain	Teacher	Congress	08/24/2018
Personal	1.0	5	Nadejda Dimitrova	Teacher	Story	08/24/2018
Personal	4.6	5	Dawn DiNicola	Teacher	Marshall	09/04/2018
Personal	0.8	5	David Dison	Teacher	JMAC	08/23/2018
Personal	0.1	5	Joel Ebert	Teacher	Rufus King MS	08/14/2018
Personal	0.5	5	Chris Fannin	Teacher	Carson Acad	08/21/2018
Personal	0.5	5	Jaylyn Fisher	Teacher	Keefe	08/14/2018
Personal	6.0	5	Lauren Garlovsky	Teacher	Central Svcs	08/24/2018
Other Work	16.0	5	Jennie Goetsch	Teacher	Alcott	08/22/2018
Personal	17.9	3	Vongdeuan Gonzaga	Teacher	MACL	08/01/2018
Personal	1.0	5	Amanda Hanson	Teacher	Elm	08/22/2018
Personal	1.4	4	Maryza Hanson	Teacher	Roosevelt MS	08/24/2018

Reason	Years Svc	Ethnic Code	Name	Position	Location	Effective Date
Personal	0.1	5	Kelly Hendzel	Psych	Central Svcs	08/15/2018
Personal	5.0	5	Natalie Hodgkins	Teacher	Rogers St Acad	08/23/2018
Personal	2.2	6	Jaymi Holland	Nurse	Central Svcs	07/01/2018
Other Work	5.0	5	Leigh Knapp	Teacher	Bethune	08/14/2018
Personal	11.0	5	Stacy Knetter	Teacher	Central Svcs	08/17/2018
Other Work	1.8	5	Lindsey Kresge	Teacher	Green Bay	08/17/2018
Personal	3.0	3	Young Mi Lee	Teacher	Riverside	09/07/2018
Retire	20.7	4	Mariadelina Lopez	Soc. Worker	Fratney	12/21/2018
Other Work	16.0	5	David Mahdasian	Teacher	Bradley Tech	08/31/2018
Personal	0.1	5	Bradley Mayer	Teacher	Morse	08/17/2018
Personal	4.0	5	Dana Mittelstadt	Teacher	MACL	08/13/2018
Other Work	4.5	5	Laura Oliver	Teacher	Lancaster	08/15/2018
Other Work	5.4	5	Ashley Paro	Teacher	Hawley	08/20/2018
Personal	14.0	5	Nicole Rajchel	Teacher	Burbank	08/24/2018
Other Work	9.4	5	Megan Ruffing	Teacher	Lloyd Barbee	08/14/2018
Other Work	4.0	5	Samantha Schuder	Teacher	53rd Street	08/24/2018
Personal	6.7	5	Jenna Schulz	Teacher	Burdick	08/14/2018
Retire	16.0	2	Jeoffrey Shropshire	Teacher	Sherman	10/01/2018
Other Work	18.0	2	Willette Sims	Teacher	Grantosa	08/20/2018
Other Work	24.9	5	Dana Thome	Teacher	Spanish Imm	08/24/2018
Retire	25.0	5	Marie Thompson	Director	Central Svcs	12/07/2018
Other Work	5.0	5	Jane Utnehmer	Supervisor	Central Svcs	08/15/2018
Personal	1.8	4	Jose Vasquez	Teacher	Audubon	05/22/2018
Personal	1.4	2	Bobby Windom	Teacher	Central Svcs	09/04/2018
			Classified Retirements			
Retire	28.0	4	Blanca Aviles	Admin Asst	Central Svcs	09/08/2018
Retire	11.8	2	Gladys Gilbert	Para	River Trail	09/01/2018
Retire	20.0	5	Kathleen Hazen	Para	Meir	09/22/2018
Retire	40.8	5	Mariellen Martin	Para	Central Svcs	09/02/2018
Retire	32.1	5	Mark Norville	Supervisor	Repair Division	09/05/2018
Retire	14.2	5	Milan Plavsic	Engineer	Morgandale	09/20/2018
Retire	36.9	5	Patricia Rich	Kit Manager	Audubon	09/22/2018
Retire	28.4	2	Yolanda Robinson	Boiler Att	Gaenslen	09/08/2018
Retire	29.0	2	Ruth Strawder	Gen Ed Asst	Manitoba	09/12/2018
Retire	37.5	5	David Waskiewicz	Dupl Op	Central Svcs	09/08/2018

Affirmation Action report

The Affirmative Action monthly personnel transaction report for September 2018 is attached to the minutes of your Committee's meeting. This is an informational report, 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 3) Action on the 2018-2019 Salary Schedules

Background

On April 19, 2018, the Board approved compensation adjustments to be effective July 1, 2018. The updated salary schedules for 2018-2019, including the following approved adjustments, are attached to the minutes of your Committee's meeting:

1. Employees in the "Road to $15" category are on a three-year plan until their hourly rate reaches $15 in FY2020-21.

2. Employees in the educational assistant unit — including safety assistants, paraprofessionals, and interpreters — are on a seven-year step schedule.
3. Employees in the teachers unit received a 2.13% salary increase.
4. Employees not covered under 1, 2, or 33, above — including administrators, clericals, school bookkeepers, school engineers/boiler attendants, school psychologists, and support staff — received a 2.13% salary increase.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.21, Salary Schedules: Staff

Fiscal Impact Statement

The total cost for the approved salary adjustments for FY2018-19 was $11.1 million and was previously approved in the FY19 budget.

Committee's Recommendation

Your Committee recommends that the Board approve the 2018-2019 Salary Schedules 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 4) Action on a Request to Seek Position Authority for a Coordinator II, Community Schools Project

Background

The Administration is seeking position authority for a Coordinator II, Community Schools, to serve as a liaison between the United Way of Greater Milwaukee & Waukesha, Milwaukee Teacher Education Association (MTEA), and Milwaukee Public Schools to support the Community Schools Project, which has been extended to ten schools for the 2018-19 school year.

The position went through the normal job-classification process to identify position level and salary range. The position level was determined to be 07A, and the corresponding salary range is $62,446-$90,530.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

Funding to support the position will be out of the United Way/MPS contract's approved budget and paid by United Way (0.5) and MPS (0.5). The pay will be within the 07A range. Funds for the district's portion are in budget code SDVOS1T9AQESCA9999.

Implementation and Assessment Plan

Upon the Board's approval, the Administration will move forward with the hiring process for this position.

Committee's Recommendation

Your Committee recommends that the Board approve the request for position authority for the Community Schools Coordinator position.

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

* * * * *

(Item 5) Action on a Request for Position Authority for a Sustainability Project Manager in the Department of Facilities and Maintenance Services

Background

The Administration is seeking position authority for a Sustainability Project Manager to provide leadership in support of the District's plans to further advance sustainability efforts aimed at improving the environment and creating more green spaces on Milwaukee Public Schools' playgrounds. This position will work with the City of Milwaukee, the Milwaukee Metropolitan Sewerage District, and various other partners who are actively engaged in sustainability initiatives in support of the City of Milwaukee's Green Infrastructure Plan.

This position is externally funded through a grant from the Fund for Lake Michigan and has gone through the job-classification process to identify position level and salary range. The position level was determined to be 10A, and the corresponding salary range is $72,022.00 to $104,445.00.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

Funding to support the position is provided through a grant from the Fund for Lake Michigan (grant budget FCM-0-S-5G9-FM ESCA3610). The term of the grant is July 1, 2018, through December 31, 2019. Upon completion of the grant, the position may be eliminated or re-purposed, based on thr program's continuation, subject to the Board's approval.

Implementation and Assessment Plan

Upon the Board'd approval, the Administration will move forward with the hiring process for this position.

Committee's Recommendation

Your Committee recommends that the Board approve the request for position authority for the Sustainability Project Manager, with an effective date of October 25, 2018.

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

* * * * *

(Item 6) Action on Monthly Facilities Matters: FMS Award of Construction Contracts and Professional Services Contracts

Background

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

- Construction Contracts Requested for Approval:
  - — 51 Wraps, for security window film with installation at various MPS sites;
    Code: MBM 0S CH9 SA ECTS ..... $ 78,206.00
  - — Gordon Solutions, LLC, for exterior door replacement at Auer Avenue Elementary School;
    Code: FAR 00 MMQ AU ECNC8..... $ 250,000.00
- Professional Services Contracts Requested for Approval:
  - — SmithGroup, for green infrastructure upgrades at various MPS sites;
    Code: Various..... $ 99,200.00
  - — American Design, Inc., for building renovation at Andrew S. Douglas School;
    Code: FAR 00 MMQ DA ECNC..... $ 159,765.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

The item authorizes expenditures for:

- Total construction contracts requested ..... $ 328,206.00
- Total professional services contract requested ..... $ 258,965.00

Implementation and Assessment Plan

Upon the Board's approval, the construction contracts and professional services contracts 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 and professional services contracts 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 Monthly Finance Matters: Authorization to Make a Purchase; Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Contracts under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

UW-Madison purchasing contract #16-5722	Authorization to Purchase Door Lock Hardware from Anixter, Inc., d/b/a Clark Security Products

The Administration is requesting authorization to make a one-time purchase from Anixter, Inc., d/b/a Clark Security Products, ("Anixter") of door lock hardware. Funding for this purchase has been provided by a Wisconsin Department of Justice ("WI DOJ") School Safety Grant.

This purchase is made under the UW-Madison purchasing contract #16-5722 for "Locks, Repair Parts, Key Blanks, Door Closures and Related Accessories."

The total cost of goods purchased from Anixter will not exceed $683,982.

Budget Code FCM-0-S-CH9-SA-ECTS (DOJ Security Grant).....$683,982.

Clark Security Products

HUB Participation
Required..... 0%
Proposed 0%
$ Value.....NA

Student Engagement (Hours per 12-month Contract)
Paid Student-employment Hour Commitment.....400
Student Career-awareness Commitment.....10

Routine Monthly Financial Reports

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

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations Over $5,000			
ALBA	Herb Kohl Educational Foundation	$6,000.00	General School Support
	Total Monetary Donations over $5,000	*$6,000.00*	
Monetary Donations			
Alliance HS	Steven Mold Sales, Inc.	$100.00	General School Supplies
Alliance HS	Spire Engineering, Inc.	$50.00	General School Supplies
Alliance HS	Diverse & Resilient Inc.	$2,500.00	General School Supplies
Alliance HS	The Xenia Group LLC	$435.20	General School Supplies
Bradley Trade & Tech	Clutch Corp.	$200.00	General School Supplies
Bradley Trade & Tech	Clutch Corp.	$200.00	BLMA Program
Doerfler School	Arte Para Todos	$4,593.17	Art Donation
Elm Creative Arts School	Mary E. Pick	$200.00	General School Supplies
Elm Creative Arts School	Village Ministries, Inc., Complex*	$50.00	General School Supplies
Engleburg School	Learning Shop-Tech 'N' Toys	$365.76	Summer Bridge Incentive
Fratney Street School	Kelly J. Kons & Matthew M. Kons	$100.00	Supplies for New Teachers
Garland School	Paul Wilson	$50.00	STEM Donation
Garland School	Lynn Wilson	$710.00	STEM Donation
Garland School	Charles Bauer	$15.00	STEM Donation
Garland School	Thomas Barland	$100.00	STEM Donation
Hamilton HS	Adrian & Deborah Moy	$100.00	Athletics Donation
Hamilton HS	WePay	$14.00	Military Ball Donation
Hamilton HS	Susan M. Schmitz	$50.00	Football Equipment Donation
Hawthorne School	Herb Kohl Educational Foundation	$2,234.25	Field Trip Donation
Marshall HS	Germantown High School Wrestling Program	$1,168.00	Wrestling Program
Meir School	Tamara & Michael Santigo- Ignasiak	$50.00	High School Fees
Meir School	Jade & George D. Cashman III	$112.00	Audubon Owl Field Trip Donation
Milw. HS of the Arts	West Division Classes of 1965, 66, and 67*	$550.00	Tennis Donation
Milw. HS of the Arts	Tavern League of Wisconsin	$300.00	General School Supplies
Milw. School of Languages	MPS Foundation, Inc.	$600.00	YOTA Transportation
Milw. Sign Language School	Action for Healthy Kids	$650.00	Game On Grant
North Division HS	Chinella Varner	$25.00	Drumline & Majorette Support
North Division HS	Joseph Braun	$100.00	Majorette Support

Location	Donor	Amount	Gift or Purpose
North Division HS	Ingrid Walker-Henry	$50.00	Majorette Support
North Division HS	Julie A. Rezash	$25.00	Majorette Support
North Division HS	Kathryn T. Schmidt	$25.00	Majorette Support
North Division HS	Corrie Warning	$25.00	Majorette Support
North Division HS	Therese Kroll	$100.00	Majorette Support
North Division HS	Laura Gellott	$25.00	Majorette Support
North Division HS	Patricia Smith	$40.00	Drumline & Majorette Support
Riverside HS	State of Wisconsin	$327.00	WISCO Soccer Support
Riverside HS	Snap Raise	$2,567.85	Track Entry Fees/Appeal
Riverside HS	Snap Raise	$618.00	Snap Raise Baseball Equipment
Ronald Reagan HS	Heath & Dezarae Jones Hartwig	$50.00	Forensics Donation
Ronald Reagan HS	Jessica & Alejandro Santiago	$20.00	Music Donation
Ronald Reagan HS	William & Mary Stetter	$200.00	Music Donation
Siefert School	LeadDog Marketing Group	$985.00	Kohl's Cares Field Trip Grant
Siefert School	LeadDog Marketing Group	$985.00	Kohl's Cares Field Trip Grant
Siefert School	Cream City Links	$1,000.00	General School Supplies
Siefert School	Anonymous Donor	$150.00	Reading Support
South Division HS	Arte Para Todos	$4,592.88	Art Donation
Starms Discovery School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Starms Discovery School	LeadDog Marketing Group	$1,000.00	Kohl's Cares Field Trip Grant
Starms Early Childhood School	LeadDog Marketing Group	$957.00	Kohl's Cares Field Trip Grant
Starms Early Childhood School	LeadDog Marketing Group	$697.50	Kohl's Cares Field Trip Grant
Starms Early Childhood School	LeadDog Marketing Group	$939.20	Kohl's Cares Field Trip Grant
Trowbridge School	Joseph Bree	$100.00	Art Donation
Washington HS of I.T.	Miller & Miller Law, LLC	$200.00	Boys Basketball Donation
Washington HS of I.T.	Bryan Sadoff	$300.00	Boys Basketball Donation
Washington HS of I.T.	Miller & Miller Law, LLC	$350.00	Boys Basketball Donation
Washington HS of I.T.	Jonathan & Cindy Leinfelder	$1,000.00	Boys Basketball Donation
Washington HS of I.T.	Thomas Genske	$100.00	Boys Basketball Donation
	Total Monetary Donations	*$34,051.81*	
Non-Monetary Donations			
Allen-Field School	R.L. Mueller Popcorn & Supply	$361.25	Food for 50-Year Celebration
Bay View HS	Marcey Dunbar	$405.81	General School Supplies
Bradley Trade & Tech	Donors Choose	$185.36	General School Supplies
Engleburg School	Donors Choose	$95.00	Coffee Supplies/Cleaner
Engleburg School	Donors Choose	$100.00	Apples & Games
Forest Home Avenue School	Donors Choose	$288.11	Books
Forest Home Avenue School	Donors Choose	$412.68	STEM Supplies
Forest Home Avenue School	Donors Choose	$288.97	Organizational Binders
Forest Home Avenue School	Donors Choose	$368.32	Cooking Equipment
Forest Home Avenue School	Donors Choose	$487.17	Athletic Equipment
Forest Home Avenue School	Donors Choose	$285.48	Books
Forest Home Avenue School	Donors Choose	$292.94	Hygiene Supplies
Forest Home Avenue School	Donors Choose	$290.60	General School Supplies
Forest Home Avenue School	Donors Choose	$394.29	STEM Supplies
Forest Home Avenue School	Donors Choose	$180.01	Books

Location	Donor	Amount	Gift or Purpose
Forest Home Avenue School	Donors Choose	$473.45	Math Supplies
Forest Home Avenue School	Donors Choose	$271.72	Math Supplies Manipulatives
Forest Home Avenue School	Donors Choose	$408.97	Printer Ink
Forest Home Avenue School	Donors Choose	$327.77	Music Supplies
Forest Home Avenue School	Donors Choose	$592.09	Student Creative Toys
Forest Home Avenue School	Donors Choose	$523.61	Sensory Table & Supplies
Forest Home Avenue School	Donors Choose	$293.03	General School Supplies
Forest Home Avenue School	Donors Choose	$647.79	Alternative Seating
Forest Home Avenue School	Donors Choose	$595.20	General School Supplies
Forest Home Avenue School	Donors Choose	$523.65	Costumes & Books
Forest Home Avenue School	Donors Choose	$583.72	General School Supplies
Forest Home Avenue School	Donors Choose	$703.03	Books
Forest Home Avenue School	Donors Choose	$570.28	General School Supplies
Honey Creek Elementary School	Donors Choose	$257.57	8x10 Rug for Classroom
Honey Creek Elementary School	Mortgage Guaranty Insurance Corporation	$150.00	Book-binding Machine& Refrigerator
Honey Creek Elementary School	Donors Choose	$498.00	Classroom Carpets
Honey Creek Elementary School	Donors Choose	$496.89	Flexible Seating
Honey Creek Elementary School	Donors Choose	$228.96	Chimes for Classroom
Honey Creek Elementary School	Donors Choose	$235.34	Books
Honey Creek Elementary School	Donors Choose	$730.44	Word Processing Items
Keefe Avenue School	Kaplan Early Learning Company	$290.32	Classroom Art Supplies
Keefe Avenue School	Donors Choose	$15.00	Disinfectant Wipes
Lincoln Middle School	Donors Choose	$217.36	Clothing & Hygiene Products
MacDowell Montessori	Donors Choose	$521.95	Grammar Boxes & STEM Supplies
MacDowell Montessori	Donors Choose	$159.94	STEM Materials
MacDowell Montessori	Donors Choose	$475.10	General School Supplies
Meir School	Donors Choose	$149.99	Music Software
Meir School	Mike Jacklin	$75.00	General School Supplies
Meir School	Colette Crowl	$75.00	General School Supplies
Meir School	Tony Jorgenson	$75.00	General School Supplies
Meir School	Rich L. Padre	$100.00	Construction Paper
Meir School	Donors Choose	$148.26	General School Supplies
Milw. HS of the Arts	Jay Harris	$575.00	Screen Printing Supplies
Milw. HS of the Arts	Milwaukee Film, LLC	$500.00	Video Camera Equipment
Milw. Sign Language School	Anonymous — Donors Choose	$472.55	Flex Space Work Space Bundle
North Division HS	Milwaukee Teachers' Education Association	$200.00	General School Supplies

Location	Donor	Amount	Gift or Purpose
Pulaski HS	Donors Choose	$1,317.00	General School Supplies
Sherman School	TIAA	$258.98	School Education Support
Sherman School	Donors Choose	$274.00	Speech Therapy Material/Carpet
Stuart School	University of Wisconsin-Milwaukee	$100.00	Target Gift Card
Thoreau School	Brown Deer United Methodist Church	$490.00	Pencil Sharpeners
Total Non-Monetary Donations		*$20,037.95*	
Total Value of Donations for October 2018		*$60,089.76*	
** Donations from MPS Alumni*		*$600.00*	

Committee's Recommendation

Your Committee recommends that the Board

1. authorize the purchase as presented in the attachments to your Committee's meeting; and
2. accept the donations as listed.

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

* * * * *

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

Background

Recommended for the Board's approval at this meeting are the following professional services contracts:

- AE Business Solutions, for IT-support services;
  TSV-0-0-TLN-DW-ECTS..... $ 275,000
- The Lakota Group, Inc., for the development of MPS's Recreation Master Plan;
  CSV-0-0-PRC-RC-ECTS..... $ 60,000

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 as indicated in the attachments to the minutes of your Committee's meeting.

Committee's Recommendation

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

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

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

Exception Authorization to Enter into a Contract with Sebastian Family Psychology Practice LLC for School Community Partnership for Mental Health (SCPMH) Services and as Part of the Department of Public Instruction's School-based Mental Health Services Grant

The Administration is requesting authorization to enter into a contract with Sebastian Family Psychology Practice LLC ("SFPP") to provide mental health services and supports to students, families, and staff. This contractor provides collaboration, direct services to students and families, professional development, and staff and parental training.

Contractor will provide direct and indirect mental health services to students, family members, and staff within the SCPMH's parameters and guidelines. Services may include professional development with staff, parental education, student education, teacher consultation, critical-incident debriefing, connecting with other agencies with specialized competencies, and mental health consultation.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are required pursuant to the Department of Public Instruction's School-based Mental Health Services Grant (Administrative Policy 3.09(2)(c)).

The contract will run from November 1, 2018, through June 30, 2019, (the "Initial Term") with two additional one-year options to extend. The Administration will return to the Board for authorization if the options to extend are exercised.

The total cost of the contract in this first year will not exceed $55,500.

Budget Code OHM-0-I-HU9-DE-ECTS (DPI Mental Health Grant — Contract Services) $55,500

Sebastian Family Psychology Practice LLC

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

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

— — —

Exception Authorization to Issue a Purchase Order to Houghton Mifflin Harcourt Publishing Company for English Curriculum Licenses

The Administration is requesting authorization to issue a purchase order to Houghton Mifflin Harcourt Publishing Company ("HMH") to purchase licenses for HMH's Literature eEdition for use in elementary and middle schools throughout the District. These online resources are needed to continue to support *Journeys* and *McDougal Littell Literature*, which were previously adopted by MPS and remain part of the classroom curriculum.

The online book will allow access to all of the components of the program. Students can take online assessments, view digital resources that accompany the program, and have access to all leveled readers. Teachers can use the online book for large-group settings, have online assessments graded, and obtain reports according to the standards on how their students are performing. These online resources have been available as part of the original adoption. The agreement must be extended to maintain continued access to resources until a new English language arts adoption can occur.

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

The licensing period will be from November 1, 2018, through July 31, 2019. The total cost will not exceed $162,000.

Budget Code GEN-0-0-INV-DW-ECTS (Curriculum and Instruction — Contract Services) $162,000

Houghton Mifflin Harcourt Publishing Company

HUB Participation
Required.....N/A
Proposed .....N/A
$ Value.....N/A

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

— — —

Exception Authorization to Issue Multiple Purchase Orders to NCS Pearson, Inc., d/b/a Pearson Vue, for GED Ready Vouchers

The Administration is requesting authorization to issue a purchase order to NCS Pearson, Inc., d/b/a Pearson Vue, ("Pearson Vue") for General Equivalency Diploma ("GED") Ready vouchers. GED Ready vouchers from Pearson Vue are necessary for students to take the GED/HSED (High School Equivalency Diploma) tests required for students to demonstrate proficiency for graduation through the GED Option #2 program. The three types of vouchers — practice, initial and retake — are required for students to have access to take the tests for graduation.

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

The total cost of the vouchers purchased will not exceed $65,000 for the term of November 1, 2018, through June 30, 2019.

Budget Code GED-0-I-SRT-DW-ECTV (Credit Recovery — Contract Services) $65,000

NCS Pearson, Inc. d/b/a Pearson Vue

HUB Participation
Required.....N/A
Proposed .....N/A
$ Value.....N/A

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

— — —

Exception Authorization to Issue a Purchase Order to Learning A-Z, LLC, for Online Resource Licenses

The Administration is requesting authorization to issue a purchase order to Learning A-Z, LLC, for an additional 1,080 online resource licenses for the following products:

Reading A-Z,
RAZ Kids (RAZ Plus),
Science A-Z, and
Vocabulary A-Z.

The 1,080 additional licenses provide access for critical teaching staff in the positions of special education support staff, bilingual and ESL teachers, school support teachers, and district administrators.

Learning A-Z resources (Reading A-Z; Science A-Z; and Vocabulary A-Z) are impactful for a broad range of students and encompass best practices in education. These resources also support key instructional elements such as the Wisconsin Common Core State Standards (CCSS), differentiated instruction,

personalized learning, and tiered instruction. These are timesaving instructional resources that will help increase students' performance.

Teachers will use Reading A-Z and RAZ Kids to provide differentiated reading instruction during all parts of the instructional block to supplement and align to adopted resources, differentiated leveled practice to support independent work for all learners, differentiated homework practice that motivates and builds better readers and writers, and progress-monitoring tools for teachers to monitor student achievement and plan for explicit small-group instruction.

Teachers will use Science A-Z to embed literacy in content-area classroom science instruction, to provide content-area teachers with differentiated resources to provide instruction, and to reinforce literacy skills and strategies that are effective for their subject areas to have students read like subject-area experts.

Teachers will use Vocabulary A-Z to provide differentiated vocabulary and word-work instruction during the small-group teacher-led reading group that aligns to adopted resources and differentiated vocabulary and word-work-leveled practice for independent work at the vocabulary and word-work literacy work station.

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

The licensing period will be from September 25, 2018, through July 15, 2019. Included with the cost of the licenses are onsite and webinar trainings, as needed. The total cost of this purchase will not exceed $182,841.

Budget Code GEN-0-0-INV-DW-ENTB (Instructional Resources – Non-textbooks).....$182,841

Learning A-Z, LLC

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

Student Engagement (per 12-month contract)
Paid Student Employment-hour Commitment 0

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 as indicated in the attachments to the minutes of your Committee's meeting.

Committee's Recommendation

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

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

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(Item 10) Action on a Request to Carry Over FY18 School Deficit Amounts

Background

Schools' leaders take the lead responsibility for spending in accordance with the schools' budgets. A school's overall deficit balance occurs when total expenditures exceed the total to-date authorized funding amount in non-position costs. A school's spending is tracked monthly by the school's leader and the Administration. The Administration and school's staff are alerted to potential problems, and where warranted, controls to limit school spending are put in place to mitigate risk.

Fiscal Year 2018 List of Schools with Deficit Amounts			
School	Total Working Budget	Deficit	% of Working Budget
Auer Avenue	$1,003,566.76	($78,031.68)	7.78%
North Division	$1,409,002.74	($95,148.32)	6.75%
Sherman Multicultrl Art	$1,273,148.94	($58,509.13)	4.60%
WCLL	$2,539,452.00	($99,316.00)	3.91%
Marshall High School	$2,867,890.85	($112,145.13)	3.91%
Vincent High School	$3,020,980.26	($103,724.68)	3.43%
Audubon Middle School	$2,111,485.88	($65,407.77)	3.10%
Roosevelt	$1,826,752.96	($44,155.79)	2.42%
Mitchell Elementary	$2,600,812.96	($53,958.68)	2.07%
Pulaski High School	$4,056,122.11	($75,384.88)	1.86%
River Trail Elementary	$1,686,405.35	($28,863.80)	1.71%
Rogers Street Acacdemy	$2,556,804.24	($41,755.39)	1.63%
Ronald Reagan High School	$5,251,918.83	($81,642.69)	1.55%
Obama S.C.T.E.	$2,822,718.58	($42,955.53)	1.52%
Metcalfe	$1,108,662.13	($14,042.77)	1.27%
Westside Academy	$989,733.45$	($11,350.77)	1.15%
Riverside	$5,493,092.64	($52,528.80)	0.96%
Milw French Immersion	$2,473,593.09	($17,745.10)	0.72%
Townsend Street	$1,254,272.21	($8,929.44)	0.71%
Milwaukee High School of the Arts	$3,506,244.67	($24,766.88)	0.71%
Washington High School of Info Tech	$2,544,405.95	($17,236.80)	0.68%
Golda Meir	$4,486,346.90	($26,071.80)	0.58%
Morse	$1,085,921.72	($6,231.07)	0.57%
Madison Academic High School	$3,554,868.71	($19,618.58)	0.55%
Wedgewood Park	$3,487,943.91	($18,687.01)	0.54%
Audubon High School	$1,388,975.34	($7,431.43)	0.54%
Parkside	$3,381,850.69	($17,101.53)	0.51%
Carson Academy/Science	$1,674,208.70	($8,285.64)	0.49%
Milw Sign Language	$2,223,213.53	($10,836.21)	0.49%
Victory	$2,477,589.38	($10,723.79)	0.43%
Rufus King High School	$5,684,919.42	($24,343.42)	0.43%
Fifty-Third Street	$1,483,018.77	($6,201.26)	0.42%
Hayes Bilingual Elem	$2,547,011.62	($10,160.77)	0.40%
Clarke Elementary	$1,154,919.85	($4,564.08)	0.40%
Alcott Elementary	$1,241,296.23	($4,540.90)	0.37%
Hamilton High School	$6,023,384.13	($20,543.72)	0.34%
South Division High School	$4,075,939.58	($13,900.66)	0.34%
Hartford	$2,250,995.91	($7,045.97)	0.31%
Bradley Technology & Trade High School	$3,650,981.10	($10,963.59)	0.30%
Trowbridge	$1,002,477.53	($2,797.86)	0.28%
Congress Elementary	$2,576,462.55	($6,288.20)	0.24%
Humboldt Park	$2,447,331.79	($5,527.82)	0.23%
Whitman Elementary	$1,550,994.73	($3,132.45)	0.20%
Alliance	$935,934.95	($1,886.93)	0.20%
Clemens Elementary	$1,140,097.08	($2,224.74)	0.20%
ALBA	$2,763,435.31	($4,991.07)	0.18%
Cass	$1,492,425.02	($2,516.55)	0.17%

Fiscal Year 2018 List of Schools with Deficit Amounts			
School	Total Working Budget	Deficit	% of Working Budget
Ben Franklin Elem	$1,215,951.92	($2,046.60)	0.17%
MacDowell Montessori	$2,997,624.40	($4,072.93)	0.14%
Milw German Immersion	$2,393,447.44	($2,604.61)	0.11%
Thoreau Elementary	$1,689,443.69	($1,817.21)	0.11%
Gaenslen	$2,820,805.98	($2,987.58)	0.11%
Eighty-First Street	$1,210,309.43	($1,194.80)	0.10%
Vieau	$3,076,992.43	($2,448.08)	0.08%
Bay View Montessori	$1,228,553.55	($902.79)	0.07%
Milw School of Language	$4,353,425.14	($2,471.94)	0.06%
Bay View High School	$3,612,709.46	($2,033.53)	0.06%
Lloyd Barbee Montessori	$1,330,472.34	($599.29)	0.05%
Acad/Accelerated Lrng	$2,647,565.00	($1,126.01)	0.04%
US Grant Elementary	$2,732,966.27	($885.57)	0.03%
Morgandale Elementary	$2,280,857.50	($407.30)	0.02%
Forest Home Ave Elem	$2,606,741.68	($57.72)	0.00%
	Total Deficit	**($1,409,873.04)**	

According to Administrative Policy 3.05, concerning school deficits, year-end deficits incurred shall be carried over into the next year.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.05, Fund Carryover

Fiscal Impact Statement

Approval of the deficit carryover will result in each school's paying back its deficit within three to five years. The total deficit among the schools is $1,409,873.04. About $469,958 will be paid back in the first year.

Implementation and Assessment Plan

During the fall adjustment period, schools with deficits will budget amounts to pay back the deficit. The amounts that schools pay back will be put toward undesignated fund balance for future contingencies.

Committee's Recommendation

Your Committee recommends that FY18 school deficit amounts be carried over to FY19 and that schools with deficits from FY18 pay back the amounts within three years and not more than five years.

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

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(Item 11) Report with Possible Action on the Bradley Tech Commission's Executive Director

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 Bradley Tech Commission has the authority to name an individual to be its Executive Director. The Bradley Commission has selected the current principal at Bradley Tech High School to serve as the

Executive Director. The Bradley Commission assigns duties to its Executive Director above and beyond those already assigned to the principal. A stipend of $10,000 provided by the Bradley Commission via the Greater Milwaukee Committee. will be paid to the Commission's Executive Director

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.01, General Personnel Policies

Fiscal Impact Statement

No fiscal impact

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COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Harris 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) Action on Resolution 1819R-005 by Directors Voss and Báez Regarding a District Plan to Maintain Safe and Orderly Environments in Schools and Classrooms

Background

At its meeting on August 25, 2018, the Board referred Resolution 1819R-005 by Directors Voss and Báez, regarding a district-wide plan to support and maintain positive school climates, to the Committee on Parent and Community Engagement.

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

WHEREAS, Wisconsin Statutes, §118.305(1)(i), define seclusion as "the involuntary confinement of a student apart from other students, in a room or area from which the student is physically prevented from leaving"; and

WHEREAS, Wisconsin State Statutes, §118.305(1)(g), define physical restraint as "a restriction that immobilizes or reduces the ability of a student to freely move his or her torso, arms, legs, or head"; and

WHEREAS, Wisconsin Statutes, §118.305(2)(a) and §118.305(3)(a), provide that seclusion and physical restraint be used on a student in a school only if the student's behavior "...presents a clear, present, and imminent risk to the physical safety of the pupil or others and it is the least-restrictive intervention feasible"; and

WHEREAS, The number of instances in which seclusion or physical restraint has been used in the Milwaukee Public Schools has increased from the 2016-17 school year to the 2017-18 school year; and

WHEREAS, Administrative Policy 8.17, Student Rights, Responsibilities, and Discipline, states, "The Board believes that student rights should be recognized and respected"; and

WHEREAS, Administrative Policy 8.28, Student Discipline, states "The Board believes that students have a right to learn and that educators have a right to teach in a safe and orderly environment that fosters mutual respect for all individuals"; and

WHEREAS, Seclusion and physical restraint are only two strategies in which the district's staff are trained to use as de-escalatory or protective mechanisms; now, therefore, be it

RESOLVED, That the Board direct the Administration to develop a systemic, district-wide plan to maintain safe and orderly environments in our schools and classrooms, inclusive of the tiered interventions and strategies whose use is to be documented prior to the use of seclusion or restraint; and be it

FURTHER RESOLVED, That, in developing the plan, consideration be given to strategies that make use of trauma-informed alternatives to interventions, to include, but not be limited to, research-based use of mindfulness, de-escalatory techniques, social-emotional learning practices, and Positive Behavioral Interventions and Supports (PBIS); and be it

FURTHER RESOLVED, That, in developing the plan, the Administration work to ensure that families of the Milwaukee Public Schools are involved and informed about the varying strategies to be used prior to consideration and use of seclusion or physical restraint; and be it

FURTHER RESOLVED, That the plan be provided to the Board no later than the November 2018 board cycle.

The Administration is in agreement with the intent of the resolution, which is in alignment with district procedures, including Crisis Prevention Institute (CPI) and de-escalation training, professional development, PBIS, and data monitoring.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.17, Student Rights, Responsibilities, and Discipline

Fiscal Impact Statement

This item does not authorize expenditures. Once the plan has been developed, any costs associated with its implementation requiring the Board's approval will be brought before the Board for such approval.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will begin developing the plan.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1819R-005 by Directors Voss and Báez, regarding a district plan to maintain safe and orderly environments in schools and classrooms, as amended to direct that the plan be provided to the Board no later than the December 2018 board cycle

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

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(Item 2) Report with Possible Action on the Central 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

The Central Region includes the area of the city mostly north of I-94, west of I-43, south of Florist Avenue, and sections east of 60th and 53rd streets. The region includes 26 schools, serving nearly 8,739 students, which provide an assortment of educational experiences through traditional K-8 programming. It is home to arts, International Baccalaureate-Primary Years Programme (PYP), language immersion, environmental, year-round, Montessori, and community schools. Student are supported by educators who are experienced in administration, curriculum and instruction, professional development, and developing healthy school environments.

The Central Region has chosen to showcase Marvin E. Pratt Elementary School, which serves students in grades K to 5.

Pratt Elementary School

Vision

Pratt School will be among the high-performing schools in the state. We provide rigorous, high-quality opportunities for students, using child-centered, research-proven methods based on the Common Core State Standards {CCSS) and the Wisconsin Model Early Learning Standards {WMELS).

Rocket

Together we will ROCKET (rigor, objectivity, communication, knowledge, evidence, teaching for proficiency) in improving the academic and social success of ALL students through clear, consistent and effective:

Pratt School's Facilities/ Academics Tlmeline

Facilities

- 2013.....Reviewed and targeted climate;
  rolled out new building-wide Positive Behavior Intervention Strategies {PBIS) initiative and Universal Expectations
- 2014.....Began school-facilities refresh to match climate targets;
  computers, Smart boards;
  painting, office overhaul;
  change mindset
- 2015.....K5/1st-grade Achievement Gap Reduction {AGR) classroom refresh matched by 4th- and 5th-grade classroom refresh
- 2016.....2nd- and 3rd-grade AGR Refresh and whiteboards
- 2017.....Painting of the primary playground
- 2018.....Air conditioning — gym and office

Academics

- 2013.....Reviewed and targeted climate;
  rolled out new building-wide PBIS initiative and Universal Expectations;
  targeted suspensions and attendance;
  high-priority areas
- 2014.....Systems in place to review and target data using MAP;
  began Blue party celebrations
- 2015.....Classroom and building competitions to target classroom gains;
  system set up for review of student work and feedback
- 2016.....Teachers' ownership of evidence pieces and dates;
  Rigor based on CCSS/ WMELS
- 2017.....Teacher-to-teacher feedback of grade-level expectations;
  Boys and Girls Club
- 2018.....Selected to become an IB Primary Years Programme (PYP) School

School Climate Data

Attendance

2015.....90.3%
2016.....92.5%
2017.....92.1%
2018*.....91.8%
**Students assigned from out of our region — no transportation provided*

Suspensions

2015.....4.4% {16)
2016.....4.9% (17)
2017.....1.9% (6)

2018..... 3.6% (11)

RTI Implementation
2016-17..... Distinction
2017-18..... Behavior — Silver

Academic Highlights

Year	State Report Card Rating	Academic Data	Academic Recognition
2015	N/A	MAP Assessment: Gap Closure —Math 14.9%, Reading 12.2%	N/A
2016	58.1 — Meets Few Expectations	STAR Assessment: Prof/Adv — Math 31%, Reading 44% Gap Closure — Math 28.9%, Reading 25.7%	N/A
2017	82.9 — Exceeds Expectations	STAR Assessment Prof/Adv — Math 58%, Reading 41% Gap Closure — Math (No Gap), Reading 72%	School of Merit — Reading School of Merit — Math
2018	N/A	STAR Assessment: Prof/ Adv — Math 50%, Reading 26% Gap Closure — Math 47.7%, Reading 30.7%	Silver Level — Reading Silver Level — Math Silver Level — Rtl

Partnerships/ Associations

- Wheaton Franciscan — Doctor Program
- United Methodist Church of Whitefish Bay — volunteers
- Pitney Bowes
- Johnson Controls
- Unison/SET — Peace Program
- Schools That Can

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

No fiscal impact.

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(Item 3) Report with Possible Action on Progress in Fulfilling Equity Goals

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

Background

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

Administrative Policy & Procedure 1.06 — Development & Background

In spring of 2016, an Equity Commission was established to explore current MPS equity initiatives, to research other school districts' equity policies, and to draft a district equity policy. The Equity Commission comprised approximately 25 individuals from various MPS offices, departments, schools, and community partners.

MPS, with co-sponsorship from the Milwaukee Teachers' Education Association, held a mini-equity summit in the summer of 2016. Approximately 150 teachers attended and were asked to provide feedback on

a preliminary equity policy. During the 2016-2017 school year, the equity policy was refined and vetted by several stakeholders. On August 31, 2017, the Board unanimously passed Administrative Policy and Procedure 1.06.

To truly achieve equity, two important factors must be actualized: First, it is important for stakeholders to understand what equity means through education and reflection. During the 2017-18 year, several opportunities for equity training were provided. Secondly, stakeholders must explore their specific contexts and begin to identify inequities to be addressed.

Equity Education Opportunities

During the 2017-18 school year, several opportunities to provide training in equity and culturally-responsive practices (CRP) were provided. These ongoing opportunities include:

1. The first cohort of Culturally Responsive Teacher (CRT) Fellows was piloted. A second cohort will be continued through the UWM ACCESS Grant.
2. A Restorative Practices (RP) training for school administrators was developed and facilitated through a collaboration among Violence Prevention (Office of Academics), Project AWARE (Office of Communications and Student Performance), and Student Services (Office of Administration). MPS is exploring ways to expand knowledge about RP through the work facilitated by Violence Prevention, Project AWARE, and the Black Lives Matter resolution [Resolution 1516R-001, adopted by the Board on May 28, 2015]. This year, RP Champions at each school will undergo three trainings to understand RP foundations.
3. The Education, Equity & Empowerment Speaker Series was launched with two speakers who presented keynote speeches, workshops, and engaging sessions with students. The series will continue with at least three speakers in the 2018-19 school year.
4. CRP is a focus in both the New Educators Institute and Customer Service Level III training.
5. Principal Leadership Institutes include equity and culturally-responsive speakers and workshops to provide capacity building for school leaders.
6. The Middle School Collaborative's principals and their leadership teams participated in customized CRT/Educator-effectiveness Training.
7. School Counseling, School Psychology, and Recreation have engaged in and will continue customized professional development in equity and culturally responsive practices (CRP). The Strategic Partnerships and Customer Service Department and the Office of Academics are scheduled to begin professional development in equity this fall.

There are several school-specific professional development opportunities that engage classroom teachers in equity and CRP. These schools include:

- Dr. MLK Elementary School — African American Immersion CRT
- Vincent High School — Choosing and Using Culturally Authentic Texts & Sociolinguistic Informed Professional Learning
- The Community Schools Mini-CRT Conferences
- BLMA Manhood Teacher Pilot professional development at Dr. King Elementary, Audubon Middle, South Division, and Washington (CRT & RP training & coaching)
- French Immersion — CRT PD for staff and parents
- Civics Course Revision Pilot inclusive of CRT & RP
- The SEE US Grant, which is designed to help teachers recognize the learning differences, developmental milestones, and cognitive/affective characteristics of gifted and talented students, including those from diverse cultural and linguistic backgrounds, and identify their related academic and social-emotional needs. The SEE US schools include Bethune, Clarke, Clemens, Congress, Jackson, Keefe, Kilbourn, Parkview, Siefert, Story, Sherman, Stuart, and Thoreau.

The equity specialist collaborates regularly with the Department of Black and Latino Male Achievement, the Department of Student Services, and Positive Behavior and Intervention Supports (PBIS) (Office of Administration) to address the Office of Civil Rights Resolution. The equity specialist will also work with the Office of Human Resources to address the Wisconsin DPI's Inequitable Teacher Distribution Plan. To reinforce the revision to Administrative Policy 1.04, Nondiscrimination, Project AWARE is

beginning to coordinate gender-inclusion supports already within the district and those outside of the district to create on-the-ground support for students to have safe advocates in schools.

The Wisconsin Department of Public Instruction (DPI) will collaborate with MPS to provide free equity and culturally-responsive training for MPS. In fall 2018, the Wisconsin DPI's Disproportionality Network is offering an Equity and Social Justice Summit to MPS since it is the largest district and is working on implementing the Equity Policy. In spring 2019, the DPI Network will also provide Beyond Diversity, a two-day seminar, to MPS educators and communities to understand the impact of race on students' learning and to investigate the role that racism plays in institutionalizing disparities in academic achievement. The United Way Community Schools Partnership is also an important partner in these two opportunities.

Next Steps for Equity Policy/Procedure Implementation

Efforts will continue to engage specific departments and offices in equity and culturally-responsive professional development. The goal is to provide equity and CRP training for individuals and teams that develop district-wide professional development. By establishing a common understanding, these teams can conceptualize equity and culturally responsiveness within their trainings.

In October 2018, a group of 30 administrators comprising principals, chiefs, regionals, directors, supervisors, and managers will work to develop a guidance document to accompany Administrative Policy and Procedure 1.06. District audit data will be analyzed to identify and prioritize areas of greatest inequities. The team will determine which offices and departments are needed to address the prioritized issues. As the guidance is being developed, measurable outcomes and strategies to proliferate equity education and culturally-responsive practices within MPS will be determined. The final guidance document will be presented to the Board of Directors by January 2019.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.06, Equity in MPS

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(Item 4) Report with Possible Action on Mental Health Supports

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 Milwaukee Public Schools (MPS), a Trauma-sensitive Schools model has been developed and adopted to better serve students holistically. The model includes activities and strategies which early evaluation outcomes show promote overall better mental wellness of students, leading to better academic outcomes. The District is implementing social and emotional learning, Restorative Practices, anti-bullying efforts, and a school-based mental health project all within a multi-tiered system of support.

A multi-tiered system of support traditionally has three tiers or levels of layered supports: Tier 1 supports are offered for all students, which in a trauma-sensitive schools model include social and emotional learning, relationship building, anti-bullying efforts and mental health and wellness education. The Second Step curriculum is being used for most students in grades K-8; Act Now! bullying prevention curriculum is being used with students in gradesK-5; and Restorative Practices is being used at traditional middle schools and high schools.

Tier 2 includes individual and small-group intervention and mental health consultation, including collaboration with families and community partners.

Tier 3 includes an educational wraparound focus that can include therapeutic intervention and in-depth collaboration and planning among students, staff, family, and community.

[Additional information is included in the attachments 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 7.01, Teaching and Learning Goals

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COMMITTEE ON STRATEGIC PLANNING AND BUDGET

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on a Request to Approve Changes to the Organizational Structure for the Office of Academics and the Office of Communications and School Performance

The Superintendent is requesting approval of the reorganization of two offices — the Office of Academics and the Office of Communications and School Performance — in order to realize greater efficiency and effectiveness of programs and services that impact upon students.

The district's overall organizational chart remains the same. The proposed changes to the Office of Academics and the Office of Communications and School Performance are detailed in the attachments 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 2.03,Administrative Organization Plan

Fiscal Impact Statement

The proposed revisions to the organizational charts of the Office of Academics and the Office of Communications and School Performance will be reflected in the fall budget adjustments.

Implementation and Assessment Plan

Upon approval by the Board, the proposed organizational changes within the Office of Academics and the Office of Communications and School Performance will be made.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed changes to the organizational charts of the Office of Academics and the Office of Communications and School Performance as detailed in the attachments to the minutes of your Committee's meeting.

The Administration had requested that this item be set aside for separate consideration in order to request that "Dual-language/Immersion Schools" be added under the Department of Bilingual Multicultural Education in the organizational chart for the Office of Academics.

Director Báez moved approval of the Committee's recommendation, with the organizational chart for the Office of Academics to be amended to include Dual-language/Immersion School under the Department of Bilingual Multicultural Education.

The motion prevailed, the vote being as follows:

Ayes — Directors Báez, Falk, Harris, Miller, Philliips, Woodward, and President Sain — 7.
Noes — None.

* * * * *

(Item 2) Report with Possible Action on the Planning of the 2019-2020 (FY20) Budget Parameters

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 Board, by state statute (Wisconsin Statute §120.12), is required to adopt an annual budget.

The MPS community is beginning the process of defining budget parameters and high-leverage strategies to be used in the planning and development of the 2019-20 (FY20) budget. As part of this process, identifying methods for gaining the community's input and participation will be discussed and implemented.

FY20 is the first year of the State's biennial budget cycle. As such, the state parameters are not known.

The following items have been preliminarily identified to be included in the FY20 budget planning:

1. The budget will be prepared based on state law.
2. The budget will take full advantage of the revenue limit in order to maximize services for students.
3. The Milwaukee Board of School Directors will consider repurposing and adjustments of educational programs, as well as departmental budget adjustments, as necessary to promote student achievement and to maintain a balanced budget.
4. The Board will consider salary increases for all employee groups through the budget and negotiation processes to attract and to retain qualified staff.
5. The Board will consider changes in benefits for eligible employees through the budget process to identify cost savings and to increase efficiencies.
6. Operating efficiencies will continue to be reviewed and considered throughout the budget process.

In addition, strategies to improve student achievement are being considered that impact upon the budget, including, but not limited to, the following:

1. one instructional calendar
2. the Long-range Facilities Master Plan
3. the Regional Development Plan
4. rethinking transportation to create efficiencies and to support regional development.

Strategic Plan Compatibility Statement

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.

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(Item 3) Report with Possible Action on the District-Wide Equity Audit

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

Background

On November 30, 2017, the Board adopted Resolution 1718R-006 regarding a District-Wide Equity Audit. Through adoption of the Resolution, the Board directed the Office of Accountability and Efficiency (OAE) to conduct a district-wide equity audit to gather baseline data to use as a starting point for measuring progress towards the district's equity goals.

The OAE continues to work with the Administration in developing the systems to monitor and to inform decisions on equity. While the work is ongoing, many school -evel data points have been considered, and key correlations are presented for review.

Key takeaways from the analysis show that:

- student achievement at the school level has a strong positive correlation to staff attendance and staff tenure and a strong negative correlation to staff turnover; and
- the student stability rate has a strong positive correlation to achievement and student attendance and a strong negative correlation to office discipline referrals (ODRs); and
- the average teacher tenure rate has a strong negative correlation to ODRs, while the number of school leaders in the past five years has a positive correlation to ODRs.

The strength of the relationship between each of the data points reviewed is presented in the attachment to the minutes of your Committee's meeting.

The OAE will continue to work with the Administration to explore next steps based on the review of equity measures.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.06, Equity in MPS

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(Item 4) Report with Possible Action on the Black Lives Matter 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 May 2015, the Board adopted Resolution 1516R-001 regarding the Black Lives Matter Initiative. Since that time, district staff have been working with the community to implement the resolution.

The update attached to the minutes of your Committee's meeting provides an overview of the progress that has been made, alignment to the Five Priorities for Success, as well as next steps.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

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(Item 5) Report with Possible Action Regarding Bilingual/Multicultural 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

On June 19, 2014, the Board adopted Resolution 1415R-003 regarding bilingual/multicultural education. Since that time, district staff have been working with the community to implement the resolution.

The update attached to the minutes of your Committee's meeting provides an overview of the progress that has been made, alignment to the Five Priorities for Success, and next steps.

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

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Voss 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 Request for an Early Start Date for Ronald Wilson Reagan College Preparatory High School (Grades 9-12), Rufus King International High School (Grades 9-12), and Casimir Pulaski High School (Grades 9-12) for the 2019-20 School Year

Background

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

By approving the Administration's recommendation, the Milwaukee Board of School Directors will move to submit a request to the DPI for an early start date (no earlier than August 5, 2019) for the 2019-20 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School. All three schools have requested early start dates for the 2019-20 school year. The request will cite the fact that the post-September 1, 2019, start date conflicts with the curricular requirements of the International Baccalaureate (IB) program.

The district made this request on behalf of these schools for the 2018-19 school year, and it was granted by the DPI.

Fiscal Impact Statement

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

Implementation and Assessment Plan

Upon approval by the Board, the Administration will submit a request to the DPI prior to the January 1, 2019, deadline for an early start date for the 2019-20 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School.

Committee's Recommendation

Your Committee recommends that the Board approve this request for an early start date (no earlier than August 5, 2019) for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School, and direct the Administration to submit a request to the Wisconsin Department of Public Instruction prior to the January 1, 2019, deadline for an early start date for the 2019-20 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School (grades 9-12), and Casimir Pulaski High School.

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

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(Item 2) Report with Possible Action on the MPS Ambitious Instruction Roadmap

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 MPS Ambitious Instruction Plan is closely aligned to the Five Priorities for Success and has a strong emphasis on reading, writing, and mathematics. The Ambitious Instruction Plan sets high expectations for students and develops cultural competence with a focus on language acquisition based on context and connects students' learning to lived experiences. The Plan promotes the use of differentiated formative and summative assessments to inform instruction. Staff members work together to understand learners.

To ensure that the Ambitious Instruction Plan is implemented with fidelity, the Ambitious Instruction Roadmap was created to delineate corresponding professional development on a month-by-month basis beginning in October 2018 and running through the end of the current school year.

[Additional, detailed information is included in the attachments to the minutes of your Committee's meeting.]

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(Item 3) Report with Possible Action on Comprehensive School Counseling Program Activities to Improve Postsecondary Outcomes

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

Background

This report is being presented in compliance with Administrative Policy 7.32, Comprehensive School Counseling Program, which directs that a report on comprehensive school-counseling program activities to improve postsecondary outcomes must be provided to the Board of Directors every October.

During the 2017-2018 school year, the comprehensive school counseling program implemented and collaborated on a number of activities and strategies to increase postsecondary outcomes for students in Milwaukee Public Schools. Additionally, 2017-2018 was the first year of the statewide requirement for all students in public schools to engage in academic and career planning (ACP). Milwaukee Public Schools, which is one of the ACP pilot districts for the Department of Public Instruction, already was engaging students in the ACP process. The comprehensive school counseling program is closely aligned with the ACP process.

The activities implemented in 2017-2018 for improving postsecondary outcomes included the following:

1. School Counseling Curriculum — grades K5-12
2. ACP Conferences — grades 5, 7, 9, 11
3. ACP School Teams and School Plans — All schools
4. Career Fair — grades 3-8
5. Job Fair — students over 16
6. College Application Week — grade 12
7. Cash for College Campaign — grade 12
8. FAFSA Campaign — grade 12
9. Scholarship Campaign — grade 12
10. COSBE Be the Spark — grade 7
11. M-cubed University of Wisconsin-Milwaukee visits — grades 9-10
12. M-cubed Milwaukee Area Technical College visits — grade 10
13. Day of Hope — grades 9 & 12
14. Career Exploration Day — grade 10
15. ACT Test Prep — grade 11
16. Decision Day — grade 12

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.32, Comprehensive School Counseling Program

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(Item 4) Report with Possible Action on Student Work Readiness

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

Student workforce readiness receives broad support at the national, state and district levels. Workforce readiness is a major tenant of NAF Career Academies, is strongly supported through the state's Department of Workforce Development Youth Apprenticeship Program, is a requirement in every student's Academic and Career Plan, and is a focus in career and technical education (CTE).

CTE plays an important role in preparing students for success in the global workforce, which includes providing students with work-based learning experiences such as internships and youth apprenticeships. These experiences provide students with opportunities to apply skills learned in the classroom and teach the necessary employability skills and behaviors to be successful in the workforce.

In the 2017-2018 school year, CTE staff built the infrastructure and put systems in place to expand workforce readiness throughout the district. That structure continues with some improvements for the 2018-2019 school year.

- All 7th-grade classrooms will visit local industry partners as part of the Council of Small Business Executive's (COSBE) Be the Spark program (3,739 students in 2017-2018).
- Each high school has a main point of contact to coordinate communication and work-based learning activities with CTE.
- The College and Career Center staff regularly assists students with resumes, job searches, and job applications.
- Work-readiness sessions to prepare students for internships and youth apprenticeships are scheduled from September through February and will be held with 23 high schools (1,672 students participated in 2017-2018).
- A job board for students is on Career Cruising and on all high-school websites and is updated weekly.

- Informational sessions will be held throughout the year to recruit and to inform employers about opportunities for their participation in youth apprenticeships and internships (three session with 150 participants in 2017-2018).
- The second annual all-district job fair is scheduled for March 13, 2019 (656 students and 55 employers participated in the March 2018 job fair, producing at least 200 jobs).
- Informational sessions will be held for students and their families to learn about and to apply for internships and youth apprenticeships.

As reported in June 2018, at least 2,255 students had some sort of work experience during the 2017-2018 school year, including students who worked in summer 2017.

In summer 2018, Career and Technical Education staff coordinated 121 student job placements, and 445 students participated in the Mayor's Earn and Learn program through Employ Milwaukee. These numbers will be reflected in the 2018-2019 student job totals.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01, Teaching and Learning Goals

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the monthly reports of the Board's delegates to the District Advisory Council, to the Milwaukee Public Library Board, to CESA #1, and to the Head Start Policy Council.

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

In an effort to support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President's activities during the month of October 2018 included the following:

Academic Achievement

- Attended various district events, including:
  - Black & Latino Male Achievement (BLMA) Department's Monthly Mentoring Kick-off
  - MPS FAFSA campaign kick-off
  - Playfield renovation groundbreaking at Columbia Playfield
  - MPS Foundation's Alumni Awards
  - iFair at Washington High School
  - NAF Advisory Board's meeting at James Madison Academic Campus
  - Community meeting at Daniel Webster Secondary School

Student, Family, and Community Engagement

- Discussed improved continuity of services and expanded opportunities for Milwaukee's children and families with local leaders, including:
  - Danae Davis, Executive Director of Milwaukee Succeeds
  - Grady Crosby, Johnson Controls
- Attended various community events, including
  - HBCU/Tribal College Fair at Vincent High School

- Fire Prevention Week Kick-Off at the Survive Alive House
- Urban Music's Leadership Conference
- Helen Bader's opening

- Attended the COEL Advisory Board's meeting at Cardinal Stritch University
- Attended the Milwaukee Public Library Board's meeting
- Attended the Black Male Achievement Advisory Council's meeting

Effective and Efficient Operations

- Met with district leaders to receive updates on district initiatives:
  - Keith Posley, Ed.D., Superintendent of Schools
  - Jacqueline Mann, Ph.D., Board Clerk/Director, Office of Board Governance
  - Paul Phillips, Milwaukee Board of School Directors
  - Larry Miller, Milwaukee Board of School Directors

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RESOLUTIONS

Resolution 1819R-009

By Director Miller

WHEREAS, The Black Lives Matter Resolution 1516R-001 was adopted by the Milwaukee Board of School Directors on April 28, 2015; and

WHEREAS, Resolution 1516R-001 calls for:

- creating safe spaces, quality restorative-justice practices, community and parental involvement, and involvement of student leaders of all types;
- discussions of biases, racial micro-aggressions, fears, cultural ignorance, and stereotypes of Black youth;
- discussions that lead to training of school staffs in methods of de-escalation, mindfulness, creating a culture of trust and cultural relevance, reviewing and strengthening of curriculum, and creating critical ethnic studies;
- bringing community into our schools and strengthening schools as centers of support for communities; and
- the district to review its programs that may be contributing to unfair, unequal power relationships with community and school policing; and

WHEREAS, The national Black Lives Matter movement has called for a "Black Lives Matter at School Week" for the week of February 4, 2019, to focus on the need to:

- replace harsh zero-tolerance disciplinary policies which disproportionately suspend students of color with a restorative practices;
- establish African American studies and other critical ethnic studies in all schools; and
- increase the hiring, training, and support of Black teachers and other teachers of color; now, therefore, be it

RESOLVED, That the district support the "Black Lives Matter at School Week" of education and student participation; and be it

FURTHER RESOLVED, That all schools be presented with activities for student education on the issues raised by the Black Lives Matter movement; and be it

FURTHER RESOLVED, That district-wide activities (issues forum, youth culture night, etc.) be considered for the week; and be it

FURTHER RESOLVED, That an advisory planning committee of students, community, parents, teachers, and school and administrative staff be established to advance this effort.

Referred to the Committee on Student Achievement and School Innovation.

Resolution 1819R-010

By Director Miller

WHEREAS, The MPS Administration has attempted, in many schools, to fund staffing to stand up and ensure the integrity of needed programs to serve our students, even with enrollment decreases; and

WHEREAS, The district goes through the painful process of excessing staff each year because of decreases in student enrollment, funding, certified teachers, and other reasons; and

WHEREAS, In many schools, classes have been in place for as long as 10 weeks before excessing and program change occurs; and

WHEREAS, The excessing process leading to the ending of classes, having students switch classes and teachers, and the ending of needed and advanced programs all lead to significant disruption having an effect on students and their educational experience; and

WHEREAS, The disruption to schools is often more prevalent in lower-performing schools; schools in poor neighborhoods; schools populated almost completely by economically disadvantaged students; schools that have no entrance requirements and accept all students; schools that accept students returning from incarceration, expulsion, and administrative transfer; schools attempting to establish new programs; and schools attempting to redefine themselves; now, therefore, be it

RESOLVED, That the Administration and the Office of Accountability and Efficiency perform an audit of the district's excessing policies, practices, and history through an equity lens; and be it

FURTHER RESOLVED, That a report on the findings of the audit be provided to the Board of School Directors no later than the February 2019 Board cycle.

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

PREVIOUSLY DEFERRED ITEM

The Board returned to Item Two of the Reports and Communications from the Board Clerk/Director, Office of Board Governance — Consideration of and Possible Action on Employment, Compensation, and Performance-evaluation Data Relative to the Co-Managers of the Office of Accountability and Efficiency — which had been deferred to the end of the agenda.

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

Ayes — Directors Báez, Falk, Harris, Miller, Phillips, Woodward, and President Sain — 7.
Noes — None.

The Board retired to executive session at 9:05 PM.

The Board adjourned from executive session at 10:36 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 13, 2018

Special meeting of the Board of School Directors called to order by President Sain at 7:16 PM.

Present — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Absent — None.

The Board Clerk read the following call of the meeting:

November 8, 2018

To the Members of the Board of School Directors:

At the request of President Mark Sain, a special meeting of the Milwaukee Board of School Directors will be held at 6:30 PM (or immediately following the meeting of the Committee on Parent and Community Engagement), on Tuesday, November 13, 2018, in Room 155 of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of deliberating and of taking action in the matter of an appeal of disciplinary action under Appendix A of the Rules of the Milwaukee Board of School Directors.

The Board may retire to closed session pursuant to Wisconsin Statutes, §19.85(1)(f), which allows a governing body to consider disciplinary data of specific persons, preliminary consideration of specific personnel problems, or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations, and §19.85(1)(g), which allows a governing body to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The Board may reconvene in open session to take action on matters discussed in closed session.

JACQUELINE M. MANN, Ph.D.
Board Clerk

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

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — None.

The Board retired to executive session at 7:22 PM.

The Board reconvened in open session at 8:50 PM.

Director Falk moved to uphold the decision of the Independent Hearing Officer. The motion passed, the vote being as follows:

Present — Directors Baéz, Bonds, Falk, Harris, Miller, Phillips, Voss, and President Sain — 7.
Temporarily Absent — Director Woodward — 1.

The Board adjourned at 8:51 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 29, 2018

Regular meeting of the Board of School Directors called to order by President Sain at 6:37 PM.

Present — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Absent and Excused — None.

Director Sain asked for a moment of silence to commemorate the passing of the following members of the MPS family:

- Eldon Hepner, a retired teacher at Bay View High School, who passed away October 29, 2018;
- Mary Margaret P. Jurik, a former MPS teacher, who passed away on October 18, 2018;
- Sandra Parks, an 8th-grade student at Keefe Avenue School, who passed away on November 19, 2018;
- Maximillian Spellecy, a 10th-grade student at Reagan High School, who passed away November 6, 2018; and
- Debora Williams, a staff member at Gaenslen School, who passed away November 4, 2018.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award — Operation Warm "more than a coat"

Background

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, parent, or community member for a display of excellence, achievement, and innovation that may serve as an example to our school district and the entire Milwaukee community. This month, the Milwaukee Board of School Directors is pleased to present the "Excellence in Education Award" to:

Operaton Warm
"more than a coat"

More than one in three children in Milwaukee live in families with incomes below the federal poverty line. Such ecessities as warm winter clothing can be hard to provide when food, housing, heat, and healthcare take priority.

Operation Warm is a national nonprofit that creates brand-new, high-quality coats and gives them away to children in need. Operation Warm recognizes and embraces the fact that all children, regardless of their economic situations, deserve brand-new coats.

Operation Warm partners with compassionate individuals and organizations such as the Milwaukee Firefighters and Milwaukee Public Schools to give a gift of warmth, confidence, and hope. Operation Warm believes a brand new-coat is more than a coat, promoting self-esteem, school attendance, and outdoor play.

Since 1998, Operation Warm and its partners have given away over two million coats across North America. Milwaukee Fire Fighter's Warm Up Winter campaign is part of Operation Warm's 3 Millionth Coat Tour, a season-long effort highlighting Operation Warm and its partners' coat-giving initiatives in more than a dozen cities across the country.

The Milwaukee Board of School Directors recognizes and honosr Operation Warm "more than a coat" for its dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of October 2018 were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report of theSuperintendent of Schools

Background

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

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

Activities from late October through mid-November are also included in the following report.

School Visits

School visits remain a priority and serve as an excellent mechanism for gathering feedback to support our improvement efforts. This month, some of the schools I visited include Allen-Field, Bay View, Burdick, Cass, Fratney, Hawthorne, Gwen T. Jackson Early Childhood and Elementary, Lincoln Avenue, James Madison Academic Campus (JMAC), Milwaukee German Immersion, Milwaukee School of Languages, and Wedgewood.

In alignment with our efforts to increase opportunities for student voice, I conducted a student focus group at Hmong American Peace Academy (HAPA). I also gave greetings at Milwaukee French Immersion School, where we held our Equity–Education–Empowerment Speaker Series on "A Thread in Milwaukee's Fabric," presented by Reggie Jackson.

Community Conversations sessions were held at James Madison Academic Campus, Hamilton High School, Bay View High School, and Milwaukee High School of the Arts, where we continued our ongoing dialogue with stakeholders to discuss ways to strengthen our district and school culture.

Events/Programs/Announcements

MKE Early Childhood Initiative

Milwaukee Public Schools, in collaboration with the City of Milwaukee and other public and private partners, has announced a new initiative and call to action to improve early childhood education across the city. Ninety-five percent of a child's brain development occurs in the first five years, the timeframe that is the focus of this initiative. MPS and city leaders are joining together to build on past momentum and push forward with the MKE Early Childhood Initiative. The City of Milwaukee has hired a qualified individual to help spearhead early childhood literacy work. MPS is working with childcare partners to see how Milwaukee can create consistency of high-quality learning experiences from birth to age five that improve literacy but also support social and emotional development. Four focus areas have been identified for the initiative:

1. ensuring that every Milwaukee family has access to high-quality childcare;
2. improving MPS's early literacy scores;
3. increasing state reimbursement rates for daycare centers; and
4. leveraging resources to ensure a high-quality learning experience from daycare to school.

North Division Joins Community Schools Partnership

Strong partners improve equity and enhance student success. To boost student achievement, North Division High School has announced that it will partner with the Milwaukee Urban League and United Way of Greater Milwaukee & Waukesha County as part of the Milwaukee Community Schools Partnership. This United Way initiative works with community partners to improve educational outcomes, school climate, and local neighborhoods while ensuring that equity and cultural relevance are cultivated in all programs and engagement.

The Community School model has been implemented across the nation and in about a dozen MPS schools. As available school resources continue to tighten, partners provide volunteers and supply drives, leadership, mentorship, tutoring, and more to make sure every child receives the education he/she deserves. Partnerships represent an investment in the future of our youth, who will one day be our economic and community leaders.

The Milwaukee Urban League, United Way of Greater Milwaukee & Waukesha County, and North Division High School are eager to unlock the potential of young people and the surrounding community. MPS is grateful for the engagement of these strong partners who are prepared to accelerate student learning.

Walmart Partners with MPS to Employ Students and to Increase College Access

Walmart has announced that it will adopt MPS traditional high schools during the 2018-19 school year. In partnership with the Milwaukee Public Schools' Department of Strategic Partnerships & Customer Service, a kickoff was held at Riverside University High School. The partnership will offer students the opportunity to explore all Walmart career tracks, complete an application for employment, and participate in on-the-spot interviews.

Walmart is committed to hiring as many as 50 students at a starting wage of $11.00 per hour. Students can request flexible schedules to ensure that their academics remain top priority. Following graduation, students employed by Walmart will be able to participate in the retailer's new partnership with Guild Education, which is available to all associates, both part-time and full-time. Through the Guild Education program, participants can earn an online associate's degree or bachelor of arts degree in business administration or logistics for as little as $1.00 per day.

MPS is committed to ensuring that all students graduate from high school on time and prepared for college, career, and life. Walmart's partnership will provide opportunities to students who may feel that college is unaffordable or out of reach.

Wisconsin Students GO 2 College

As part of the American College Application Campaign, Wisconsin schools are participating in Wisconsin Students GO 2 College. Promoted by MPS school counselors, events will be hosted in 22 MPS schools to help students apply for postsecondary education. The American College Application Campaign is a national effort to increase the number of first-generation and low-income students pursuing college degrees or other higher-education credentials.

Milwaukee Public Schools offers College & Career Centers in all 20 traditional high schools to help students plan beyond graduation. Staff are available to help with college applications, essays, scholarship applications, the Federal Application for Free Student Aid (FAFSA), and more.

College applications, financial aid applications, and scholarships are on the rise in MPS! In 2018, MPS students were offered $86.2 million in scholarships and grants.

MPS Gains Support in Family Engagement from Flamboyan Foundation

Milwaukee Public Schools has been accepted into Flamboyan Foundation's National Family Engagement Fellowship. This national expert in family engagement has been working with a team of dedicated advocates for stronger family engagement in MPS to complete a landscape assessment of family engagement in the district. Using information gathered from interviews, focus groups, surveys, and other

district data, the team will embark on designing new approaches to the ways in which schools connect with families.

During a visit this fall, Flamboyan team members met with MPS leadership to explore a vision for family engagement in MPS. The team of Flamboyan and MPS representatives will work together over the next year to test new approaches for engaging families. Research in the district to this point has revealed that families and staff see a need to focus on the quality of engagement rather than frequency of involvement. A target effort will be to help every parent be able to advocate for his/her child, to ensure that children are ready to learn each day, and to share the family's hopes and dreams for his/her child's future.

Employment program kicks off at South Division High School

Jobs for America's Graduates (JAG) kicked off a new program for 25 students from Milwaukee Public Schools' South Division High School. Through this program, students learn critical employability and leadership skills. The goal is to help each student in the program graduate and find employment. JAG will assist these students for up to one year after graduating from high school.

The JAG program in Milwaukee is being supported through a public/private cost-sharing partnership among Milwaukee Public Schools, QPS Employment, Associated Bank, and the Metropolitan Milwaukee Association of Commerce (MMAC). Associated Bank and MMAC have each donated $5,000, and QPS made a $25,000 donation at the ceremony.

Jobs for America's Graduates is a state-based national nonprofit organization dedicated to preventing dropouts among young people who have serious barriers to graduation and/or employment. In more than three decades of operation, JAG has delivered consistent results, helping more than one million young people stay in school through graduation, pursue postsecondary education, and secure quality entry-level jobs leading to career-advancement opportunities.

Awards/Recognition

Annie McGinnity Kubes Recognized for MPS Drive

Milwaukee Recreation's Annie McGinnity Kubes was recognized this month by the Wisconsin Community Services (WCS) Center for Driver's License Recovery & Employability (CDLRE). Citywide leads the MPS Drive program, the free driver-education initiative for students currently enrolled in MPS high schoosl.

MPS Drive is one of Milwaukee Recreation's signature programs for improving equity in the community. Recognizing the disparity between the number of Milwaukee 18-year-olds with drivers' licenses (30 percent) and their suburban counterparts (71 percent), the department developed MPS Drive, the only program in the nation to offer both free driver's education and a restorative track for students who have suspended licenses. Since 2016, this program has maintained a 97 percent pass rate on the permit test, while helping nearly 1,000 students obtain licenses.

MPS Drive addresses three key issues: equity, workforce readiness, and public safety. The CDLRE works with low-income Milwaukee County residents with active suspensions or revocations and partners with MPS Drive to help students on the restorative track complete the necessary steps toward a driver's license.

Since its inception just three years ago, MPS Drive has quickly made its mark on high-schoolers, families, and everyday drivers across Milwaukee. McGinnity Kubes believes that there are even greater strides to be made in the coming years, particularly when it comes to bringing in students who may already have suspended or revoked licenses.

Teaira McMurtry Is Named to National Fellowship

Milwaukee Public Schools congratulates School Improvement Coordinator Teaira McMurtry, Ph.D., who was selected for a fellowship by the National Council of Teachers of English. As part of the Cultivating New Voices among Scholars of Color initiative, Dr. McMurtry will receive two years of support, mentorship, and networking opportunities to broaden her impact on education and help break new ground for students and educators of color.

McMurtry completed her Ph.D. in language and literacy at Cardinal Stritch University this summer. In MPS, she currently designs and facilitates professional development for teachers and instructional leaders in the areas of adolescent literacy and culturally and linguistically responsive practices. Her work centers on

helping teachers understand and respond to language differences and to move away from standardized teaching traditions.

Mentoring McMurtry will be Arnetha F. Ball, who is the Charles E. Ducommun Endowed Professor in the Graduate School of Education at Stanford University in the Curriculum Studies, Teacher Education, and Race, Inequality and Language programs.

Sabrina Lupoli Receives National Award for Teaching Excellence In Italian

The Coccia Foundation has awarded the 2018 Coccia-Inserra Award for Excellence and Innovation in the Teaching of Italian to Sabrina Lupoli, a teacher at Milwaukee Italian Immersion School. Lupoli received her award during the Teaching Italian Symposium at Montclair State University in New Jersey. The extensive award application included sample lesson plans, community involvement, promotion of the Italian language, evaluation by the principal, comments from students, professional development, and a 15-minute video of a classroom lesson.

Lupoli, who had attended the symposium to gain new teaching tools and techniques, was recognized in front of a large gathering of attendees. The award included a $5,000 prize, with half designated for classroom needs and half earmarked for Lupoli's professional development.

Now in her fifth year with Milwaukee Public Schools, Lupoli has taught five-year-old kindergarten and third grade and currently teaches a combined second- and third-grade class.

Kathleen Westrich of Reagan High School is Assistant Principal of the Year

Assistant Principal Kathleen Westrich at Ronald Wilson Reagan College Preparatory High School was named Assistant Principal of the Year by the Association of Wisconsin School Administrators (AWSA).

The Wisconsin Assistant Principal of the Year program recognizes an assistant principal whose leadership has resulted in improved student learning, instructional collaboration, and a safe and positive school environment. Nominations come from fellow administrators, school board members, teachers, students, and parents. The selection criteria include a commitment to personal excellence; collaborative leadership; personalization; curriculum, instruction and assessment; and service as an established and respected member of the community.

Westrich will formally accept the award at the 2019 Associate Principals' Conference in January in Green Bay. She will also receive $1,000 for use on a project of her choice at her high school. Additionally, Westrich will represent the state of Wisconsin at the National Principals' Conference in Boston next summer, where the 50 Assistant Principals of the Year from across the country will be honored.

Increasing Opportunities for Student Voice

A shared goal of the Milwaukee Board of School Directors and the Administration is providing increased opportunities for student voice throughout the district and at the monthly board meetings. With that goal in mind, I have continued my listening sessions with students. Through these sessions, I learn a lot about what is important to students, including what makes them most proud about MPS and what their ideas are for increasing student voice in district decision making. Last month, I had the privilege of meeting with students at Hmong American Peace Academy (HAPA). At the Board's November meeting, HAPA's students will provide a report on the various recommendations for increasing student voice that they shared with me when I visited their school.

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

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

Background

On November 6, State Superintendent Evers was elected the next Governor of the State of Wisconsin. With that victory, the budget that Governor-Elect Evers proposed as State Superintendent now becomes the K-12 education budget that will be put forward in the Governor's budget in February.

Among other highlights of that budget, long-overdue funding increases for students with disabilities have been put forward.

As district-by-district funding detail is being compiled, we will discuss those figures. Updated information regarding the Milwaukee Early Childhood Initiative will be highlighted as well.

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.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

Current Project Updates

The OAE is working with the Administration and the Office of Board Governance on the next steps regarding an inventory of district property of artistic, historic, or monetary value. This work is currently focused on the development of policy that will address the first steps of a district-wide implementation.

Additionally, the OAE will be working with the Administration on exploring the creation of a performance-based contracting system to improve performance and lower costs.

Lastly, the OAE is nearing completion of its district-wide assessment of diversification of workforce and expects to present its report in January 2019.

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

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

The Board Clerk presented 31 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

President Sain passed the gavel to Vice-President Miller at 7:16 PM.

Director Woodward moved to accept the reports of the Independent Hearing Officers of October 30 and 31, 2018, and November 2, 5, 7, 9, 12, 14, 16, 19, 20, 26, and 27, 2018.

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

Ayes — Directors Baéz, Falk, Harris, Phillips, Voss, Woodward, and Vice-President Miller— 7.
Noes – None.
Temporarily Absent — President Sain — 1.

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

- From the Committee on Accountability, Finance, and Personnel:

  Item Two, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Limited-Term Employment (LTE) Contracts Exceeding Sixty Days, was set aside at the request of President Sain.

On the motion of Director Baéz, the balance of the Committee Reports was approved, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Phillips, Voss, Woodward, and Vice-President Miller — 7.
Noes — None.
Temporarily Absent — President Sain — 1.

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 Finance Matters: Informational Report on a Change Order in Excess of $25,000; Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Contracts Under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Report on a Change Order in Excess of $25,000

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting a change order to an existing contract whose collective net value exceeds $25,000.

Contract: C026345
Infor Public Sector, Inc./Stellar Services, Inc.

On May 25, 2017, the Administration requested that the Board waive Administrative Policy 3.09(9)(e); enter into a contract with Infor Public Sector, Inc., for the implementation of a new HRMS/FIS system (Infor CloudSuite); and authorize the purchase of the Infor CloudSuite software licenses and maintenance from Stellar Services, Inc., an authorized Infor reseller and HUB vendor. The initial term is a seven-year period, from June 1, 2017 through June 30, 2024. MPS had previously executed a change order to purchase and implement an additional module related to the Learning Management System.

The implementation timeline proposed in the contract was very aggressive, and it was determined to be in the best interests of the project to delay the "go-live" date for Finance from July 1, 2018, to January 1, 2019, in order to allow additional time to configure the system to MPS's specifications. MPS has also requested additional resources from Infor to assist in the development of process automations that were originally to be completed by MPS staff. While these changes resulted in the need to allocate additional resources to the project, the total amount of the increase is being offset by cost efficiencies in other areas of the project, including MPS's decision to forgo utilizing a third-party software solution, PCI, for cash receipts.

Further, the change order details additional resources and credits provided to MPS at Infor's cost due to turnover of several key Infor staff members who had been implementing the project, which has resulted in Infor's request to delay the go-live date for Human Resources from January 1, 2019, to April 1, 2019. These additional resources demonstrate Infor's commitment to delivering the ERP system to MPS.

As such, the Department of Technology is now adding funds in the amount of $83,076.26 to the contract.

Original Contract Amount	$ 18,663,856.11
Increase from previous Change Order	$ 89,158.50
Increase from current Change Order	$ 83,076.26
Adjusted Contract Amount:	$ 18,836,090.87

Routine Monthly Reports

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

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations over $5,000			
German Immersion School	Learning Links	$5,000.00	General School Supplies
	Total Monetary Donations over $5,000	$5,000.00	
Monetary Donations			
Academy of Accelerated Learning	Ca Ca	$60.00	General School Supplies
Alcott School	Emily Takacs	$20.00	General School Supplies
Allen-Field School	Uniform Wear & Miscellaneous LLC	$100.00	Uniform Donation
Browning School	United Healthcare Services, Inc.	$1,000.00	School Playground & Supplies

Location	Donor	Amount	Gift or Purpose
Cass Street School	Steven & Kathryn J. Baptie	$3,000.00	General Student Activities
Elm Creative Arts School	Fiserv	$3,250.15	General School Supplies
French Immersion School	Noelle Aline Delorme*	$50.00	Art Supplies
German Immersion School	Your Cause AbbVie*	$28.84	General School Supplies
German Immersion School	Action for Healthy Kids	$650.00	Water Filling Station
German Immersion School	Your Cause AbbVie*	$8.24	General School Supplies
Hamilton High School	Bhanu Mital	$101.00	Science Supplies
Hamilton High School	Wanda Raven	$100.00	Athletics Supplies
Hamilton High School	WePay	$1,631.50	Football Equipment
Hamilton High School	El Conquistador Communication	$150.00	Girls Softball Supplies
Hi-Mount School	Dante Houston	$100.00	PBIS Supplies
Hi-Mount School	Brewers Community Foundation, Inc.	$1,544.00	General School Supplies
Honey Creek Elementary School	Verlo Mattress	$500.00	Library Donation
Keefe Avenue School	Mike Winghart*	$100.00	PBIS Incentives
King High School	Anonymous	$20.00	Sunshine Club
Longfellow School	Ernest & Young LLP	$2,479.48	General School Supplies
Meir School	Skybridge Americas, Inc.	$37.50	STEM Supplies
Milwaukee High School of the Arts	The Juice Kitchen LLC	$100.00	General School Supplies
Milwaukee High School of the Arts	Sports & the Arts, Inc.	$2,000.00	MHSA Photo Work Supplies
Milwaukee High School of the Arts	Marquette University	$500.00	Orchestra Supplies
Milwaukee School of Languages	Skybridge Americas, Inc.	$32.92	General School Supplies
Milwaukee School of Languages	WIlliam P. Harvill	$100.00	Freshman Supplies
Milwaukee School of Languages	Theresa M. Dobbs	$500.00	Math Supplies
Milwaukee School of Languages	Skybridge Americas, Inc.	$32.92	General School Supplies
Mitchell School	Kiwanis Club of Milwaukee	$2,000.00	RIF Supplies
North Division High School	Milwaukee Teachers' Education Association	$106.00	Majorettes Supplies
North Division High School	BLA Investments LLC	$50.00	Boys Basketball Supplies
Pulaski High School	Donors Choose	$1,200.00	Bus Tickets
Riverside High School	Saz's Catering, Inc.	$1,320.00	Riverside Senate Support
Riverside High School	State of Wisconsin	$1,500.00	Football Equipment
Riverside High School	Angela Sitzes	$100.00	Band Support
Riverside High School	Shaun Roby	$25.00	Girls Volleyball Supplies
Riverside High School	Maureen Stone	$300.00	Volleyball Supplies
Riverside High School	Lolita Bevenue	$20.00	General School Supplies
Riverside High School	State of Wisconsin	$872.00	Volleyball Supplies
Ronald Reagan High School	Thomas & Wendy Weir	$100.00	Music Supplies
Ronald Reagan High School	George Tsopelas	$60.00	Football Equipment
Ronald Reagan High School	Ted D. & Mary Kellner	$1,000.00	Urban Promise
Ronald Reagan High School	Maryanne & Michael Scherer	$75.00	Music Supplies
Ronald Reagan High School	Donors Choose	$687.50	Field Trip
Obama SCTE	Greater Milwaukee Foundation, Inc.	$3,000.00	General School Supplies
Story School	LeadDog Marketing Group	$732.00	Kohl's Cares Field Trip Grant
Story School	LeadDog Marketing Group	$685.00	Kohl's Cares Field Trip Grant

Location	Donor	Amount	Gift or Purpose
Story School	LeadDog Marketing Group	$735.00	Kohl's Cares Field Trip Grant
Trowbridge School	Paula Ann Lucey	$100.00	Madison Field Trip
Trowbridge School	Roberta Drews	$160.00	Madison Field Trip
Trowbridge School	Theresa Reagan	$100.00	Madison Field Trip
Trowbridge School	Jolene Plautz	$25.00	Madison Field Trip
Trowbridge School	Mike Arnow	$400.00	Madison Field Trip
Westside Academy I	FIS	$2,500.00	General School Supplies
Whitman School	Action for Healthy Kids	$650.00	Health Walking Club
Wisconsin Conservatory	Cynthia R. Eastern	$50.00	Homecoming Supplies
	Total Monetary Donations	$36,749.05	
Non-Monetary Donations			
Academy of Accelerated Learning	Midwest Affiliate Youth Market Service Center	$100.00	Playground Balls
Academy of Accelerated Learning	Patricia Masialunski-Scarlato*	$25.00	Gift Card
Academy of Accelerated Learning	Dennise Schroeder Wagner*	$150.00	General School Supplies
Academy of Accelerated Learning	Tara Lazzaro	$425.00	General School Supplies
Alcott School	Donors Choose	$531.72	Metal Stools & Chairs
Bay View High School	Donors Choose	$501.90	Headsets
Bay View High School	Donors Choose	$4,296.59	General School Supplies
Bay View High School	Eric Waydick	$1,240.28	General School Supplies
Bradley Trade & Tech	Donors Choose	$986.98	Books
Bradley Trade & Tech	Donors Choose	$456.82	General School Supplies
Bradley Trade & Tech	Donors Choose	$700.94	Chairs & Chair Cushions
Bradley Trade & Tech	Donors Choose	$1,573.96	Classroom Furniture
Bradley Trade & Tech	Donors Choose	$1,038.41	General School Supplies
Burbank School	Aleece Lair	$30.00	Children's Shoes
Burbank School	Martin Luther Lutheran Church	$400.00	School Supplies & Backpacks
Burbank School	Azariah Jones*	$25.00	General School Supplies
Burbank School	Pam Gende	$25.00	Children's Clothes
Burbank School	Martin Luther Lutheran Church	$200.00	General School Supplies
Burbank School	Martin Luther Lutheran Church	$250.00	Nap Mats
Congress School	Donors Choose	$247.74	Lakeshore Art & Writing Supplies
Congress School	Donors Choose	$315.82	Lakeshore Building Toys
Dr. B. Carson Academy of Science	Donors Choose	$308.93	Science Materials
Dr. B. Carson Academy of Science	Donors Choose	$310.76	Laminating File Film
Dr. B. Carson Academy of Science	Donors Choose	$287.81	Construction Paper
Elm Creative Arts School	The Salvation Army	$400.00	Polo Shirts
Engleburg School	Donors Choose	$222.24	Books, Videos & Classroom Materials
Fifty-Third Street School	Donors Choose	$149.10	Mindfulness
Franklin School	Playworks	$275.00	Gym Equipment
Franklin School	Donors Choose	$1,346.62	General School Supplies
Grantosa Drive School	Gateway Associates	$1,000.00	General School Supplies
Grantosa Drive School	Donors Choose	$2,731.80	General School Supplies
Grantosa Drive School	Donors Choose	$535.47	2 HP Chromebooks
Grantosa Drive School	Donors Choose	$296.63	General School Supplies
Grantosa Drive School	Donors Choose	$326.95	Headphones & Splitters
Grantosa Drive School	Donors Choose	$1,094.82	General School Supplies
Grantosa Drive School	Donors Choose	$294.71	Classroom Storage
Grantosa Drive School	Donors Choose	$457.58	Sports Equipment
Grantosa Drive School	Donors Choose	$1,200.00	Books

Location	Donor	Amount	Gift or Purpose
Grantosa Drive School	Donors Choose	$543.00	General School Supplies
Grantosa Drive School	Donors Choose	$541.00	Dick's Sporting Goods
Grantosa Drive School	Donors Choose	$461.00	General School Supplies
Grantosa Drive School	Donors Choose	$278.79	Math Manipulations
Grantosa Drive School	Donors Choose	$396.84	PBIS Incentives
Grantosa Drive School	Donors Choose	$607.27	Lakeshore Classroom
Grantosa Drive School	Donors Choose	$2,299.74	General School Supplies
Grantosa Drive School	Donors Choose	$95.70	Fabric
Grantosa Drive School	Donors Choose	$288.80	General School Supplies
Grantosa Drive School	Donors Choose	$335.00	Cheerleading Supplies
Grantosa Drive School	Donors Choose	$376.00	Reading Supplies
Grantosa Drive School	Donors Choose	$115.00	Sports Equipment
Grantosa Drive School	Donors Choose	$1,982.30	General School Supplies
Hi-Mount School	Spirit of Peace	$40.00	Hats, Gloves, Scarfs & Mittens
Hi-Mount School	Don Eisenhauer	$150.00	Art Supplies
Howard Avenue Montessori	Pam Lehmann	$210.00	Knit Scarves
Keefe Avenue School	Sarah A. Smasal	$50.00	Meijer Gift Card
Keefe Avenue School	Sarah A. Smasal	$300.00	General School Supplies
MacDowell Montessori	Donors Choose	$692.93	General School Supplies
Meir School	Donors Choose	$117.33	Bow ties
Mitchell School	Donors Choose	$559.90	General School Supplies
Pulaski High School	Donors Choose	$557.00	General School Supplies
Pulaski High School	Donors Choose	$620.00	Hygiene Supplies
Pulaski High School	Anonymous Donor	$168.92	Furniture
Riverside High School	Lamers Bus Lines, Inc.	$132.00	Field Trip
Ronald Reagan High School	Tom Gulland	$399.83	Football Supplies
Siefert School	Thrivent Financial	$250.00	School Carnival Supplies
Thoreau School	Brown Deer United Methodist Church	$40.00	Hand Sanitizer
Thoreau School	Lisa Turner*	$78.77	Fundraiser Food & Supplies
Vieau School	Donors Choose	$1,274.00	General School Supplies
Zablocki School	Roseanna Aldana	$17.99	Pencils
	Total Non-Monetary Donations	$38,738.69	
	Total Value of Donations for November 2018	$80,487.74	
	**Donations from MPS Alumni*	$465.85	

Committee's Recommendation

Your Committee recommends that the Board 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 Committee reports.

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(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Limited-Term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

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

Codes	Name	Position and Assignment	Salary
(5)(r)	Christopher Hauser	Interim Deputy Superintendent Office of the Superintendent	Schedule 03, Range 19A $154,820
(2)(nr)	Jeremiah Holiday	Interim Chief Academic Officer Office of the Chief of Academics	Schedule 03, Range 18A $148,865
(2)(r)	Bridgette Hood-Leveston	Regional Superintendent Office of the Chief of School Administration	Schedule 03, Range 16A $135,827
(2)(nr)	Vickie Brown-Gurley	Interim Senior Director of Curriculum and Instruction Office of the Chief of Academics	Schedule 03, Range 16A $126,414
(5)(r)	Lynn Ruhl	Interim Director II — Financial Planning & Budget Office of the Chief of Finance	Schedule 03, Range 15A $112,067
(5)(r)	Travis Pinter	Manager II, School Psychology & Allied Health Svcs Office of the Chief of Academics	Schedule 03, Range 12A $97,077
(4)(r)	Indalecio Manzano	Coordinator III, Educator Effectiveness Office of the Chief of Academics	Schedule 03, Range 08A $94,942
(2)(r)	Felecia Jasper-Mitchell	Supervisor II, School Bookkeeper Office of the Chief of Finance	Schedule 03, Range 10A $82,000
(5)(nr)	Susan Kipp	Administrative Assistant III Office of the Chief of Communications & School Performance	Schedule 03, Range 03A $58,570

Recommended Reassignments

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

Codes	Name	Position and Assignment	Salary
(5)(nr)	Jennifer Smith	Regional Superintendent Office of the Chief of School Administration	Schedule 03, Range 16A $137,209
(4)(r)	Juan Baéz	Director I, Bilingual Multicultural Education Office of the Chief of Academics	Schedule 03, Range 14A $124,104
(4)(r)	Keren Gonzalez	Administrative Assistant III Office of the Chief of Communications & School Performance	Schedule 03, Range 03A $54,679

Recommended Reclassifications

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

Codes	Name	Position and Assignments	Salary
(4)(r)	Rosa Cerda	Principal II, Longfellow Office of the Chief of School Administration	Schedule 03, Range 14T $113,099
(5)(r)	Kim Malacara	Principal II, Mitchell Office of the Chief of School Administration	Schedule 03, Range 14T $104,402
(5)(nr)	Paul Skebba	Senior Support Technician II Office of the Chief of Human Resources	Schedule 03, Range 04A $61,254
(5)(nr)	Leah Alsteen	Grant Coordinator I Office of the Chief of Finance	Schedule 03, Range 06A $59,552
(5)(r)	Michelle Olszewski	Senior Support Technician II Office of the Chief of Human Resources	Schedule 03, Range 04A $49,394

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	Position and Assignment	Hourly Salary	Dates
(5)(r)	Paul Stawicki	School Bookkeeper Supervisor II Office of the Chief of Finance	$46.04	10/15/18-01/14/19
(2)(nr)	Karen Bradley	Principal Assessors Office of the Chief of School Administration	$40.00	8/01/18-2/01/19
(5)(r)	Jennifer Guenthner	Special Education Supervisor Office of the Chief of Academics	$40.00	9/17/18-12/21/18
(5)(r)	Kathryn Evans	Database Specialist Office of the Chief of Human Resources	$37.88	10/01/18-12/31/18
(2)(r)	Jamella Acosta	Project AWARE Facilitator Office of the Chief of Communications & School Performance	$30.00	9/24/18-3/24/19
(5)(r)	Michele Butz	Montessori Support Office of the Chief of School Administration	$30.00	11/01/18-5/01/19
(5)(r)	Jordan Fishman*	Assistant Principal Coaching Support Office of the Chief of School Administration	$35.00	8/15/18-6/15/19
(5)(nr)	Delphine Gurzynski	Benefit Associate Support Office of the Chief of Human Resources	$30.00	11/01/18-5/01/19
(2)(nr)	Chiffon King	Project AWARE Facilitator Office of the Chief of Communications & School Performance	$30.00	10/01/18-4/01/19
(4)(r)	Aida Roman Cortes	Regional Attendance Support Liaison Office of the Chief of School Administration	$30.00	10/26/18-12/30/18
(5)(r)	Clara Tracey	Orchestra Coach Office of the Chief of School Administration	$30.00	9/24/18-3/24/19
(2)(r)	Jacqueline Davis	Administrative Assistant Support Office of the Chief of Human Resources	$23.54	10/30/18-4/30/19
(5)(nr)	Megan Burk	Adopt-a-School/Community Partnership Grant Support Office of the Chief of Communications & School Performance	$21.00	7/01/18-12/31/18
(5)(r)	David Waskiewicz	Duplicating Operator I Office of the Chief of School Administration	$19.08	11/01/18-4/30/19
(5)(r)	Valerie Pogue	Piano Accompaniment & Vocal Coach Office of the Chief of School Administration	$17.06	8/20/18-12/20/18

Codes

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

Vice-President Miller moved to retire to executive session, pursuant to Wisconsin Statutes, §19.85(1)(c). The motion passed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Phillips, Voss, Woodward, and Vice-President Miller — 7.
Noes — None.
Temporarily Absent — President Sain — 1.

The Board retired to executive session at 7:24 PM.

The Board reconvened in open session at 8:23 PM.

Director Falk moved to approve Item Two of the Report of the Committee on Accountability, Finance, and Personnel, with the exception of the positions listed for reassignment. The motion passed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Phillips, Sain, Voss, Woodward, and Vice-President Miller — 8.
Noes — None.

The gavel was passed back to President Sain.

* * * * *

(Item 3) 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

Your Committee recommends that the Board approve the following appointments of classified staff, to be effective as of the dates indicated.

Name	Position and Salary	Date
	New Hires	
2 Sharmeka Bell	Building Service Helper I $13.12/hr.	10/08/2018
2 Cassandra Brown	Building Service Helper I $13.12/hr.	10/15/2018
2 Rajshaun Hawkins	Building Service Helper I $13.12/hr.	10/08/2018
2 Tracy McPhan	Building Service Helper I $13.12/hr.	10/22/2018
5 Kenneth Paczkowski	Building Service Helper I $13.12/hr.	10/15/2018
2 Shakur Payne	Building Service Helper I $13.12/hr.	10/15/2018
2 Janavia Robinson	Building Service Helper I $13.12/hr.	10/22/2018
2 Autumn Rush	Building Service Helper I $13.12/hr.	10/08/2018
2 Qudray Staples	Building Service Helper I $13.12/hr.	10/15/2018
2 Jasmine Watson	Building Service Helper I $13.12/hr.	10/15/2018
4 Abel Whitley	Building Service Helper I $13.12/hr.	10/22/2018
5 Carol Miller	Boiler Attendant Trainee $33,698.08	10/22/2018
5 Amy Hernandez	Central Kitchen Delivery Driver $20.50/hr.	10/01/2018
4 Jose Hernandez	Central Kitchen Delivery Driver $20.50/hr.	10/01/2018
2 Chesa Coleman	Children’s Health Assistant $17,602.22	10/01/2018
2 Tim Bragulla	Electrician $37.51/hr.	10/15/2018
2 Lakresha Brown	Food Service Assistant $12.94/hr.	10/01/2018
2 Eva Burton	Food Service Assistant $12.94/hr.	10/08/2018
2 Kaila Carson	Food Service Assistant $12.94/hr.	10/08/2018
2 ShQueena Cruse	Food Service Assistant $12.94/hr.	10/29/2018
2 Calvin Fowler	Food Service Assistant $12.94/hr.	10/02/2018

	Name	Position and Salary	Date
4	Natasha Fuentes Brooks	Food Service Assistant $12.94/hr.	10/29/2018
4	Orlando Gonzalez Rivera	Food Service Assistant $12.94/hr.	10/29/2018
2	Shannon Gordon	Food Service Assistant $12.94/hr.	10/29/2018
2	LuShunda Hill	Food Service Assistant $12.94/hr.	10/29/2018
4	Adelaida Martinez	Food Service Assistant $12.94/hr.	10/01/2018
4	Meressa Mendoza	Food Service Assistant $12.94/hr.	10/01/2018
4	Maria Rendon Mendoza	Food Service Assistant $12.94/hr.	10/16/2018
2	Jacques Weddle	Food Service Assistant $12.94/hr.	10/30/2018
2	Hope Wells	Food Service Assistant $12.94/hr.	10/29/2018
2	Shamiah Williams	Food Service Assistant $12.94/hr.	10/01/2018
2	Alexander Willis	Food Service Assistant $12.94/hr.	10/08/2018
5	Angela Zaccone	Food Service Assistant $12.94/hr.	10/15/2018
2	Shameka Anderson	Para Ed Assistant $18,315.98	10/18/2018
4	Martha Arechiga Avila	Para Ed Assistant $18,315.98	10/01/2018
4	Yanderid Arteaga	Para Ed Assistant $18,315.98	10/08/2018
2	Rashida Baker	Para Ed Assistant $18,315.98	10/15/2018
4	Delmy Benitez Borja	Para Ed Assistant $18,315.98	10/08/2018
2	Faith Britton	Para Ed Assistant $18,315.98	10/01/2018
2	Andrea Brown	Para Ed Assistant $18,315.98	10/15/2018
2	Kawanda Brown	Para Ed Assistant $18,315.98	10/29/2018
2	Armon Brunson	Para Ed Assistant $18,315.98	10/08/2018
5	Samuel Bukowski	Para Ed Assistant $18,315.98	10/17/2018
2	Jonathan Burrell	Para Ed Assistant $18,315.98	10/15/2018
2	Brittany Clay	Para Ed Assistant $18,315.98	10/02/2018
2	Dody Cooper	Para Ed Assistant $18,315.98	10/01/2018
4	Priscila Diaz Arroyo	Para Ed Assistant $18,315.98	10/01/2018
4	Ruben Garcia	Para Ed Assistant $18,315.98	10/30/2018
2	Jamisha Gladney	Para Ed Assistant $18,315.98	10/15/2018
2	Mamadou Guisse	Para Ed Assistant $18,838.38	10/23/2018
2	Mariah Hall	Para Ed Assistant $18,315.98	10/30/2018

	Name	Position and Salary	Date
2	Sheneta Hamilton	Para Ed Assistant $18,315.98	10/02/2018
4	Cristela Hernandez	Para Ed Assistant $18,315.98	10/15/2018
2	Asya Holt	Para Ed Assistant $18,315.98	10/18/2018
2	Dikembe Husband	Para Ed Assistant $18,315.98	10/09/2018
2	Charlotte Jackson	Para Ed Assistant $18,315.98	10/23/2018
1	Faisal Khan	Para Ed Assistant $18,315.98	09/27/2018
3	Iram Khan	Para Ed Assistant $18,315.98	10/08/2018
2	Keith Leavy	Para Ed Assistant $18,315.98	10/18/2018
4	Angela Marquez	Para Ed Assistant $18,315.98	10/17/2018
4	Daiana Matta Castro	Para Ed Assistant $18,315.98	10/10/2018
2	Angela Mayweather	Para Ed Assistant $18,315.98	10/18/2018
5	Laura Meyer	Para Ed Assistant $18,315.98	10/01/2018
5	Ashley Milewski	Para Ed Assistant $18,315.98	09/26/2018
2	Alexis Murray	Para Ed Assistant $18,315.98	10/29/2018
4	German Novelli	Para Ed Assistant $18,315.98	10/17/2018
2	Robert Nunn	Para Ed Assistant $18,315.98	10/15/2018
4	Darytza Resto	Para Ed Assistant $18,315.98	10/01/2018
2	Carey Roberts	Para Ed Assistant $18,315.98	10/16/2018
4	Wanda Rodriguez Burgos	Para Ed Assistant $18,838.38	10/25/2018
4	Ana Romo Murillo	Para Ed Assistant $18,315.98	10/29/2018
4	Joselyn Steidel	Para Ed Assistant $18,315.98	10/03/2018
2	Tiffany Swan	Para Ed Assistant $18,315.98	10/23/2018
5	Hannah Swenson	Para Ed Assistant $18,315.98	10/24/2018
2	Shanecia Tate	Para Ed Assistant $18,315.98	10/01/2018
5	Kayla Thuemler	Para Ed Assistant $18,315.98	10/05/2018
2	Bakari Triggs	Para Ed Assistant $18,315.98	10/08/2018
4	Jennifer Valdivia	Para Ed Assistant $18,315.98	10/23/2018
4	Mahaly Villegas	Para Ed Assistant $18,315.98	10/24/2018
2	Alantris West	Para Ed Assistant $18,315.98	10/01/2018
2	Rebecca Wigley	Para Ed Assistant $18,315.98	10/18/2018

	Name	Position and Salary	Date
5	Melissa Longoria	Para Ed Assistant — Hourly $16.32/hr.	10/03/2018
4	Miguel Rodriguez	Para Ed Assistant — Hourly $16.32/hr.	10/18/2018
5	Robert Stanfield	Roofer $31.70/hr.	10/01/2018
2	Dreshawn Brister	School Safety Assistant $22,819.92	10/29/2018
2	Brieana Kimber	School Safety Assistant $22,819.92	10/29/2018
2	Thaddeous Mitchell	School Safety Assistant $22,819.92	10/29/2018
4	Alicia Ayala	Secretary I — 10-month $23,795.52	10/23/2018
4	AnnAlicia Galvez	Secretary I — 10-month $25,200.00	10/31/2018
4	Genesis Gaytan Garcia	Secretary I — 10-month $23,795.52	10/29/2018
2	Kimberly Foster	Secretary I — 12-month $29,152.80	10/15/2018
		Promotions	
1	Dawn Calvin	Boiler Attendant Trainee $33,698.08	10/08/2018
5	Mollee Cleary	Boiler Attendant Trainee $35,075.31	10/15/2018
4	Roberto Rodriguez	Boiler Attendant $38,839.58	10/15/2018
2	Ravanna Bonds EL	Para Ed Assistant $18,315.98	10/05/2018
2	Leah Cornelius	Para Ed Assistant $20,409.18	10/19/2018
2	Cheresse Hughes	School Safety Assistant $23,797.92	10/29/2018
2	Lashonda Moore	School Safety Assistant $22,819.92	10/29/2018
2	Geneva Nelson	School Safety Assistant $22,819.92	10/29/2018
2	George Potts	School Safety Assistant $22,819.92	10/29/2018
2	George Ragland	School Safety Assistant $22,819.92	10/29/2018
4	Wendy Cantoral-Argueta	Secretary I — 12-month $31,747.70	10/01/2018
2	TiQuita Carter	Secretary I — 12-month $33,562.00	10/22/2018
2	Cassandra Greenlee	Secretary I — 12-month $34,900.32	10/22/2018
2	Willie Lipson	School Engineer IV $56,047.50	10/15/2018
2	Laquita Moody Howled	School Kitchen Manager Trainee $13.46/hr.	10/09/2018
		Rehires	
2	Vickie Wilks	Building Service Helper I $13.12/hr.	10/08/2018
2	Jazmine Dansby	Food Service Assistant $12.94/hr.	10/01/2018
2	Tequilla Thomas	Food Service Assistant $12.94/hr.	10/29/2018
2	Kanique Williams	Food Service Assistant $12.94/hr.	10/29/2018

Name	Position and Salary	Date
2 Treena Canady	Para Ed Assistant $20,409.18	09/26/2018
5 Emily Foster Hill	Para Ed Assistant $18,315.98	10/15/2018
2 Tanesha Howard	Para Ed Assistant $18,315.98	10/24/2018
2 Durell Kern	Para Ed Assistant $18,315.98	10/01/2018
2 Jerry Luckett	Para Ed Assistant $18,838.38	10/01/2018
3 Thien Miller	Para Ed Assistant $20,282.29	10/01/2018
4 Veronica Ortiz-Colon	Para Ed Assistant $18,315.98	10/01/2018
2 Jamal Robinson	School Safety Assistant $22,819.92	10/29/2018
4 Iliana Gerena Jimenez	Secretary I — 10-month $23,795.52	10/23/2018

Certificated Appointments

Teachers

Code	Name	Division	Salary	Date
5,nr	Duncan, Dayna General Operations	B	$64,018.98	10/26/2018
2,r	Farrow, Charles Gen'l Elem & K8 — All Grades	B	$42,360.01	10/24/2018
2,r	Flores, Rosamaria Special Ed Multicategorical	B	$77,500.00	10/23/2018
5,nr	Gerner, Deborah Gen'l Elem & K8 — All Grades	B	$42,360.01	10/29/2018
5,nr	Halula, Shea Gen'l Elem & K8 — All Grades	B	$42,360.01	10/15/2018
5,nr	Hanson, Barbara Special Ed Multicategorical	B	$49,762.73	10/23/2018
5,r	Holub, Lauren Special Ed Multicategorical	B	$42,360.01	10/29/2018
2,r	Howard, Sydney Multicategorical Comp Sen	B	$42,360.01	10/23/2018
4,r	Hernandez, Johanna Multicategorical Comp Sen	C	$64,018.98	10/10/2018
5,nr	Janowski, Susan Gen'l Elem & K8 — All Grades	C	$77,701.53	10/25/2018
5,nr	Miller Bayer, Caroline Speech Pathology	B	$64,018.98	10/23/2018
2,r	Suchil, Rosio Bilingual Education	B	$42,500.00	10/16/2018
5,r	Vanlandingham, Tiffany Speech Pathology	C	$45,874.09	10/15/2018
2,r	Wedgeworth, Erin Gen'l Elem & K8 — All Grades	B	$42,360.01	10/23/2018
2,nr	Young, Avyanna Special Ed Multicategorical	B	$42,360.01	10/23/2018

Permit Teachers

Codes	Name and Position	Division	Salary	Date
2,r	Anthony, Tiara Gen'l Elem & K8 — All Grades	B	$42,360.01	10/8/2018

Codes	Name and Position	Division	Salary	Date
2,r	Edwards, Mary Gen'l Elem & K8 — All Grades	B	$42,360.01	10/1/2018
2,r	Griffin, Raquel Special Ed Multicategorical	B	$42,360.01	10/8/2018
2,r	Hale, Tremiko Special Ed Multicategorical	B	$42,360.01	10/1/2018
2,r	Haney, Alexis Gen'l Elem & K8 — All Grades	B	$42,360.01	10/15/2018
4,r	Hernandez, Martin Special Ed Multicategorical	B	$42,360.01	10/23/2018
6,r	Jamison, Dionne Gen'l Elem & K8 — All Grades	B	$42,360.01	10/15/2018
2,r	Johnson, Derott Multicategorical Comp Sen	B	$42,360.01	10/15/2018
2,r	Johnson, Samantha Special Ed Multicategorical	B	$42,360.01	10/2/2018
2,r	Knox, Sarah Reg (5 YR) Kindergarten	B	$42,360.01	10/1/2018
2,r	Lamar, Willie Multicategorical Comp Sen	B	$42,360.01	10/11/2018
2,r	Lelinski, Christina Multicategorical Comp Sen	B	$42,360.01	10/8/2018
2,r	Mackey, Paula Early Childhood — Special Ed	B	$42,360.01	10/2/2018
2,r	Melvin, Britney Art	B	$42,360.01	10/23/2018
5,r	Vaughn, Jenni Special Ed Multicategorical	B	$42,360.01	10/15/2018
5,r	Whorton, Jocelyn Special Ed Multicategorical	B	$42,360.01	10/11/2018
2,r	Woods, Jonathan Gen'l Elem & K8 — All Grades	B	$42,360.01	10/4/2018

Teachers — Early Start Calendar

Codes	Name and Position	Division	Salary	Date
2,r	Crawford, Lenzy Cat Eng High	B	$42,360.01	10/23/2018
5,r	Eckdahl, April Special Ed Multicategorical	B	$56,155.64	10/1/2018
2,r	Hill, Rolanda Gen'l Elem & K8 — All Grades	B	$42,360.01	10/23/2018
5,nr	Kiesel, Donna Multicategorical Comp Sen	B	$42,500.00	9/28/2018
2,nr	Sorenson, Lisa English	B	$64,018.98	10/16/2018
2,r	Watson, Lauren Hearing Impaired	B	$42,360.01	10/29/2018
2,nr	Whitley, Wendy English	B	$49,061.37	10/15/2018

Permit Teacher — Early Start Calendar

Codes	Name and Position	Division	Salary	Date
2,r	Cain, Jared Multicategorical Comp Sen	B	$42,360.01	10/1/2018
2,r	Dickey, Valerie Early Childhood Special Ed	B	$42,360.01	10/1/2018
2,r	Garner , Carlos Special Ed Multicategorical	B	$42,360.01	9/17/2018

Codes	Name and Position	Division	Salary	Date
2,r	Garner-Henry, Brian Multicategorical Comp Sen	B	$42,360.01	10/2/2018
5,nr	Haight, Amelia Mathematics	B	$42,360.01	10/10/2018
2,r	Holmes, Rhonda Mathematics	B	$42,360.01	10/23/2018
2,nr	Howard, LaKeyca Special Ed Multicategorical	B	$42,360.01	10/15/2018
2,r	McBride, Taylore English	B	$42,360.01	10/8/2018
5,nr	ONeill, Sarah Cat Eng Mid	B	$42,360.01	10/8/2018
5,r	Piat Stadler, Valerie Foreign Language	B	$44,979.92	10/8/2018
5,r	Reynolds, Laura Foreign Language	B	$42,360.01	10/8/2018
2,r	Whitmore, Benjamin Multicategorical Comp Sen	B	$42,360.01	10/23/2018
2,r	Chaney, Lynette Guidance	B	$56,155.64	10/9/2018

Codes and Counts

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-Residents
(r) Residents
(1) Native American 0
(2) African American..... 33
(3) Asian/Oriental/Pacific Islander 0
(4) Hispanic 2
(5) White..... 16
(6) Other 0
(7) Two or More Ethnic Codes..... 1
Males..... 11
Females 41

Leaves of Absence

Your Committee recommends that the Board approve the leaves of absence as listed below, to be effective as of the dates indicated.

	Present Assignment	Effective From
Personal Leave, October 2018		
Kristin Eul	Hawthorne	11/23/2018
Personal Leave, November 2018		
Marilynn Douglas	Holmes	11/30/2018
Rodney Gary	Greenfield	11/05/2018
Marisa Stewart	Gaenslen	11/19/2018
Illness Leave, September 2018		
Angela Hamilton	Currently on Leave	09/07/2018
Rhenetta Martin	Congress	09/18/2018
Doreen Harris	Pulaski	09/24/2018
Illness Leave, October 2018		
Heide Panasiuk	Central Services Building	10/18/2018
Illness Leave, November 2018		
Kathleen Nelson	Hartford	11/19/2018
Emily Riesterer	Acad. of Accelerated Learning	11/19/2018

Resignations and Retirements

The certificated resignations and classified retirements listed below have been accepted by the Superintendent, to be effective as of the dates indicated. This is an informational report, and no action is required.

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
			Certificated Resignations			
Other Work	21.1	5	Tonya Adair	Chief	Central Svcs	10/05/2018
Personal	2.1	5	Armando Brazzoni	Teacher	Hamilton	09/26/2018
Personal	0.1	2	Courtney Buckhanan	Teacher	Roosevelt	10/05/2018
Personal	0.1	5	Robert Eckerle	Teacher	LaFollette	09/21/2018
Other Work	0.6	5	Thomas Ewig	Teacher	Story	08/23/2018
Other Work	6.8	5	Danielle Gonzalez	Teacher	Bruce	09/28/2018
Other Work	18.8	5	Lisa Haar	Teacher	Story	09/28/2018
Other Work	10.0	5	Fabian Klein	Teacher	German Imm	11/01/2018
Personal	0.1	5	Beth Lassiter	Teacher	Green Bay	09/25/2018
Retire	5.1	5	Margaret Lester	Teacher	Vincent	12/31/2018
Other Work	0.6	5	Laura Linder	Teacher	Bruce	10/12/2018
Personal	12.0	5	Elizabeth Mallegni	CurrSpec	Central Svcs	09/28/2018
Other Work	5.1	4	Johnathan Manzo	Teacher	Allen Field	09/28/2018
Personal	0.1	4	Annette Ramirez Escabi	Teacher	Fratney	09/17/2018
Personal	0.1	4	Cristina Romero	Teacher	Emerson	09/17/2018
Personal	11.0	4	Mary Schmierer	SpecEdSup	Central Svcs	09/28/2018
Personal	1.9	5	Amy Snell	Teacher	Auer Ave	09/18/2018
Personal	11.1	5	Sara Soleymani Alizadeh	Psych	Holmes	10/22/2018
Personal	0.1	5	Kelsey Struhar	Teacher	River Trail	09/12/2018
Personal	0.1	5	Crit Waller	Teacher	Hi Mount	09/11/2018
Personal	0.1	2	Lavoria Williams	Teacher	JMAC	09/21/2018
			Classified Retirements			
Retire	4.4	5	Gregory Bates	Admin	Central Svcs	10/06/2018
Retire	22.9	2	Jeffrey Carter	BSH II	Obama SCTE	10/20/2018
Retire	21.9	4	Ronald Johnson	BSH II	Pulaski	09/29/2018
Retire	6.4	5	James Knitter	Boiler Att	Whittier	09/29/2018
Retire	21.6	3	Himanshu Parikh	Chief	Central Svcs	10/06/2018
Retire	28.5	5	Paul Stawicki	Supervisor	Central Svcs	10/06/2018
Retire	29.0	5	Cynthia Unold	CHA	Parkside	10/05/2018

Monthly Affirmative Action Report

The Affirmative Action monthly personnel transaction report for October 2018 is attached to the minutes of your Committee's meeting. This is an informational report, and no action is required.

Committee's Recommendation

Your Committee recommends that the Board approve the promotions, appointments, and leaves as listed for classified personnel transactions, certificated appointments, and leaves of absence, to be effective upon approval by the Board.

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

* * * * *

(Item 4) Action on Monthly Facilities Matters: FMS Award Of Construction Contract and Material Purchase Recommendation

Background

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

- Construction Contract Requested for Approval:
  - — JCP Construction for the Recreation Office's (Suite 163) Remodeling project;
    Code: CSV 00 PRC RC EMMB ..... $ 125,000.00
- Material Purchase Requested for Approval:
  - — Carrico Aquatic Resources, Inc., for the Pool & Cooling Tower Cleaning Chemicals project;
    Code: BLD 00 B0 PDW ESUP,
    amount not to exceed per contract year ..... $ 200,000.00
    total over a three-year term ..... $ 600,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

Total Construction Contract Requested ..... $ 125,000.00

Total Material Purchase Requested
per contract year $2 00,000.00
over a three-year term ..... $ 600,000.00

Implementation and Assessment Plan

Upon the Board's approval, the construction contract and material purchase as attached to the minutes of your Committee's meeting shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the construction contract and material purchase 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 5) Action on the Award of Exception-to-Bid Contracts

Background

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

Exception Authorization to Modify a Contract and to Increase Funds for the Contract with Cooperative Education Service Agency #1 (CESA #1) for Title I Services

The Administration requests authorization to add Milwaukee Academy to the contract with Cooperative Education Service Agency #1 (CESA #1) for Title ID services. The contractor will provide these services at Milwaukee Academy. Milwaukee Public Schools (MPS) was notified that Milwaukee Academy had relocated to Milwaukee from Wauwatosa in August 2018.This notification came after the CESA contract had already gone to the Board in June.

The Administration is also requesting authorization to enter into an agreement with CESA #1 and each residential facility — St. Rose Youth & Family Center, St. Charles Youth & Family Services, and Milwaukee Academy. Under Title I, Part D, Subpart 2, the Local Education Agency (LEA) must have a formal agreement outlining the programs and services to be provided to each locally-operated facility that receives services under Subpart 2. In order for MPS to allow CESA #1 to provide Title I services at each residential-treatment center on its behalf, a formal agreement must be signed. The formal agreement, which is between the

residential facility, MPS, and CESA #1, ensures that federal regulations are being met and that each of the parties in the agreement are aware of the services to be provided.

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

This current contract term runs from July 1, 2018, through June 30, 2019. The Administration requests an increase of $44,512 to this contract for additional services with Milwaukee Academy. On June 28, 2018, the Board authorized $68,264.42 as the total cost of the agreement in the extension year; therefore, the modified total cost of the agreement in this extension year will not exceed $112,776.42.

Budget Codes: Title ID GOE-0-I-9A9-KY-ECTS (Contract Services).....$44,512

Cooperative Educational Service Agency #1

HUB Participation
Required.....15%
Proposed.....TBD
$ Value.....TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment.....400
Student Career-awareness Commitment.....10

— — —

Exception Authorization to Extend Contract with EarthLink, LLC, for Plain Old Telephone Services (POTS)

The Administration is requesting authorization to extend its contract with Earthlink, LLC, for Plain Old Telephone Services (POTS).

RFP 902 was issued in October 2015 to solicit POTS. This service is used primarily for elevators, alarm lines, fire-notification lines, and other critical functions which must continue even in the event of a power outage. Only one response to RFP 902 was received, and it failed to offer the specific services requested in the RFP. As such, Milwaukee Public Schools exercised its right to reject the proposal received in response to RFP 902 and did not make an award.

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

In May 2016, the Administration brought forward a contract with Earthlink, LLC, to provide these services, and the Board approved a two-year term that expired on June 30, 2018. The resultant contract entered into with Earthlink, LLC, was for three years and is set to expire June 30, 2019.

The Administration is now seeking approval for the third year of the contract, which will run from July 1, 2018, through June 30, 2019. The rate of service will remain the same as that in the previous two years, at approximately $32.50 per month. For 660 lines, the amount of the contract for this additional year is not expected to exceed to $257,400.

Budget Code: PIN-0-0-TLN-DW-ETEL (Telephone Services — Contract Services) $257,400

Earthlink, LLC

HUB Participation
Required..... 0%
Proposed .....NA
$ Value.....NA

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

— — —

Exception Authorization to Contract with Cooperative Educational Service Agency #9 (CESA #9)/Wisconsin Virtual School for the Provision of Virtual Program/School

The Administration is requesting authorization to enter into a contract with Cooperative Educational Service Agency #9 (CESA #9)/Wisconsin Virtual School (WVS) for the provision of equitably-accessible, high-quality online educational options, courses, and services for Milwaukee Public Schools (MPS) and its students for use in an MPS virtual program/school. Contractor will be used to deliver online-education courses in grades 6 through 12 as well as advanced-placement credit-recovery courses that align with Wisconsin State Standards. Contractor will utilize staff that hold appropriate teachers' licenses from the Wisconsin Department of Public Instruction (DPI) for the subject area and grade level of each online-education course. Contractor will also be used to provide guidance and training for MPS administration and staff to teach courses and to further develop and operate the MPS virtual program and school.

This contract is in response to, and in alignment with, the Board's approval of the Administration's regional development plan on July 26, 2018, which directed establishing a MPS virtual school to begin effective with the second semester of the 2018-2019 school year.

WVS, which has been operated out of CESA #9 since 2000, is the state-led online and blended-learning supplemental program that partners with school districts throughout Wisconsin to offer online courses to middle- and high-school students. WVS has an agreement with DPI to provide online courses and services to Wisconsin schools as a partner in the Wisconsin Digital Learning Collaborative (WDLC), which consists of two collaborating organizations, WVS and the Wisconsin eSchool Network. These two organizations partner with DPI to provide a single point for schools to access quality online courses. Combined, the programs provide partnership pathways for schools to provide a variety of online and blended-learning opportunities. WVS provides high-quality, media-rich online courses that meet Wisconsin and national standards and are taught by instructors holding appropriate Wisconsin DPI licensing. WVS also offers assistance and training to districts in developing their own virtual programs. As such, WVS is uniquely situated to provide the services requested by MPS.

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

The contract will run from December 1, 2018, through June 30, 2019, ("Initial Term") with two additional one-year options to extend by mutual consent and the Board's approval.

The total cost of the contract in the Initial Term will not exceed $130,000.

Budget Code:GOE-0-I-4H9-DW-ECTV (Contract Services) $130,000

Cooperative Educational Service Agency #9

HUB Participation
Required.....0%
Proposed %.....NA
$ Value.....NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-Hour Commitment.....200
Student Career-awareness Commitment.....10

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 as indicated in the attachments to the minutes of your Committee's meeting.

Committee's Recommendation

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

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

* * * * *

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

Background

Recommended for the Board's approval at this meeting are the following professional services contracts:

Nat'l IPA Authorization to Enter into Blanket Agreements with Two Suppliers for Maintenance, Repair, and Operations Supplies and Related Services

The Administration requests authorization to enter into blanket agreements with two suppliers, W.W. Grainger, Inc., and Fastenal Company, to provide the Department of Facilities and Maintenance with maintenance, repair, and operations supplies under a contract held by a nationwide cooperative, National Intergovernmental Purchasing Alliance.

These blanket agreements will run from December 1, 2018, through November 30, 2019, (the "Initial Term") with options to renew annually or for an additional two years. The total cost of the agreements in each Initial Term will not exceed $1,200,000 (Grainger) and $300,000 (Fastenal).

Budget Code: Varies by Location Using Services $1,500,000

W.W. Grainger, Inc.

Prime Contractor Information
- Certified HUB Contractor? ..... No
- Total # of Employees ..... NG
- Total # of Minorities ..... NG
- Total # of Women ..... NG

HUB Participation
- Required 5%
- Proposed ..... See vendor's original response
- $ Value $60,000

Student Engagement (hours per 36-month contract)
- Paid Student Employment -hour Commitment 1,200
- Student Career-awareness Commitment 30

Fastenal Company

Prime Contractor Information
- Certified HUB Contractor? ..... No
- Total # of Employees 18,640
- Total # of Minorities ..... NG
- Total # of Women ..... NG

HUB Participation
Required..... 5%
Proposed .....See original vendor response
$ Value.....$15,000

Student Engagement (hours per 36-month contract)
Paid Student Employment -hour Commitment.....600
Student Career-awareness Commitment.....30

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RFP 931 Authorization to Increase a Contract with Johnson Controls Fire Protection LP, Formerly Known as SimplexGrinnell, LP, for Video-surveillance System Components and Installation

The Administration is requesting authorization to increase the contract with Johnson Controls Fire Protection LP, formerly known as SimplexGrinnell, LP, for video-surveillance system components and installation services.

Contractor will assist MPS in the design, installation, and configuration of an enterprise-wide IP-based video-surveillance system and associated components, including video-recording devices, cameras, video monitors, and video-management software. Contractor will also provide MPS with ongoing support and maintenance of equipment installed pursuant to this blanket contract. Contractor was chosen pursuant to RFP 931.

The current term runs from May 1, 2017, through April 30, 2020. The Administration requests an increase of $4,462,645. This amount includes funding received from the Wisconsin Department of Justice's School Safety Grant — $1,698,785 in the first round of funding, and $1,963,860 in the second round, for a total of $3,662,645. The remaining $800,000 is being requested as local budget use of this contract has been greater than was initially anticipated.

The current term runs from May 1, 2017, through April 30, 2020.

Budget Code: Varies by Location Using Services.....$4,462,645

Johnson Controls Fire Protection LP

HUB Participation
Required..... 5%
Proposed 5.8%
$ Value.....$193,350

Student Engagement (hours per 36-month contract)
Paid Student Employment -hour Commitment.....1,200
Student Career-awareness Commitment.....30

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 as indicated in the attachments to the minutes of your Committee's meeting.

Committee's Recommendation

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

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

* * * * *

(Item 7) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with Bicycle Federation of Wisconsin for Bicycle- and Walking-Safety Programs

Background

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to extend the contract with the Bicycle Federation of Wisconsin to provide bicycle- and walking-safety programs.

The contract coordinator and staff will teach MPS children at MPS sites how to walk and bike safely within the school community. The coordinator will schedule and teach biking and walking units entitled "Walking Wisdom" and "Bike Driver's Ed", which include both in-class and outdoor components and rides. The contractor will also coordinate the repair and maintenance of a fleet of used bikes through the Valid Bike Shop Program, which is currently located inside North Division High School.

Due to high population density, mixed-use zoning, and schools being embedded in neighborhoods, Milwaukee has a good environment for increased walking and biking. The current program has already reached over 10,000 students and has shown a 14% increase in safety knowledge. There has been an increase in walking and biking by as much as 22% in some neighborhoods.

This waiver of Administrative Policy 3.09(9)(e) is being sought as a result of the contract's maximum three-year term's having been exceeded by exercising a first, one-year option to extend the contract due to the continuance of a grant obtained from the State of Wisconsin's Department of Transportation.

The contract extension will run from December 1, 2018, through June 30, 2019.

The funds previously authorized by the Board have not fully been expended; therefore, no additional funding is being requested.

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

There is no fiscal impact associated with this item.

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) relative to the term limit required by policy and approve the extension with Bicycle Federation of Wisconsin as set forth in the attachment to the minutes of your Committee's meeting.

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

* * * * *

(Item 8) Action on Resolution 1819R-008 by Directors Miller and Baéz Regarding Performance-based Contracting

Background

At its meeting on September 27, 2018, the Milwaukee Board of School Directors referred Resolution 1819R-008 by Directors Miller and Baéz regarding performance-based contracting to the Committee on Accountability, Finance, and Personnel. The Resolved portion of the resolution reads:

> RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency, to develop and present a comprehensive plan to adopt the best practice of performance based contracting; and be it
>
> FURTHER RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency and the Office of Board Governance, to develop the policies and procedures that govern the practice of performance based contracting; and be it
>
> FURTHER RESOLVED, That the comprehensive plan and proposed policy be brought back to the Board for referral no later than the March 2019 Board cycle.

The proposed revisions to the resolution, below, will allow the Administration, in conjunction with the Office of Accountability and Efficiency, time to research the method of performance-based contracting and consider how it can be incorporated into the district's current procurement practices. The results of this research will be reported to the Board by the February 2019 Board cycle with the intent of bringing forward a plan for the Board's consideration no later than May 2019.

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item does not authorize expenditures. Any costs associated with implementing the resolution will be included as part of the plan for the Board's consideration in May 2019.

Implementation and Assessment Plan

Upon approval by the Board, the Administration and Office of Accountability and Efficiency will begin to research methods of performance-based contracting.

Committee's Recommendation

The Administration recommends that the Board adopt Resolution 1819R-008 by Directors Miller and Baéz regarding performance-based contracting, amended as follows:

> RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency, to ~~develop and present a comprehensive plan to adopt the best practice of performance based contracting~~ research and explore the scope and feasibility of implementing a performance-based contracting system; and be it
>
> FURTHER RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency and the Office of Board Governance, to ~~develop~~ research and explore the policies and procedures that govern the practice of performance-based contracting; and be it
>
> FURTHER RESOLVED, That ~~the comprehensive plan and proposed policy be brought back~~ this review and analysis be reported to the Board ~~for referral~~ no later than the February ~~March~~ 2019 Board cycle, with a recommended plan and policy to be brought to the Board no later than May 2019.

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

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report with Possible Action on the 2018 Family Interest Survey Results

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

Background

As family and community engagement continues to be a priority at MPS, district-wide efforts are increasing to support schools in implementing the Six Standards of Engagement. For the fourth year, MPS has started the school year with a Family Interest Survey designed to solicit input from families to assist with designing activities for the year. The survey, which closed on October 31, 2018, also serves to fulfill the requirement of Wisconsin Statutes, Section 119.16(14), regarding a survey of parents.

Preliminary data of more than 10,600 families that completed the Family Interest Survey indicate that respondents were 82% female, 17% male; 37% Black/African-American, 31% Latino, 22% White, 3% Biracial/Multiracial, 6% Asian, and 1% American Indian/Native. Twenty-two percent of respondents have children receiving special education services.

Responses to the survey included:

- 99% of families agreed or strongly agreed that their schools are welcoming to families.
- The top workshops that families said they would attend were how to help my child continue learning at home, promoting positive child behavior, bullying, tests my child takes in school, and getting ready for college.
- 36% of families said they want to volunteer for field trips, and 28% said they want to volunteer in a classroom.
- 41% of families said the best way to notify them of school activities is via text message, 15% said via email, and another 18% said via flyer sent home with their children.
- Regardless of day (Monday-Friday), over 82% of families surveyed said evening activities offered 5-8 p.m. were preferable.
- Of those surveyed, 1% prefer school activities be presented in Burmese, 17% prefer Spanish, and 82% prefer English.

Every school will receive a personalized report of the results specific to that school. Dependent upon responses, parent coordinators will use the survey's results to guide programming and communication throughout the year. A presentation of the feedback is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.01, Public Information Program

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

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

Background

To better serve the community within the 53206 ZIP code, in Ju;y 2018 the Board approved the implementation of the 53206 Initiative to expand educational program offerings and reconfigure schools in that ZIP code. Specifically, the Board approved the following projects for FY19, to be effective with the 2019-20 school year:

1. establishment of Andrew Douglas as a state-of-the-art middle school and feeder to North Division High School;
2. the temporary co-location of Keefe and Andrew Douglas students at Keefe for 2018-19 to allow for renovation of Douglas as a middle school to open in 2019-20;
3. the reconfiguration of Auer Avenue, Hopkins Lloyd, Keefe Avenue, and Jackson to operate as K-5 schools;
4. engagement of a consultant to facilitate the process to re-envision North Division; and
5. establishment of Green Bay as the Success Center for all schools in the district

The Principal's Cohort — consisting of nine school leaders from North Division, Andrew Douglas, Auer Avenue, Benjamin Franklin, Hopkins Lloyd, Green Bay, Gwen T. Jackson, Keefe Avenue, and Lafollette — has met regularly to further discuss the needs in 53206 and to move forward with the school reconfigurations approved by the Board. In addition, all K-5 school will expand early childhood offerings.

The following update provides an overview of the progress that has been made, alignment to the Five Priorities for Success, and next steps to move the 53206 initiative forward.

53206 Initiative Update

Andrew Douglas

(1) The co-location plan has been implemented, Facilities & Maintenance Services has been instrumental in the physical move. Parent and staff meetings have taken place.

(2) Middle-school programming for Douglas is being developed.

(3) The school has participated in the Early Enrollment Fair.

(4) Committees have met to discuss programming (PLTW, STEM, World Languages, African-American Immersion [Africology]).

(5) Planning and work has begun for the Douglas Middle School’s site.

(6) The following work groups have been established:

- Marketing/Advertising
- Literacy, Math, and Writing
- Curriculum/Programming
- Staffing & Professional Learning
- Student, Parent, Community Engagement
- Safety Needs/Communication
- Middle School Collaborative

North Division High School — The Flagship School

- Reimagine the possibilities
- Increased enrollment — Three Choice
- Community Schools Kick-off
- Community Council
  - — School community rebranding
  - — Alumni Association/Community group
  - — Parent, Teacher and Student Listening Sessions
- Leadership support

53206 Analysis

- Number of students age 3-18 who live in 53206.....7,830
- Number of students who live in 53206, K3-Grade 12 4,847
- Number of students who live in 53206 and attend school in 53206.....1,014
- Number of students who live outside of 53206 and attend school in 53206.....1,761

53206 Initiative: Supportive Services

- Every school has a 40-hour-per-week parent coordinator.
- Additional substitute teachers are in the process of being hired.
- Extra paraprofessionals have been provided.
- Each site ha a trauma-support specialist position.
  - — A job description is being discussed and created.
  - — Space allocations have been determined for each site.

Where are we headed

- Next steps with 53206 Initiative
  - — Marketing/advertising
  - — Student enrollment
- Program/offerings and alignment with North Division High School
- Shared vision and direction for the re-envisioning of North Division High School
- Support of academic sustainability through resources
- Development of a communication plan for the work in 53206

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.01, Facilities

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(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

The East Region borders Lake Michigan along the area of the city primarily east of I-43, south of Capital Drive and north of College Avenue. The region is home to 25 schools, which serve about 12,000 students. Parent coordinators are housed in each building to ensure family involvement throughout a student's learning experience.

The region's rich academic programming provides students with opportunities to explore the arts, Montessori, International Baccalaureate, languages, and sciences, as well as to receive a well-rounded education to prepare them for the real world. The East region has selected to showcase Roosevelt Creative Arts Middle School, which serves students in grades six through eighth.

Roosevelt's academic offerings include the Ambitious Instruction Plan, Edgenuity-My Path, classroom assessments based on standards (CABS), a partnership with CityYear, and a Forward Instructional Team.

Roosevelt boasts a 90.8% attendance rate and a suspension rate of 5.9%, with referrals having decreased. Roosevelt promotes a positive culture, the Roosevelt Way, and implements the HERO system, Turnaround Arts, and both the Boys to Gentlemen and the Know Thyself Girls Group for students.

Students are especially proud of their recent participation in the Turnaround Arts National Talent Show held in Washington, D.C.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01, Teaching and Learning Goals

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on Resolution 1819R-009 by Director Miller Regarding Black Lives Matter at School Week

Background

At its meeting on October 25, 2018, the Milwaukee Board of School Directors referred Resolution 1819R-009 by Director Miller to the Committee on Student Achievement and School Innovation. The Resolved portion of the resolution reads:

> RESOLVED, That the district support the "Black Lives Matter at School Week" of education and student participation; and be it
> FURTHER RESOLVED, That all schools be presented with activities for student education on the issues raised by the Black Lives Matter movement; and be it
> FURTHER RESOLVED, That district-wide activities be considered for the week (issues forum, youth culture night, etc.); and be it
> FURTHER RESOLVED, That an advisory planning committee be established of students, community, parents, teachers, and school and administrative staff to advance this effort.

The Administration is in agreement with the intent of the resolution and is recommending its adoption. Upon adoption by the Board, the Administration will begin implementing the resolution to include the development of curriculum and the formation of an advisory planning committee.

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

Any costs associated with implementing the resolution will be absorbed within the FY19 budget.

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1819R-009 by Director Miller regarding Black Lives Matter at School Week.

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

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(Item 2) Action on a Request to Approve an Amendment to the Non-Instrumentality Charter School Contract with Highland Community School, Inc.

Background

Highland Community School was established as a non-instrumentality charter school on June 27, 1996. The school is located at 1706 West Highland Boulevard. The current contract is for an initial maximum of 420 full-time-equivalent (FTE) pupils and ramps up each year to serve a maximum of 435 FTE pupils in the 2019-2020 school year in grades K3 through 8.

The mission of Highland Community School is to create a community of diverse families and educators working together to offer quality Montessori education in a nurturing environment that enriches, empowers, and inspires children to reach their potential and encourages parents to become responsible for and involved with their children's education.

In August, 2018, the Department of Contracted School Services received written notification from the Highland Community School's representatives requesting a change in leadership effective beginning with the 2018-2019 school year.

The Administration recommends that the Board approve the attached contract and Appendix A, which reflect the following amendment:

a. Tracy Williams shall be the person in charge of the school.
b. Appendices related to this contract will be updated to reflect the change as necessary.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval and execution, the contract will become effective beginning with the 2018-2019 school year.

A copy of the contract and Appendix A will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the amendment to the non-instrumentality charter contract with Highland Community School, Inc., as attached to the minutes of your Committee's meeting.

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

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(Item 3) Report with Possible Action on the Webster Secondary School Expansion

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

Background

On September 27, 2018, the Board approved Resolution 1819R-007 by Directors Sain and Falk regarding the redesign and growth of Webster Secondary School. The Resolution directed the Administration to provide an update on the redesign of Webster Secondary School to the Board no later than the November 2018 board cycle.

The progress that has been made to-date has been to share and discuss the Resolution with the school's administration and with the Steering Committee. The school has been marketed for ninth-grade at the middle- and high-school selection fair, at parent teacher conferences, and at Webster's Open House.

Next steps include developing a strategic marketing plan, working with Student Services on enrollment efforts, designing the ninth-grade program, and securing teachers.

The Steering Committee has been developed and has had its first meeting, with eleven members in attendance. It will begin an exploration of seeking an instrumentality charter and is forming subcommittees to set further goals.

Webster is also considering launching the first MPS virtual school with the blended learning model as well as a dual-language program.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.01, Facilities

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(Item 4) Report with Possible Action on the Wisconsin Student Assessment System 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

This presentation is aligned to the Board's action in February 2018 to review district data regularly throughout the school year. The Wisconsin Student Assessment System (WSAS), which is a comprehensive statewide program designed to provide information about what students know in core academic areas and whether they can apply what they know, includes:

- the Wisconsin Forward Exam at grades 3-8 in English language arts (ELA) and mathematics; at grades 4 and 8 in science; and at grades 4, 8, and 10 in social studies;
- Dynamic Learning Maps (DLM) at grades 3-11 in ELA and mathematics; at grades 4 and 8 - 11 in science; and at grades 4, 8, and 10 in social studies;
- ACT Aspire at grades 9 and 10;
- The ACT Plus Writing at grade 11 for reading, English, mathematics, science, and writing; and
- ACT WorkKeys at grade 11.

The Every Student Succeeds Act (ESSA) requires all states to test all students in English language arts (ELA) and mathematics in grades 3-8 and once in high school. ESSA also requires that students be assessed in science once each grade span (3-6, 7-9, and 10-12 grades). Students' performance on these assessments, which is reported in proficiency categories, is used for accountability determination at the school, district, and state levels, including state accountability report cards. Wisconsin State Statutes also require students to take assessments in grades 9 and 10,as well as the social studies test. These tests together create the Wisconsin Student Assessment System.

Attached to the minutes of your Committee's meeting is a review of the results of the Wisconsin Forward Exam and DLM, as well as the results of the ACT writing assessment and DLM that were released in early October 2018. The Administration has previously reported the results of the ACT Aspire and ACT WorkKeys.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.38, Balanced Assessment Systems

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the reports of the Board's delegates to the Library Board, to CESA #1, and to the District Advisory Council.

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

In an effort to support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President's activities during the month of November 2018 included the following:

Academic Achievement

Attended various district events, including:

- a meeting to receive updates about Madison
- an MPS community conversation at the High School of the Arts
- a joint press conference by MPS, the Urban League, and the United Way Partnership at North Division
- a meeting with Dr. Posley and Mr. Burns Vincent High School Principal
- meetings regarding the expansion of Webster

Student, Family, and Community Engagement

Attended various community events, including

- the University of Wisconsin-Milwaukee's Veterans Ball
- the Wisconsin Commercial Real Estate Women's event
- Milwaukee Public Library Board's monthly meeting
- meeting of the Milwaukee Public Library's Building Development Committee
- meeting of Milwaukee Succeeds' executives
- MPS/City of Milwaukee's Early Childhood press conference at Gwen Jackson

Discussed improved continuity of services and expanded opportunities for Milwaukee's children and families with local leaders, including:

- Dr. Posley and Mayor Barrett
- Nicole Brookshire of the Milwaukee County Black Male Initiative
- Vincent Lyles, President and CEO of Boys & Girls Clubs of Greater Milwaukee
- Paula Kiley, Director, Milwaukee Public Library

Effective and Efficient Communication

Met with district leaders to receive updates on district initiatives:

- Dr. Jacqueline M. Mann, Board Clerk/Chief, Office of Board Governance
- Dr. Keith Posley, MPS Superintendent

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The Board adjourned at 8:26 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 20, 2018

Regular meeting of the Board of School Directors called to order by President Sain at 6:34 PM.

Present — Directors Baéz , Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Absent and Excused — None.

Before proceeding with the agenda for tonight's meeting, President Sain asked for a moment of silence to commemorate the passing of Sally Ann Winter, a retired teacher who passed away on December 2, 2018.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award — Lurlean Hodges-Hinton

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, parent, or community member for a display of excellence, achievement, and innovation that may serve as an example to our school district and the entire Milwaukee community.

This month, the Milwaukee Board of School Directors is pleased to present the "Excellence in Education Award" to:

Lurlean Hodges-Hinton
Lakeside Bus Company

Ms. Lurlean Hodges-Hinton, a driver for Lakeside Bus Company, transports students safely to Browning Elementary School via route 1372 on a daily basis. Ms. Hodges-Hinton demonstrated a special kindness toward the students who ride her bus at Browning by going the extra mile in several ways that have resulted in improved and measurable outcomes for students.

Ms. Hodges-Hinton uses her own money and resources to keep her bus stocked with interesting books covering a wide variety of reading levels. She encourages students to read while they are on the bus. This act of unconditional love, concern, and care has resulted in Ms. Hodges-Hinton's having the lowest number of bus incidents for routes to Browning. Her actions and initiative show genuine care and concern for students and strong support of the district's efforts around building a culture of reading.

The Milwaukee Board of School Directors recognizes and honors Lurlean Hodges-Hinton for her dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of November 2018 were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report of the Superintendent of Schools

Background

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

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

Activities from late November through mid-December are also included in the following report.

School Visits

School visits remain a priority and serve as an excellent mechanism for gathering feedback to support the district's improvement efforts. This month, I visited Sherman Multicultural Arts School, Maryland, Emerson, Forest Home Avenue, Victory KS and Milwaukee Italian Immersion, North Division, Milwaukee College Prep, Maryland Avenue Montessori, Metcalfe, and Highland Community schools. I conducted a student focus group at Riverside High School.

Events, Programs, and Announcements

University of Wisconsin-Madison and MPS Celebrate the Expansion of a Program That Prepares Students for College And Careers

The University of Wisconsin-Madison's Chancellor, Rebecca Blank, and MPS Superintendent Keith Posley announced the expansion of services provided by the long-running and highly successful PEOPLE (Precollege Enrichment Opportunity Program for Learning Excellence) program for students in MPS. The PEOPLE program, which will now concentrate its efforts in Milwaukee and Madison, will expand services to students in Milwaukee to provide year-round support.

The PEOPLE Program prepares students to be academically and socially equipped to apply to, to be successfully admitted to, and to enroll at UW-Madison. PEOPLE students who enroll at the University of Wisconsin-Madison may be eligible for a four-year tuition scholarship.

Key highlights of the expansion include:

- expansion of the number of PEOPLE participants in Milwaukee Public Schools from 160 to 400 students in the 8th through 12th grades on an annual basis;
- establishment of eight Academic Centers for Enrichment in MPS high schools, where students can receive tutoring support, ACT-preparation guidance, and social-skill-building efforts
- meetings twice a year with pre-college advisors to set goals and to reflect on their progress.

Students will continue to participate in residential summer academic programs at UW-Madison focused on math, development of study and writing skills, preparation for the ACTs, and workshops in the biological and physical sciences, engineering, biomedical research, and health sciences.

Wisconsin Vision Provides Free Glasses at Two MPS Schools

When a student falls behind in learning, sometimes the solution is as simple as a pair of glasses. To give every student a chance to learn, Wisconsin Vision has partnered with Milwaukee Public Schools and the Milwaukee Teachers' Education Association to provide eye exams and glasses for students at Clarke Street School and Clement J. Zablocki School. Students quickly discovered that the process was painless and even fun as they read the eye chart and optometrists fine-tuned their prescriptions. The real fun came when children looked over hundreds of frames and tried on glasses to pick the perfect pair.

Golda Meir Opens New High-tech Makerspace

Students showed off their expertise to visitors from Milwaukee Public Schools and Eaton Corporation during a grand opening of Golda Meir School's new makerspace on November 20. Thanks to Eaton's initiative, hard work, and a $30,000 donation, Golda Meir's students are operating high-tech robots and equipment that will prepare them for the engineering and technology jobs of the coming decades.

Six years ago, Eaton reached out to Golda Meir's administrators to learn how to support the school's engineering and STEM program. Through a variety of activities, including an annual STEM Kickoff, field trips, donations, and volunteer work, Eaton has been instrumental in helping the school grow a strong STEM program in its upper campus, which serves middle- and high-school students.

Eaton's commitment was celebrated with a ribbon-cutting ceremony at the makerspace, with the Eaton and MPS teams in attendance.

Students have access to several technology stations that include laser engraving, Lego robotics, a digital sewing machine, imaging technology, 3-D printing, programmable robotic spheres, and more. In addition to classroom work, the makerspace is open after school and draws dozens of students daily.

New Winter Coats Go to 7,000 MPS Students

In between fighting fires and saving lives, the local heroes of the Milwaukee Fire Department (MFD) somehow found time to raise funds, go shopping, organize, and deliver 7,000 new winter jackets to students in Milwaukee Public Schools. An assembly was held at Nathaniel Hawthorne School to distribute jackets as well as to thank and to recognize members of the MFD. Students were excited to mingle with firefighters and Sparky, the MFD's mascot.

After taking part in a safety presentation by the firefighters, students had the chance to try on and select their new coats. Students were all smiles as they headed back to class zipped into their new winter gear.

Being in school every day is critical for students to achieve success, but in some parts of the city, attendance dips along with the temperatures. Most MPS students walk to school or ride buses, requiring them to be outside for periods of time. Warm winter gear ensures that students are safe in the cold weather and can come to school every day.

Since the MFD's winter coat program began, students at 71 schools have received new jackets. This year, a total of 21 schools received new winter outerwear for students.

Leadership and Brotherhood Summit for Young Men of Color

The Milwaukee Public Schools' Department of Black and Latino Male Achievement (BLMA) is actively engaged in a community-wide effort to support the leadership development, enhance the academic success, and affirm the cultural identity and dignity of Black, Latino, and First Nations male youth. As part of BLMA's second year of programming, a summit was hosted at Marquette University for 250 MPS youth. Students toured the campus, took part in panels and workshops, and participated in activities for personal growth.

Attendees had time to reflect on their personal goals and to learn how to map their paths to success. They heard from expert speakers about ways that personal growth has the potential to impact upon the entire community. Students were presented with examples of youth leadership and encouraged to support causes that impact upon themselves, their families, or their neighborhoods.

Sessions available to students offered topics such as financial security, college admissions, youth activism, criminal-justice reform, masculinity, servant leadership, civic pride, and being an individual of positive influence. Topics were selected based on the 2018-19 theme, Brothers United for Change.

Awards And Recognition

Tina Gleason of Golda Meir Receives Excellence in Teaching Award

Tina Gleason, a teacher at Milwaukee Public Schools' Golda Meir school, has been recognized with the 2018 Excellence in Teaching Economics and Personal Finance Award by the Wisconsin Department of Financial Institutions and EconomicsWisconsin. Gleason, who teaches Project Lead The Way, integrated science, technology, engineering, and math (STEM) classes at the sixth-, seventh-, and eighth-grade levels.

For nearly 20 years, Gleason has advised EconomicsWisconsin's stock-market competition teams, with her students winning the statewide Stock Market Game lnvestWrite essay competitions for the past three

years in a row. This year, Daisy Kiekhofer, one of Gleason's students, went on to achieve second place in the national contest.

Gleason's award was presented during the Get Your Students Pumped Up on Personal Finance & Economics conference held at Lambeau Field in Green Bay.

Antonio Bellamy of Bradley Tech Is SEEK Careers/Staffing's Employee of the Month

Milwaukee Public Schools students give us many reasons to be proud, and we are excited to share that Antonio Bellamy, a senior at Lynde and Harry Bradley Technology and Trade School, has been selected as employee of the month by SEEK Careers/Staffing. Bellamy is in the MPS Youth Apprentice program and serves at HellermannTyton, which manufactures a wide range of parts, cables, and tools for industrial applications.

Bellamy is assigned to the tool room and is currently enhancing his electrical discharging machining (EDM) skills. This is his second school year assigned to HellermannTyton.

Bellamy was selected for his hard work, rapid progression of his skills, and the positive attitude that he shows in his youth apprenticeship program. He was selected as the employee of the month from among more than 2,500 employees in Wisconsin and Minnesota.

Each year, MPS places students in youth apprenticeships at dozens of local businesses. To learn more, visit the MPS Youth Apprenticeships page at http://mps.milwaukee.k12.wi.us/en/Programs/Career-Technical-Education/Youth-Apprenticeship.htm.

Hamilton High School Retires Jersey of Alumnus and Pro Basketball Player Kevon Looney

Kevon Looney was in good company as he entered the gym at Alexander Hamilton High School to see his high-school basketball jersey retired. Accompanying Looney were not just a few friends and teammates, but the entire team of Golden State Warriors, including Stephen Curry and Kevin Durant, coaches, and even some front-office staff. All of them cheered on Looney as he autographed jersey number 5 to be put on permanent display.

Looney, who is a 2014 graduate of Hamilton, was a star player in his high-school days. While at Hamilton, Looney was named Mr. Basketball by the Wisconsin Basketball Coaches Association and won Gatorade Player of the Year in 2014. In his senior year, he averaged 27.9 points, 12.7 rebounds, eight blocks, and seven assists per game. Looney was drafted by the Golden State Warriors in 2015. He had played college basketball for UCLA for one year before making the leap to the NBA.

Known for his natural talent, Looney spent time with the Hamilton basketball teams, cheerleaders, and students, sharing stories about his career journey. Looney has also gained a reputation for charitable causes and for giving back to others.

Increasing Opportunities for Student Voice

A shared goal of the Milwaukee Board of School Directors and the Administration is providing increased opportunities for student voice throughout the district and at the Board's monthly meetings. With that goal in mind, I have continued my listening sessions with students. Through these sessions, I learn a lot about what is important to students, including what makes them most proud about MPS and what their ideas are for increasing student voice in the district's decision making.

This month I had an opportunity to meet with 12 students at Riverside University High School. Students revealed their pride in MPS for the diversity of the student body, course offerings, and access to arts and athletics programs. They also spoke positively about the many opportunities in MPS, such as college and career support. In addition, youth in the focus group praised MPS teachers for ensuring that students have what they need to succeed.

The conversation explored several areas of concern, including security procedures, use of cell phones block scheduling, and school spirit. The students also shared their opinions about school uniforms, made suggestions for facility improvements, and requested more passing time between classes.

* * * * *

(Item 2) Action on the FY19 Protocols and Calendar for Completing the Evaluation Process for the Superintendent of Schools and the Evaluation Rating Form

Background

In accordance with the terms and conditions of the Superintendent's employment agreement with the Milwaukee Board of School Directors, the Superintendent of Schools is submitting the following documents for approval to be used during the FY19 evaluation process:

1. Protocols and Calendar
2. Evaluation Rating Form (provided under separate cover)

These documents are in alignment with the district's goals, strategic planning, and the Five Priorities for Success. An electronic version of the proposed rating form will be developed for greater efficiency in completing the form and compiling board members' data and comments into a single report.

Protocols and Calendar for Completing Superintendent Evaluation for FY19

December 2018	At a December 2018 meeting of the Milwaukee Board of School Directors, the Board considers the Superintendent's evaluation process, to include the Superintendent Evaluation Rating Form, as well as protocols and the calendar for completing the evaluation process.
January 2019	Mid-year review of Superintendent scheduled.
February 1-17	Superintendent completes a self-evaluation using the Superintendent Evaluation rating form previously presented to the Board (December 2018) for use in the Superintendent's FY19 evaluation, completing the comments section only, and submits it to the entire Board.
Feb. 18-March 18	Individual board members (continuing board members and those finishing their terms) complete the electronic version of the Superintendent Evaluation rating form.
March 19-31	Qualtrics compiles aggregate single evaluation rating form report and submits copies to the Board's President. All board comments are included in the aggregate single evaluation rating form report.
April 1-7	The Board's President reviews the aggregate single evaluation rating form report compiled by Qualtrics and provides copies to all board members for their review.
April 8-19	The Board meets to discuss the aggregate single evaluation rating form report compiled by Qualtrics and, based on information contained in this report, prepares a single set of comments for the Superintendent, which may be categorized into successes, challenges, and next steps or goals for FY20.
April 22-25	The aggregate evaluation rating form report, as well as comments, successes, challenges, and next steps/goals, is presented to the Superintendent.
May 2019	The Board meets with the Superintendent to jointly review the evaluation. At the conclusion of the meeting, the Superintendent is presented with any change/extension in contract length and any change in compensation.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Upon approval by the Board, the FY19 protocols and calendar for completing the Superintendent's evaluation process, evaluation rating form, and measures will become components of the Superintendent's annual evaluation process.

Recommendation

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

This item was deferred to the end of the agenda.

* * * * *

(Item 3) Report with Possible Action Regarding a District Safety Drill as Required by WI. Act 143 and Other Associated Requirements

Background

In March 2018, Wisconsin Act 143, Office of School Safety and School Safety Grants, was enacted. This Act, which pertains to all public and private schools in Wisconsin, requires the following to be submitted by school districts to the Office of School Safety Department of Justice (DOJ) by January 1, 2019:

- a copy of its school safety plan;
- the dates of the required annual safety drill or drills held during the previous year;
- Certification that the school board or governing body has reviewed a required written evaluation of the drill or drills;
- the date of the most recent school training on school safety and the number of attendees; and
- the most recent date on which the school board or governing body consulted with a local law-enforcement agency to conduct required, on-site safety assessments.

Grant Award 2018 School Safety Initiative DOJ (grant number: 2018-SSI-01-12953) mandates full compliance with the requirements of Act 143.

All items listed above have been compiled for submission to the Department of Justice to meet the January 1, 2019, deadline.

Pertaining to the third bullet listed above, a school-wide safety drill was conducted on December 6, 2018, and included those contracted schools that are part of the grant. The safety drills required a written evaluation by the principals and a review by the school board within 30 days. The Summary Report: District Safety Drill, is provided below.

Summary Report: District Safety Drill

On Thursday, December 6, 2018 a district-wide safety drill was conducted in all Milwaukee Public Schools and some contracted schools. Those contracted schools that are part of the school safety grant awarded to MPS also took part in this drill. The drills consisted of a standard Code Red drill, which is practiced multiple times within MPS schools throughout a school year. The drill was a mandate based on requirements of Wisconsin Act 143, Office of School Safety and School Safety Grants, which was enacted in March 2018.

Act 143 requires a safety drill to be conducted in all public and private schools throughout Wisconsin, with a written evaluation by each school principal to be submitted to the school board within 30 days. Subsequently, the respective district school board is to certify that they have reviewed the required written evaluation of the drills. After the board's, review a certification of same is to be submitted to the Office of School Safety within the Department of Justice (DOJ) by January 1, 2018.

All drills were in regard to a violent act that could be encountered in a school and would require a response based on the district and schools' safety plan. The individual evaluations were very similar, such as administrators having observed minor issues such as a few classroom doors being left unlocked and some talking in classrooms. These minor concerns were addressed at the school level by the administrators and will be monitored in future drills. Drills lasted between a few minutes to approximately 20 minutes,

depending on the size of the school. MPS utilizes a standard response procedure, and in these drills the response was a code red.

It is apparent that the drills were performed correctly, and the outcomes provided insight to what protocols require more practice and discipline.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.03, Security

This item was deferred to the end of the agenda.

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

(Item 1) Report on Legislative Activities Affecting the Milwaukee Public Schools and Action on the Proposed 2018-2019 Legislative Agenda

Background

A discussion and review of the proposed 2019-2020 MPS Legislative Agenda, which is available under separate cover, was provided ahead of the upcoming legislative session.

The transitional work of the administration of Governor-elect Evers continues, and updates on the progress of that work were highlighted as well.

After a year of work, the Legislature's Blue Ribbon Commission on K-12 Education Funding will be holding its final meeting on December 19 at the State Capitol. It is anticipated that, as a result of those discussions, a final report, along with possible draft legislation, will be made available to the public by mid to late January.

The inauguration of elected officials will take place in the State Capitol on January 7, 2019.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy BG 2.13, 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.

Recommendation

That the Board determine how it wishes to proceed with the proposed 2018-19 Legislative Agenda, as provided under separate cover.

Director Voss moved to approve the 2018-19 Legislative Agenda. The motion passed, the vote being as follows:

Ayes — Directors Baéz , Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — None.

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

The Board Clerk presented 21 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Miller moved to accept the reports of the Independent Hearing Officers of November 30 and December 3, 4, 5, 10, 11, 13, 14, and 17, 2018.

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

Ayes — Directors Baéz , Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — None.

* * * * *

REPORTS OF STANDING COMMITTEES

No items were set aside for separate consideration.

On the motion of Director Falk, the balance of the Committee Reports was approved, the vote being as follows:

Ayes — Directors Baéz , Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — None.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report and Possible Action on the Actuarial Valuation of the District's Obligation for Other Post-employment Benefits (OPEB) as of July 1, 2017.

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 Governmental Accounting Standards Board (GASB) is the body that sets the accounting standards for state and local governments.

GASB Statement No. 74, Financial Reporting for Post-employment Benefit Plans Other than Pensions, was issued in June 2015 and amended GASB Statement No. 43. It became effective for plan financial statements for fiscal years beginning after June 15, 2016.

GASB Statement No. 75, Accounting and Financial Reporting for Post-employment Benefits Other than Pensions, was issued in June 2015 and amended GASB Statement No. 45. It became effective for governmental financial statements of employers for fiscal years beginning after June 15, 2017.

The purpose of this reporting requirement is to establish standards for the measurement, recognition, and display of expenditures for other post-employment benefit (OPEB), related liabilities, and other information in the financial reports of state and local governmental employers. By definition, other post-employment benefits include medical, dental, vision, life insurance, disability, long-term care, and other benefits that are provided separately from a defined benefit pension plan.

The report on the actuarial valuation is attached to the minutes of your Committee's meeting.

In addition, on January 4, 2006, Assembly Bill 167 was enacted into law, relating to the investment by school districts of funds held in trust to provide post-employment benefits.

The MPS OPEB Trust Fund has an ending fund balance at June 30, 2018, of $123 million, an increase of $14.2 million from the previous year (FY17). The trust paid out $49,988,777 in post-employment benefits in FY18. Funds placed in the OPEB trust fund provide resources for future use against the district's OPEB liability for employees' post-retirement benefits. The funds can only be used by the district to pay retirees' medical, prescription, and life-insurance costs and are not able to be used by the district for any other purpose.

The MPS OPEB Trust Fund's investments are managed by PFM Asset Management LLC, and the custodian is BMO Harris Bank NA. The trust fund's investment return for FY18 was 7.55%.

The report on the actuarial valuation of the Milwaukee Public Schools' Retiree healthcare and life insurance programs, as of July 1, 2017, 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 3.06, Fiscal Accounting and Reporting

Fiscal Impact Statement

The item does not authorize expenditures, but is for the purpose of providing information to the Board.

Implementation and Assessment Plan

The OPEB valuation report as of July 1, 2017, will be used for the district's FY18 financial statements.

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

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(Item 2) 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

Code	Name	Position and Salary	Date
		New Hires	
5	Michael Clements	Boiler Attendant Trainee $33,698.08	11/05/2018
2	Octavias Britton	Central Kitchen Delivery Driver $20.51 per hour	11/05/2018
5	Brandon Dollhopf	Central Kitchen Delivery Driver $20.51 per hour	11/02/2018

Code	Name	Position and Salary	Date
2	Celia Addison	Food Service Assistant $12.94 per hour	11/12/2018
2	Quiana Beckom	Food Service Assistant $12.94 per hour	11/12/2018
2	Tunishe Bowling	Food Service Assistant $12.94 per hour	11/12/2018
2	Natasha Bruce	Food Service Assistant $12.94 per hour	11/05/2018
2	Kashawn Chambers	Food Service Assistant $12.94 per hour	11/12/2018
2	Varleer Davis	Food Service Assistant $12.94 per hour	11/05/2018
2	Tamera Greenlee	Food Service Assistant $12.94 per hour	11/05/2018
2	Latiji Hale	Food Service Assistant $12.94 per hour	11/12/2018
3	Therese Lemche	Food Service Assistant $12.94 per hour	11/05/2018
4	Catrina McClain	Food Service Assistant $12.94 per hour	11/12/2018
2	Tiffany McClain	Food Service Assistant $12.94 per hour	11/12/2018
2	Nicole Nicholson	Food Service Assistant $12.94 per hour	11/05/2018
2	Miracle Northcutt-Hoskin	Food Service Assistant $12.94 per hour	11/05/2018
4	Maira Ornelas	Food Service Assistant $12.94 per hour	11/12/2018
4	Patricia Peralta Cuenca	Food Service Assistant $12.94 per hour	11/12/2018
2	Siquortney Rodgers	Food Service Assistant $12.94 per hour	11/05/2018
2	Lashonda Walker	Food Service Assistant $12.94 per hour	11/05/2018
2	Tamlah Williams	Food Service Assistant $12.94 per hour	11/06/2018
4	Marielena Sandoval	Para Ed Assistant — Parent Involvement $18,315.98	11/01/2018
4	Christopher Antimo Perez	Para Ed Assistant $18,315.98	11/08/2018
4	Araceli Barroso	Para Ed Assistant $18,315.98	11/05/2018
4	Marlene Graterol	Para Ed Assistant $18,315.98	11/09/2018
5	Brady Greenwalt	Para Ed Assistant $18,315.98	11/05/2018
5	Mary Grobelny	Para Ed Assistant $18,315.98	11/08/2018
4	Christian Islas	Para Ed Assistant $18,315.98	11/05/2018
2	Dominique Jones	Para Ed Assistant $18,315.98	11/13/2018
2	Nina Cleveland	Para Ed Assistant $20,409.18	11/05/2018
		Promotions	
2	Annga Brown	Boiler Attendant $38,839.58	11/05/2018
2	Olubunmi Orunmoluyi	Para Ed Assistant $18,315.98	11/12/2018
4	Ivelisse Belmontes	Payroll Assistant II $36,964.70	11/12/2018

Code	Name	Position and Salary	Date
2	Nicholas Baptist	School Engineer I $42,589.38	11/05/2018
2	Anthony Davis	School Engineer I $42,589.38	11/05/2018
2	Jacqueline Fayne	School Engineer I $42,589.38	11/05/2018
2	Jimmie Langston	School Engineer I $42,589.38	11/05/2018
2	Randy Patterson	School Engineer I $42,589.38	11/05/2018
2	Timothy Salaam	School Engineer I $42,589.38	11/05/2018
2	Moses Lewis	School Engineer II $46,432.29	11/05/2018
		Rehires	
2	Joleen Lewis	Food Service Assistant $12.94 per hour	11/05/2018
2	Tanicha Suggs	Food Service Assistant $12.94 per hour	11/05/2018
2	Courtney Winters	Para Ed Assistant — Parent Involvement $18,315.98	11/05/2018
5	Sarah ONeill	Para Ed Assistant $18,315.98	11/15/2018
2	Kristen Walton	Para Ed Assistant $18,315.98	11/05/2018
4	Carmen Rojo	Secretary I — 10-month $32,305.53	11/05/2018

Certificated Appointments: Teachers

Codes	Name and Position	Division	Salary	Effective Date
2,r	Berkhalter, Keana Gen Elem & K8 — All Grades	B	$42,360.01	11/9/2018
2,r	Johnson, Marcus Special Ed Multicategorical	B	$42,360.01	11/12/2018
2,r	Jones, Takela 99-457 Early Childhood	B	$42,360.01	11/26/2018
5,nr	Pieper, Nancy Multicategorical Comp Sen	B	$46,061.37	11/26/2018
5,r	Scalzitti, Lisa Gen Elem & K8 — All Grades	B	$64,018.98	11/8/2018
2,r	Stokes, Tyra Title I Schoolwide	B	$42,500.00	11/12/2018
2,r	West, Yolanda Title I Schoolwide	B	$61,018.98	11/5/2018

Certificated Appointments: Permit Teachers

Codes	Name and Position	Division	Salary	Effective Date
2,r	Adams, Shequita Reg (five-year-old) Kindergarten	B	$42,360.01	11/5/2018
2,r	Jackson, Tensie Multicategorical Comp Sen	B	$42,360.01	10/30/2018
2,nr	Reed, Tanya Multicategorical Comp Sen	B	$42,360.01	11/12/2018
2,nr	Sneor, Samantha Gen Elem & K8 — All Grades	B	$42,360.01	11/5/2018

Codes	Name and Position	Division	Salary	Effective Date
5,r	Synovic, Stefanie Gen Elem & K8 — All Grades	B	$42,360.01	11/2/2018
2,r	Taper, Jordan Gen Elem & K8 — All Grades	B	$42,360.01	11/12/2018

Certificated Appointments: Teachers — Early-start Calendar

Codes	Name and Position	Division	Salary	Effective Date
5,nr	Barrett, Kimberly Cat Eng High	B	$48,117.68	11/12/2018
2,r	Brown, Shanna Science	B	$42,360.01	11/7/2018

Certificated Appointments: Permit Teachers — Early-start Calendar

Codes	Name and Position	Division	Salary	Effective Date
2,r	Nation, Chyla Multicategorical Comp Sen	B	$42,360.01	11/7/2018
2,r	Stewart, Kiara English	B	$42,360.01	11/5/2018

Codes and Counts

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-Residents
(r) Residents
(1) Native American 0
(2) African American 13
(3) Asian/Oriental/Pacific Islander 0
(4) Hispanic 0
(5) White 4
(6) Other 0
(7) Two or More Ethnic Codes 0
Males 2
Females 15

Certificated Leaves of Absence

	Present Assignment	Effective From
Illness Leave, November 2018		
Lara Otero	Holmes	11/19/2018

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Effective Date
			Certificated Resignations			
Personal	0.1	5	Krystie Anderson	Teacher	Westside Acad	10/18/2018
Personal	0.2	5	Allison Anich	Teacher	Dr. King Elem	11/02/2018
Retire	31.0	2	Alvin Baldwin	AP	JMAC	05/30/2019
Personal	2.1	5	Vladimir Bjelic	Teacher	Vieau	10/26/2018

Reason	Yrs Svc	Code	Name	Position	Location	Effective Date
Personal	6.1	5	Angela Dvorak	Teacher	Audubon	10/31/2018
Personal	13.2	5	Michael Engelking	Teacher	Morgandale	11/20/2018
Personal	5.2	5	Sara Fahey	Teacher	Gaenslen	11/23/2018
Other Work	12.1	5	Jason Franklin	Teacher	Central Svcs	10/12/2018
Personal	0.1	5	Madeline Jewell	Teacher	South Division	09/26/2018
Retire	29.0	5	Margaret Lester	Teacher	Vincent	12/31/2018
Personal	5.1	5	Anika Lohmann	Teacher	Central Svcs	10/05/2018
Personal	0.2	4	Jose Manuel Martinez	Teacher	Allen Field	10/29/2018
Personal	0.2	5	Debra McRoberts	Teacher	Lancaster	10/05/2018
Personal	1.1	5	David Moburg	Teacher	Franklin	10/15/2018
Personal	4.1	4	Yaphet Morales	Teacher	Wedgewood Park	10/10/2018
Personal	0.1	5	Sarah ONeill	Teacher	Morse	11/09/2018
Personal	9.2	2	Edward Richerson	Teacher	Maple Tree	10/15/2018
Other Work	0.1	5	Kevin Rick	Teacher	Holmes	10/05/2018
Personal	10.0	4	Nivi Rivera Torres	Teacher	Longfellow	10/26/2018
Retire	34.1	5	Victoria Schmitz	Teacher	Hopkins Lloyd	10/19/2018
Retire	30.0	6	Mary Stoner	Teacher	Grantosa	06/14/2019
Personal	0.1	5	Tiffany Vanlandingham	Teacher	Hampton	10/19/2018
			Classified Retirements			
Retire	31.8	5	Tina Barkstrom	Director I	Central Svcs	10/31/2018
Retire	20.0	4	Sara Delgado	Secretary I	Central Svcs	11/03/2018
Retire	28.1	2	Rosalind Howard	BSH I	Vincent	11/03/2018

Monthly Affirmative Action Transaction Report

The Affirmative Action monthly personnel transaction report for November 2018 is attached to the minutes of your Committee's meeting. This is an informational report, 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 3) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

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

Codes	Name	Position and Assignment	Salary
(2)(r)	Shelley Perkins	ESEA Coordinator & Compliance Manager II	Schedule 03, Range 12A
		Office of the Chief of Finance	$105,831
(2)(r)	Nicholas Spence	Recreation Coordinator II	Schedule 03, Range 07A
		Office of the Chief of Finance	$65,559
(5)(r)	Kim-Lien Callies	Accountant IV	Schedule 03, Range 06A
		Office of the Chief of Finance	$60,551
(5)(r)	Erica Aponte	Special Education Program Supervisor I	Schedule 03, Range 09C
		Office of the Chief of Academics	$59,733
(2)(r)	Melita Pate Tyler	Special Education Program Supervisor I	Schedule 03, Range 09C
		Office of the Chief of Academics	$59,733

Recommended Reassignments

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

Codes	Name	Position and Assignment	Salary
(5)(nr)	Jennifer Smith	Regional Superintendent	Schedule 03, Range 16A
		Office of the Chief of School Administration	$137,209
(4)(r)	Keren Gonzalez	Administrative Assistant Ill	Schedule 03, Range 03A
		Office of the Chief of Communications & School Performance	$54,679

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

Your Committee 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	Position and Assignment	Dates	Hourly Wage
(5)(nr)	Mark Hines	Co-Advisor/Artist in Residence Office of the Chief of School Administration	08/21/18 to 12/31/18	$50.00
(5)(r)	Margaret Peters	IEP Team School Social Worker Office of the Chief of Academics	11/01/18 to 05/31/19	$40.00
(5)(r)	Heidi Bukowski	Induction Specialist Office of the Chief of Human Resources	11/14/18 to 01/31/19	$30.00
(5)(r)	Michele Butz*	Montessori Support Office of the Chief of School Administration	11/01/18 to 06/07/19	$30.00
(2)(r)	Heather Harper	Induction Specialist Office of the Chief of Human Resources	11/14/18 to 01/31/19	$30.00
(4)(r)	Jason Orozco	Induction Specialist Office of the Chief of Human Resources	11/14/18 to 01/31/19	$30.00
(4)(r)	Jacob Sanchez	GIS Data Analyst Office of Accountability and Efficiency	11/12/18 to 05/31/19	$30.00
(5)(r)	Nancy Blumenberg	Accountant Assistant Ill Office of the Chief of Finance	11/05/18 to 02/05/19	$28.44
(5)(r)	Colleen Schmitt	SEE US! Grant Support Office of the Chief of Academics	11/01/18 to 05/01/19	$23.54
(5)(r)	Rebecca Meyer	Law Clerk Office of the Chief of School Administration	12/03/18 to 02/14/19	$12.00
(5)(nr)	Alexander Zimmerman	Law Clerk Office of the Chief of Human Resources	01/01/19 to 06/30/19	$12.00

*This LTE contract, as originally approved by the Board in November 2018, included the incorrect dates.

Codes

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

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

* * * * *

(Item 4) Action on a Request to Approve Prevailing Wage Rates

Background

Building trades workers employed at the Department of Facilities and Maintenance Services have historically been paid the prevailing wages, pursuant to the action of the Board on May 3, 1931 (Proc. pp. 555-556). This policy was incorporated in Section 2.32 of the Board's Rules (currently Administrative Policy 6.21) and was further affirmed by the Board in December 1962 (Proc. 12-11-62, pp. 301-302; 12-19-62, pp. 303-304). Building trades workers employed at the Department of Facilities and Maintenance Services last received the prevailing wage rates effective July 2017.

Based on the need to remain competitive in the current market for building trades, Administration recommends that the Board move forward with an updated prevailing wage structure for this unit.

FY19 Prevailing Wage Schedule

Job Classification	FY18 Current Rate	FY19 MBCTC Prevailing Wage
Bricklayer	37.25	38.03
Bricklayer Crewleader	39.12	39.93
Buildinq Laborer	29.39	30.23
Buildinq Laborer Crewleader	30.92	31.80
Carpenter	36.31	37.47
Carpenter Crewleader	38.13	39.35
Electrician	37.51	39.31
Electrician Crewleader	39.39	42.26
Elevator Constructor Mechanic	46.49	47.94
Insulator Crewleader	35.31	35.73
Insulator/Asbestos Worker	34.03	34.03
Locksmith	36.31	37.47
Locksmith Crewleader	38.13	39.35

Job Classification	FY18 Current Rate	FY19 MBCTC Prevailing Wage
Machine Maintenance Crewleader	38.18	39.93
Machine Maintenance Repairman	36.93	38.43
Painter (Buildings)	30.25	31.55
Painter Crewleader	30.63	31.93
Plasterer	32.65	33.76
Plumber	40.27	41.27
Plumber Crewleader	42.69	43.75
Plumber-Rest. Jrnvrnn I	36.04	37.04
Roofer	31.70	33.45
Roofer Crewleader	32.20	33.95
Sheet Metal Crewleader	43.56	46.79
Sheet Metal Worker	40.52	43.52
Steamfitter	43.86	45.52
Steamfitter Crewleader	46.06	47.80

Bricklayers
Milwaukee Public Schools

Please be advised that the bricklayers and their contractors have an agreement providing for the following rates of wages and fringe benefits, effective June 1, 2018.

	6/1/2018 Per Hour
Bricklayer Mason	$38.03
Bricklayer Mason Foreman	$41.83

There is no deduction for Vacation Fund.

MPS rates to be paid

MPS Job Class		6/1/2018 Per Hour
3750	Bricklayer Journeyman	$38.03
3745*	Bricklayer Crewleader	$39.93

*1/2 the difference of Foreman to Journeyman

Carpenters/Locksmiths
Milwaukee Public Schools

Please be advised that the carpenters and their contractors have an agreement providing for the following rates of wages and fringe benefits, effective June 1, 2018.

	6/1/2018 Per Hour
Carpenter	$37.47
Carpenter Foreman	$41.22

MPS rates to be paid

MPS Job Class		6/1/2018 Per Hour
3765	Carpenter	$37.47
3755*	Carpenter Chargeman	$39.35
3830	Locksmith	$37.47
3825*	Locksmith Chargeman	$39.35

*1/2 the difference of Foreman to Journeyman

Effective: 9-1-2014: Vacation Fund will cease to exist, and the dues check-off amount of 4% of employees' gross wages shall be effective and payable by the employers as part of the overall wage package.

Carpenters/Millwright Erectors
Milwaukee Public Schools

Please be advised that the carpenters and their contractors have an agreement providing for the following rates of wages and fringe benefits for the Millwright Erectors effective June 1, 2018.

	6/1/2018 Per Hour
Millwright Journeyman	$38.43
Millwright General Foreman	$41.43

MPS rates to be paid

MPS Job Class		6/1/2018 Per Hour
3900	Millwright Journeyman	$38.43
3897*	Millwright Chargeman	$39.93
*1/2 the difference of Foreman to Journeyman		

Vacation Fund: As of 09/01/2014, Vacation Fund will cease to exist.

Electricians
Milwaukee Public Schools

Please be advised that the electricians and their contractors have an agreement providing for the following rates of wages and fringe benefits, effective June 1, 2018.

	6/1/2018 Per Hour
Electrician	$39.31
Electrician General Foreman	$45.21

MPS rates to be paid

MPS Job Class		6/1/2018 Per Hour
3785	Electrician	$39.31
3775*	Electrician Crewleader	$42.26

*1/2 the difference of Foreman to Journeyman

Vacation Fund contributions are employer-paid, resulting in no wage reduction for MPS employees.

Elevator Constructors
Milwaukee Public Schools

Please be advised that the elevator constructors and their contractors have an agreement providing for the following rates of wages and fringe benefits, effective January 1, 2018

	1/1/2018 Per Hour
Elevator Mechanic	$47.94
Elevator Mechanic In Charge	$53.93

MPS rates to be paid

MPS Job Class		1/1/2018 Per Hour
3902	Elevator Constructor (Mechanic)	$47.94

There is no deduction for Vacation Fund.

Laborers
Milwaukee Public Schools

Please be advised that the laborers and their contractors have an agreement providing for the following rates of wages and fringe benefits, effective June 4, 2018.

	6/4/2018 Per Hour
General Laborers, Asbestos Abatement Remover, Toxic Waste Remover	$31.34
General Foreman	$34.47
Vacation Fund to be deducted	$1.11

MPS rates to be paid

MPS Job Class		6/4/2018 Per Hour
3920	Building Laborer	$30.23
3910*	Building Laborer Crewleader	$31.80

*1/2 the difference of Foreman to Journeyman

Painters
Milwaukee Public Schools

Please be advised that the painters and their contractors have an agreement providing for the following rates of wages and fringe benefits, effective June 1, 2018.

	6/1/2018 Per Hour
Painter (Buildings)	$31.55
Painter Foreman (Buildings)	$32.30

No Vacation Fund Established

MPS rates to be paid

MPS Job Class		6/1/2018 Per Hour
3800	Painter	$31.55
3790*	Painter Charzeman	$31.93

*1/2 the difference of Foreman to Journeyman

Plasterers
Milwaukee Public Schools

Please be advised that the plasterers and their contractors have an agreement providing for the following rates of wages and fringe benefits, effective June 1, 2018.

	6/1/2018 Per Hour
Plasterer	$33.76
Plasterer Foreman	$37.14

No Vacation Fund Established

MPS rates to be paid

MPS Job Class		6/1/2018 Per Hour
3930	Plasterer	$33.76

Roofers
Milwaukee Public Schools

Please be advised that the roofers and their contractors have an agreement providing for the following rates of wages and fringe benefits, effective June 1, 2018.

	6/1/2018 Per Hour
Roofer Journeyman	$33.45
Roofer Foreman	$34.45

No Vacation Fund established

MPS rates to be paid

MPS Job Class		6/1/2018 Per Hour
3937	Roofer	$33.45
3938*	Roofer Crewleader	$33.95

*1/2 the difference of Foreman to Journeyman

Sheet Metal Workers
Milwaukee Public Schools

Please be advised that the sheet metal workers and their contractors have an agreement providing for the following rates of wages and fringe benefits, effective January 1, 2018.

	1/1/2018 Per Hour
Sheet Metal Journeyman	$41.12
Sheet Metal Worker General Foreman	$47.29

No Vacation Fund established

MPS rates to be paid

MPS Job Class		1/1/2018 Per Hour
3885	Sheet Metal Journeyman	$41.12
3875*	Sheet Metal Chargeman	$44.21

*1/2 the difference of Foreman to Journeyman

Steamfitters
Milwaukee Public Schools

Please be advised that the steamfitters and their contractors have an agreement providing for the following rates of wages and fringe benefits, effective June 4, 2018.

	6/4/2018 Per Hour
Steamfitter Journeyman	$45.52
Steamfitter Foreman	$50.07

There is no deduction for Vacation Fund.

MPS rates to be paid

MPS Job Class		6/4/2018 Per Hour
3850	Steamfitter Journeyman	$45.52
3840*	Steamfitter Chargeman	$47.80

*1/2 the difference of Foreman to Journeyman

Asbestos Workers/Insulators
Milwaukee Public Schools

Please be advised that the asbestos workers/heat & frost insulators and their contractors have an agreement providing for the following rates of wages and fringe benefits for the Asbestos Workers/Insulators, effective June 1, 2018.

	6/1/2018 Per Hour
Journeyman	$34.03
Foreman (five-men crew, including foreman)	$37.43

There is no deduction for Vacation Fund.

MPS rates to be paid

MPS Job Class		6/1/2018 Per Hour
3870	Insulator/Asbestor Worker	$34.03
3873*	Insulator Chargeman	$35.73

*1/2 the difference of Foreman to Journeyman

Sheet Metal Workers
Milwaukee Public Schools

Please be advised that the sheet metal workers and their contractors have an agreement providing for the following rates of wages and fringe benefits, effective June 1, 2018.

	6/1/2018 Per Hour
Sheet Metal Journeyman	$43.52
Sheet Metal Worker General Foreman	$50.05

No Vacation Fund established

MPS rates to be paid

MPS Job Class		6/1/2018 Per Hour
3885	Sheet Metal Journeyman	$43.52
3875*	Sheet Metal Chargeman	$46.79

*1/2 the difference of Foreman to Journeyman

Plumbers
Milwaukee Public Schools

Please be advised that the plumbers and their contractors have an agreement providing for the following rates of wages and fringe benefits, effective June 4, 2018.

	6/4/2018 Per Hour
Metal Trades — Sewer & Pipe Layer	$37.04
Plumber	$41.27
Plumber Foreman/General Foreman	$46.22
No Vacation Fund established	

MPS rates to be paid

MPS Job Class		6/4/2018 Per Hour
3821	Plumber — Restricted Journeyman	$37.04
3820	Plumber	$41.27
3810*	Plumber Chargeman	$43.75

*1/2 the difference of Foreman to Journeyman

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.21, Salary Schedules: Staff

Fiscal Impact Statement

The district will incur costs by paying covered employees the wages as proposed in this item. These positions and salaries were allocated for in the Department of Facilities and Maintenance Services' budget as approved by the Board for FY19.

Implementation and Assessment Plan

Upon the Board's approval, the new wage rates will be implemented as required.

Committee's Recommendation

Your Committee recommends that the Board approve the prevailing wage rates, effective as of July 1, 2018.

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

* * * * *

(Item 5) Action on Resolution 1819R-010 by Director Miller Regarding the District's Excessing Policies

Background

At its meeting on October 25, 2018, the Board referred Resolution 1819R-010 by Director Miller to the Committee on Accountability, Finance, and Personnel:

> WHEREAS, The MPS Administration has attempted, in many schools, to fund staffing to stand up and ensure the integrity of needed programs to serve our students, even with enrollment decreases; and
>
> WHEREAS, The district goes through the painful process of excessing staff each year because of decreases in student enrollment, funding, certified teachers, and other reasons; and
>
> WHEREAS, In many schools, classes have been in place for as long as 10 weeks before excessing and program change occurs; and
>
> WHEREAS, The excessing process leading to the ending of classes, having students switch classes and teachers, and the ending of needed and advanced programs all lead to significant disruption having an effect on students and their educational experience; and
>
> WHEREAS, The disruption to schools is often more prevalent in lower-performing schools; schools in poor neighborhoods; schools populated almost completely by economically disadvantaged students; schools that have no entrance requirements and accept all students; schools that accept students returning from incarceration, expulsion, and administrative transfer; schools attempting to establish new programs; and schools attempting to redefine themselves; now, therefore, be it

RESOLVED, That the Administration and the Office of Accountability and Efficiency perform an audit of the district's excessing policies, practices, and history through an equity lens; and be it

FURTHER RESOLVED, That a report on the findings of the audit be provided to the Board of School Directors no later than the February 2019 Board cycle.

The Administration is in agreement with the resolution and will work with the Office of Accountability and Efficiency to perform an audit of the district's excessing policies, practices and history through an equity lens.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon adoption of Resolution 1819R-010, the Administration will begin collaboration with the Office of Accountability and Efficiency to perform an audit of district excessing policies, practices, and history through an equity lens.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1819R-010 by Director Miller regarding staff excessing policies, with the second Resolved to be amended as follows:

FURTHER RESOLVED, That a report on the findings of the audit be provided to the Board of School Directors no later than the ~~February~~ March 2019 Board cycle.

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

* * * * *

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

Background

RFPs 936, 937 & 938 Authorization to Extend Three Contracts with Time Warner Cable Business, LLC, for Leased Metro Ethernet Services, Internet Access Service and Connectivity, and ISDN PRI Telecommunications

The Administration is requesting authorization to extend three contracts with Time Warner Cable Business, LLC, ("Time Warner") for services associated with leased metro ethernet services, internet access service and connectivity, and ISDN PRI Telecommunications.

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

e-Rate is governed by the Telecommunications Act of 1996 and the corresponding rules promulgated by the FCC, as well as by subsequent guidance and rule changes issued through FCC Orders. e-Rate is administered by the FCC's contractor, the Schools and Libraries Division ("SLD") of the Universal Service Administrative Company. The District must strictly adhere to the FCC's rules and orders, and sufficient funding must be available to meet total funding demand for this category of services in order for its applications for e-Rate funding to be granted. The most significant requirements are 1) the winning vendor

must be selected via a competitive procurement in which price is the primary factor, and 2) resulting contracts must be fully executed before the submission of applications for funding requests to the SLD.

Time Warner was the chosen vendor in each of three separate competitive RFPs — 936, 937, and 938. The original contracts provided for four additional one-year extensions to be exercised solely in the discretion of MPS. This will each be the second one-year extension.

It is anticipated that e-Rate will pay an estimated 90% of the amount deemed e-Rate-eligible for leased metro Ethernet services and internet access service and connectivity. ISDN PRI telecommunications services are no longer eligible under e-Rate. As such, the District will be responsible for paying the total contract amount.

The contract extensions will run from July 1, 2019, through June 30, 2020. The total contract amounts in the second extension year are as follows:

RFP 936	Leased Metro Ethernet Service	
	Total contract amount	$ 6,182,700
	Anticipated e-Rate reimbursement	$ 5,521,500.00
	Anticipated MPS share*	$ 661,200
RFP 937	Internet Access Service and Connectivity	
	Total contract amount	$ 270,000.00
	Anticipated e-Rate reimbursement	$ 243,000.00
	Anticipated MPS share	$ 27,000.00
RFP 938	ISDN PRI Telecommunications Services	
	Total contract amount	$ 411,300.00
	Anticipated e-Rate reimbursement	$ 0
	Anticipated MPS share**	$ 411,300.00

*$47,700 of total costs are ineligible under e-Rate. As such, the 90% e-Rate share is based on total e-Rate eligible costs of $6,135,000.

**ISDN PRI telecommunication services are no longer eligible under e-Rate.

Upon the Board's approval, the District will sign the contract extensions prior to filing e-Rate applications. The Administration will make a request for funds to pay its share of the contract costs during the FY19-20 budget process.

Budget Code: PIN-0-0-PSU-DW-ETEL (Network/Internet Connectivity) $6,864,000

Time Warner Cable Business LLC, d/b/a Time Warner Cable

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

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

RFP 962 Authorization to Extend a Contract with Goodwill Talentbridge LLC for Contingent Staffing Services

The Administration is requesting authorization to extend a contract with Goodwill Talentbridge LLC ("Goodwill") for contingent staffing services. Goodwill will be used to deliver contingent staffing services for non-executive personnel (classified positions). Positions include, but are not limited to, secretarial/clerical, food services, and children's health assistants to MPS.

As a result of the high volume of hiring that the District is required to do for classified positions, contingent staffing is necessary to fill these positions temporarily while the recruitment-and-hiring process is completed.

Contractor was chosen pursuant to RFP 962. The original contract provided for two one-year options to extend if certain performance metrics were met. Goodwill has met the performance metrics codified in the contract; therefore, MPS is exercising the first option year for the contract.

This contract extension will run from January 1, 2019, through December 31, 2019. The total cost of the contract in this first extension year will not exceed $5,795,000.

Budget Code: Varies by location using services $5,795,000

Goodwill Talentbridge LLC

Prime Contractor Information
- Certified HUB Contractor? ..... No
- Total # of Employees 6,114
- Total # of Minorities 3,118
- Total # of Women 3,485

HUB Participation
- Required 5%
- Proposed 5%
- $ Value ..... TBD

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 600
- Student Career-awareness Commitmen 30t

RFP 986 Authorization to Contract with Follett School Solutions, Inc., and Mackin Educational Resources for Library Books and Library Materials

The Administration is requesting authorization to enter into contracts with Follett School Solutions, Inc,. and Mackin Educational Resources for library books and library materials. Schools throughout the District will be able to place purchase orders as needed throughout the term of these contracts. These contractors will be used to deliver library books and library materials throughout MPS.

Award recommendations are requested for the two highest-ranked vendors who responded to the RFP. Contractors were chosen pursuant to RFP 986, which closed October 3, 2018. Each contract will run from January 1, 2019, through December 31, 2019, ("Initial Term") with the option to extend up to two additional one-year terms if certain performance metrics incorporated into the contract are met.

The total cost of the contracts in the Initial Term will not exceed $1,600,000.

Vendor	Award
Follett School Solutions, Inc.	$800,000
Mackin Educational Resources	$800,000

Budget Code: Varies by location ordering goods $1,600,000

Follett School Solutions, Inc.

Prime Contractor Information
- Certified HUB Vendor? ..... No
- Total # of Employees ..... 1,200+
- Total # of Minorities 150
- Total # of Women 720

HUB Participation
- Required 5%
- Proposed 5%
- $ Value ..... TBD

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

Mackin Educational Resources

Prime Contractor Information
- Certified HUB Vendor? ..... No
- Total # of Employees 525
- Total # of Minorities 144
- Total # of Women 338

HUB Participation
- Required 5%
- Proposed 5%
- $ Value ..... TBD

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

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

Background

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

Exception Authorization to Enter into a Contract with AssetWorks LLC for IT Services and Data Migration

The Administration is requesting authorization to enter into a contract with AssetWorks LLC ("AssetWorks") for IT services. Contractor will be used to convert Oracle Database to SQL Server and migrate data from legacy systems into AssetWorks AiM ("AiM") application.

AssetWorks has worked together with the Department of Facilities and Maintenance Services (FMS) since 2007 to provide product updates and support for AiM, the asset-management software used in all aspects of managing and maintaining the district's facilities and vehicle fleet. The scope of this project is two-fold:

1) to convert the existing Oracle Database to SQL server, which will result in considerable long-term savings to the district in licensing fees; and

2) to migrate data from several existing legacy systems, which can no longer be supported into the AiM environment.

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

The contract will run from January 1, 2019, through December 31, 2019. The total cost of the contract will not exceed $66,040.

Budget Codes TSV-0-0-PSU-DW-EMTC (SQL Conversion — Contract Services).....$40,568
FAR-0-0-MM2-DW-EMTC (Database Migration — Contract Services) $25,472

AssetWorks LLC

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 Smart Interpreting Services, Inc., d/b/a Professional Interpreting Enterprise, for Interpretation Services

The Administration is requesting authorization to enter into a contract with Smart Interpreting Services, Inc., d/b/a Professional Interpreting Enterprise ("PIE"), for interpretation services.

PIE shall provide interpretation services for students and staff who are deaf and hard of hearing in MPS. The grade levels of the students may be from Pre-K3 to 12th grade. The students will have varied proficiency in American Sign Language ("ASL"). Interpretation services may be needed for classroom instruction as well as after-school activities, such as sporting activities, after-school programs, and other similar programs. In addition, interpreters may be needed to accompany students on field trips. Interpretation services will be needed for adults who participate in activities sponsored by MPS as well as for staff who work for MPS. Activities may include, but are not limited to, individualized education plan ("IEP") meetings, parent/teacher conferences, school performances, and graduation ceremonies.

According to the Americans with Disabilities Act ("ADA"), for any person who uses sign language as his/her primary way to communicate, a sign-language interpreter is required at all school activities or individual conferences at which a person with a hearing impairment is present. The State of Wisconsin's Department of Regulations and Licensing ("DRL") requires interpreters to have a DRL license to interpret for adults who are deaf or hard of hearing in school settings.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity of services in accordance with Administrative Policy 3.09(7)(e)(1)(b)(iv). PIE can meet the capacity needed for MPS staff as the district requests two to three in-person sign-language interpreters each week for adults.

The contract will run from January 1, 2019, through December 31, 2019, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed $210,000.

Budget Code HI2-0-I-EEN-DW-ECTS (Interpretation Services — Contract Services) $210,000

Smart Interpreting Services, Inc. d/b/a Professional Interpreting Enterprise

HUB Participation
Required..... 0%
Proposed 0%
$ Value.....0

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

— — —

VALUE Authorization to Extend a Blanket Agreement with Unisource Worldwide, Inc., a Veritiv Company, for Purchase of Copy Paper

The Administration requests authorization to extend a blanket agreement with Unisource Worldwide, Inc., a Veritiv Company, to provide copy paper using a piggyback contract (#PB18002). In accordance with Administrative Policy 3.09(7)(e)(1)(a), this blanket agreement is based on the Volume Acquisition and Large Uniform Expenditures (VALUE) Bid #2017-01. VALUE is a non-profit organization of various governmental entities in Southeastern Wisconsin that allows for cooperative bidding among its members to take advantage of volume discounting. Purchases will be made by various MPS schools and departments throughout the district as needed.

The initial blanket agreement was approved by the Board in February of 2018. This extension will run from January 1, 2019, through December 31, 2019, ("Year 2") with one additional one-year option to extend remaining.

The total cost of the blanket agreement will not exceed $800,000 during Year 2 of the blanket agreement.

Budget Code Varies by location ordering goods $800,000

Unisource Worldwide, Inc., a Veritiv Company

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

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

— — —

Exception Authorization to Issue a Purchase Order to Committee for Children for Child Protection and Bully Prevention Unit Materials

The Administration is requesting authorization to issue a purchase order to Committee for Children for Child Protection Unit ("CPU") and Bully Prevention Unit ("BPU") materials.

As part of the Department of Justice's School Safety Initiative Grant that MPS has received, numerous items were designated within the grant to be purchased, including the CPU and the anti-bullying BPU curriculum. The exception from the requirement of a competitive procurement process for this purchase order has been granted on the basis that the Committee for Children has been named as the required vendor pursuant to the Department of Justice's School Safety Grant (Administrative Policy 3.09(2)(c)).

The CPU was developed to help protect children from all walks of life, all over the world. It includes training, guidance, and resources for administrators, teachers, counselors, and families. Student lessons are age-appropriate and designed for early-learning through grade 5 classrooms. The BPU teaches Kindergarten-grade-5 students how to recognize, report, and refuse bullying. The items purchased will be provided to schools with grades K-5 which do not already have these materials.

The total cost of the goods purchased will not exceed $220,320.

Budget Code OGA-O-S-CH9-SA-ESUP (School Safety — Staff Development Supplies) $220,320

Committee for Children

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

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 10

Strategic Plan Compatibility Statement

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 as indicated in the attachments to the minutes of your Committee's meeting.

Committee's Recommendation

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

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

* * * * *

(Item 8) Action on Monthly Finance Matters: Authorization to Make Purchases; 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

State and UW Contracts Authorization to Purchase Furniture from Henricksen & Company, Inc.

The Administration is requesting authorization to use two contracts to make a one-time purchase from Henricksen & Company, Inc., ("Henricksen") for meeting and breakroom furniture, back stations, middle stations, and reception stations. These furnishings are required as part of the remodeling project currently taking place in the Department of Recreation and Community Services, Central Services Room 163.

This purchase will be made under the State of Wisconsin's Contract 505ENT-M15-OFFURNITUR-18 and UW-Madison's Contract #18-5665. Items manufactured by The HON Company, LLC, and Allsteel, Inc., are authorized for purchase from Henricksen under the UW-Madison's contract. Items manufactured by Great Openings are authorized for purchase from Henricksen under the State of Wisconsin's contract.

This will be a one-time purchase, and funds expended will not exceed $97,907.07.

Budget Code: CSV-0-0-PRC-RC-EMMB (Parks and Recreation).....$97,907.07

Henricksen

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

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations over $5,000			
German Immersion School	German Immersion Foundation	$6,138.82	Interactive Flat Panel Board
German Immersion School	German Immersion Foundation	$7,200.00	General School Supplies
German Immersion School	German Consulate General	$17,565.00	General School Supplies
Total Monetary Donations Over $5,000		*$30,903.82*	
Monetary Donations			
Academy of Accelerated Learning	Matthew & Laura Rostermundt	$10.00	General School Supplies
Burbank School	Aleece Lair	$10.00	Socks for Students
Cooper School	PPG Industries Foundation	$4,847.00	General School Supplies
Cooper School	NFPA Education and Technology Foundation	$500.00	STEM Grant
Cooper School	James J. Kubash	$600.00	General School Supplies
Dr. B. Carson Academy of Science	Donors Choose	$327.94	General School Supplies
Fernwood School	United Way	$357.31	General School Supplies
Franklin School	Triangle of Hope, Inc.	$300.00	Special Education Supplies
French Immersion School	YourCause LLC	$70.00	General School Supplies
French Immersion School	YourCause LLC	$60.00	General School Supplies
Garland School	Garland PTA	$1,950.00	Field Trips, Art, Music & Physical Education
Garland School	Garland PTA	$128.75	Office Supplies
Goodrich School	HellermannTyton	$500.00	PBIS Donation
Grant School	Cargill Cocoa and Chocolate	$500.00	General School Supplies
Green Bay Avenue School	Educators Credit Union	$200.00	General School Supplies
Hamilton High School	Andrew Specht	$20.00	Advanced Placement Supplies
Hamilton High School	Patrick Flannery	$20.00	Advanced Placement Supplies
Hamilton High School	John Brubaker	$20.00	Advanced Placement Supplies
Hamilton High School	WePay	$224.00	Volleyball Equipment
Hartford University School	Ely Leichtling	$1,000.00	Field Trips
King High School	Kathleen J. Dreyer	$1,000.00	Wrestling Team Donation
King High School	Ann O'Neil DDS	$99.00	Basketball Donation
King High School	Scopia LLC	$99.00	Basketball Donation
King High School	American Chemical Society-Hach Programs	$1,500.00	Science Supplies
Kluge School	Great Midwest Bank	$200.00	Field Trip Donation
Kluge School	Holzhauer, Hewett & Barta Orthodontics	$150.00	Field Trip Donation
Kluge School	Anonymous Donor	$50.00	Field Trip Donation
Kluge School	Anonymous Donor	$50.00	Field Trip Donation

Location	Donor	Amount	Gift or Purpose
Kluge School	Anonymous Donor	$91.00	Field Trip Donation
Kluge School	Anonymous Donor	$450.00	Field Trip Donation
Kluge School	Anonymous Donor	$50.00	Field Trip Donation
Kluge School	Anonymous Donor	$10.25	Field Trip Donation
Lloyd Barbee Montessori	Oneida Nation of Wisconsin	$650.00	Seed Grant
Lloyd Barbee Montessori	C. Ground, Inc.	$140.40	Field Trip Donation
Marshall High School	Jamie Golabowski	$1,560.00	Basketball Donation
Meir School	Elizabeth & Timothy Hagen	$400.00	Volleyball Donation
Milwaukee School of Languages	Skybridge Americas, Inc.	$32.92	General School Supplies
Milwaukee School of Languages	German Language & School Society	$310.00	Transportation Donation
Mitchell School	Kiwanis Club of Milwaukee	$2,000.00	RIF Donation
Pulaski High School	Barnes Group Foundation	$1,000.00	Girls Basketball Donation
Roosevelt Middle School	Secret Machine Entertainment, Inc.	$150.00	Music Donation
Silver Spring School	Delaware Community Foundation	$2,000.00	General School Supplies
Starms Early Childhood School	Kelly Shannon	$100.00	Playground Donation
Stuart School	Truist Comprehensive Distribution	$500.00	PTO Expenses
Townsend School	LeadDog Marketing Group	$2,000.00	Kohl's Cares Field Trip Grant
Trowbridge School	James Villa	$150.00	Madison Field Trip
Trowbridge School	Michael Jones	$100.00	Madison Field Trip
Trowbridge School	Mark & Amanda Hammer	$50.00	Monster Mash
Trowbridge School	Prestwick Group, Inc.	$100.00	Prestwick Group Monster Mash
Trowbridge School	Dennis Cook	$100.00	STEM Supplies
Victory School	Hasham Petroleum LLC	$500.00	General School Supplies
Victory School	Rite-Hite	$380.00	Family Support Necessity
Washington High School of I.T.	Fred Tabak	$200.00	Boys Basketball Donation
Wedgewood Park Int'l Middle School	Badgerland Striders, Inc.	$500.00	Uniforms
	Total Monetary Donations	*$28,317.57*	
Non-Monetary Donations			
Burbank School	Shara Byes	$10.00	Winter Clothes for Students
Burbank School	Erin Adricula	$50.00	Books for PBIS Incentives
Burbank School	Bill Patterson	$50.00	Clothes for Students
Burbank School	Shara Byes	$25.00	Clothes for Students
Burbank School	Michael Glabere	$100.00	Clothes for Students
Burbank School	Tami Derby	$25.00	Clothes for Students
Congress School	Linda's Kids, Inc.	$25.00	Shoes
Dr. B. Carson Academy of Science	Donors Choose	$608.00	Carpet
Dr. B. Carson Academy of Science	Donors Choose	$300.93	School Education Support Supplies
French Immersion School	Torrey Lauer & Michael Pickett	$1,200.00	Conference Room Chairs
French Immersion School	Brian Eisold	$10.99	Classroom Seating
French Immersion School	Thomas West	$10.99	Classroom Seating
French Immersion School	Donors Choose	$1,463.39	Alternative Seating & Storage
German Immersion School	Donors Choose	$366.29	STEM Supplies
Howard Avenue Montessori	Carole Fisher	$100.00	Office Supplies
Howard Avenue Montessori	Jim Schenkleberg	$75.47	Yard Signs
James Groppi High School	Donors Choose	$965.00	Field Trip Transportation
King High School	Debra Jupka	$153.56	Music Donation
MacDowell Montessori	Donors Choose	$321.91	General School Supplies
MacDowell Montessori	Donors Choose	$267.81	Legos
MacDowell Montessori	Donors Choose	$220.61	Lego Kits
MacDowell Montessori	Donors Choose	$262.46	Books & Art Supplies
MacDowell Montessori	Donors Choose	$588.58	STEM Supplies

Location	Donor	Amount	Gift or Purpose
MacDowell Montessori	Donors Choose	$268.57	Books
MacDowell Montessori	Donors Choose	$282.46	Desk
Meir School	Donors Choose	$470.00	General School Supplies
Meir School	Acer Service Corporation	$3,391.25	Parts for Broken Chromebooks
Mitchell School	Kiwanis Club of Milwaukee	$500.00	General School Supplies
Riverside High School	Donors Choose	$284.80	Desktop Sorter and Supplies
Riverside High School	Stephanie Wolfe	$350.00	Camera & Lens for Technology
Thoreau School	Lisa Turner*	$63.59	Clothing Items
Thoreau School	Linda A. Gianni	$50.00	Clothing & School Supplies
Thurston Woods	Donors Choose	$465.15	General School Supplies
Thurston Woods	Donors Choose	$170.71	General School Supplies
Thurston Woods	Donors Choose	$436.35	Math Resources
Thurston Woods	Donors Choose	$79.00	Reading Resources
Thurston Woods	Patrice Townsend	$50.00	Care Bags
Wisconsin Conservatory	Donors Choose	$421.15	Classroom Supplies & Snacks
Wisconsin Conservatory	Donors Choose	$314.24	Books
Wisconsin Conservatory	Donors Choose	$248.13	Books
Wisconsin Conservatory	Donors Choose	$224.29	General School Supplies
Wisconsin Conservatory	Donors Choose	$324.26	General School Supplies
Wisconsin Conservatory	Donors Choose	$450.18	Student Snacks
Wisconsin Conservatory	Donors Choose	$388.15	Headphones
Wisconsin Conservatory	Donors Choose	$237.86	General School Supplies
Wisconsin Conservatory	Donors Choose	$571.58	Books
Wisconsin Conservatory	Donors Choose	$405.69	General School Supplies
Total Non-Monetary Donations		*$17,648.40*	
Total Value of Donations for December 2018		*$76,869.79*	
**Donations from MPS Alumni*		*$63.59*	

Committee's Recommendation

Your Committee recommends that the Board:

1. authorize the purchases as presented in the attachments to the minutes of your Committee's meeting; and
2. accept the donations as listed, 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 9) Action on Monthly Facilities Matters: FMS Award of Material Purchase, Professional Services Contracts, and Change Order

Material Purchase

Fall Protection — Roof Railing Systems, Various MPS Sites

Prime Contractor
Safety Rail Company
4244 Shoreline Drive
Spring Park, MN 55384

Low Bidder, Base Bid of.....$388,551.00

Funds are available for the fall protection — roof railing systems project from Environmental Code Compliance from the Capital Funds, account code FAR 00 OSM DW ECNC8 (Project No. 3105, Work Order No. 187028).

Professional Services Contracts

RFP #18013 Authorization to Approve Contract Labor Contracts

In November 2016, the Board authorized the Department of Facilities and Maintenance Services to purchase contract labor services on a pre-approved basis for a variety of skilled-trade labor categories. The ability to use a list of pre-approved contractors allows the Department of Facilities and Maintenance Services to provide timely services to schools and departments. These contracted services are necessary to meet the needs and expectations of the schools and are meant to supplement the current staff at Facilities and Maintenance Services. The need for contract labor is somewhat unpredictable and is dependent on the availability of grant funds, on discretionary funding at the school and department levels, and on the district's initiatives implemented throughout the year.

Contract labor is used for three main categories of work: educational maintenance funded projects initiated by schools; new projects funded by schools, the district, or departments; and infrastructure repair and maintenance funded by the DFMS operations budget.

A breakdown of expenditures by trade or technical area for FY18 is as follows:

Auto Mechanic	$ 234,158	Painter	$ 1,536,233
Building Laborer	$ 170,581	Plasterer	$ 78,109
Carpenter	$ 1,109,369	Plumber	$ 1,088,043
Electrician	$ 1,380,553	Refractory Mason	$ 22,336
Glazier	$ 204,428	Roofer	$ 320,064
Heat and Frost Insulator	$ 39,260	Sheet Metal Worker	$ 625,785
Locksmith	$ 81,043	Steamfitter	$ 138,557
Low Voltage Technician	$ 58,595	Total	$ 7,163,873
Mason/Bricklayer	$ 76,759		

Funds to support the contract labor services are budgeted as part of individual projects or are funded by the individual school, department, or program. Services by the various contractors are not used until appropriate funds have been identified and encumbered.

A Request for Proposal (RFP) for contract labor services was released in October 2018 and requested services in 20 skilled trade and technical categories. As in previous years, the purpose of the RFP is to pre-approve firms that will provide labor on an as-needed basis, depending upon the timing and scope of the project. The amount of contract labor services needed will vary from trade to trade and from one fiscal year to another.

Proposals were received for 17 of the 20 categories requested and were evaluated on the basis of cost, responsiveness to requirements, experience, references, and abilities to meet the needs of MPS.

The list of recommended contractors includes Historically Underutilized Businesses (HUBs). Each contractor that has been recommended below has been reviewed and approved by Contract Compliance Services. Information relative to actual participation by the HUB firms will be included in the annual HUB report to the Board. Eleven of the 20 positions — building construction laborer, carpenter, carpenter asbestos certified, electrician, elevator mechanic, glazier, mason/bricklayer, painter, plumber, refractory mason, and roofer — have HUB firms recommended for participation.

Contracts will be issued on an as-needed basis in alignment with the pre-approved rate schedule. Requested expenditure authority is not to exceed $5,930,000 annually. The contract period will run from January 1, 2019, to December 31, 2021. Funds will be drawn from various budget codes.

Recommended Contractor	Trade/Technical Area
Arteaga Construction, Inc.	Automotive Mechanic Building/Construction Laborer Mason/Bricklayer Refractory Mason Sheet Metal Worker
Associated Technical Services	Low Voltage Technician
Bonafide Safe & Lock	Locksmith
Brenner Corporation	Sheet Metal Worker Steamfitter
CButts Electric, Inc.	Electrician

Decibel Associates, LLC	Low Voltage Technician
Doral Corporation	Machinery Maintenance Mechanic
Fire Brick Engineers	Refractory Mason
F.J.A. Christiansen Roofing Co., Inc.	Roofer Sheet Metal Worker
Gordon Solutions, LLC	Asbestos Carpenter Carpenter Glazier
Grunau Company, Inc.	Electrician Plumber Sheet Metal Worker Steamfitter
JCP Construction	Building/Construction Laborer Carpenter
JLS Lock & Key	Locksmith
Kaschak Roofing, Inc.	Roofer
Marshall Erecting, Inc.	Machinery Maintenance Mechanic
Pieper Electric	Electrician Low-voltage Technician
Property Electric	Electrician
Service Painting Corporation	Painter
Winghart Inc.	Plasterer

The hourly rates for each contractor are provided in the attachments to the minutes of your Committee's meeting.

Change Order

The Administration is reporting to the Board the following change order in excess of $50,000.00.

Performance Contracting Energy Improvements — Eighty-first Street School

Prime Contractor
Johnson Controls, Inc.
PO Box 730068
Dallas, TX 75373

Total amount of change order.....$156,857.00

As part of the performance contract with Johnson Controls, Inc., (JCI) for facility-improvement measures at Eighty-first Street School, the roofing work associated with the Performance Contracting Energy Improvement project offered a number of material options. To guarantee durability, lower long-term maintenance costs, and a longer life span of the roof, as well as to ensure that any future repairs could be administered through the Department of Facilities & Maintenance, a higher-quality roofing material is required.

The change order will be funded from the Capital Fund Performance contracting (240-972-362), account FCM 00 ECE 81 ECNC7, Project No. 5031, Work Order No. 311469-1.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

The item authorizes expenditures for:

Material Purchase:

Total Material Purchase Requested.....$388,551.00

Professional Services Contracts:

Total Professional Services Contract Requested

Annually.....$5,930,000.00

Total over three-year terms $17,790,000.00

Change Order:

Total Amount of Change Order $156,857.00

Implementation and Assessment Plan

Upon the Board's approval, the material purchase, professional services contracts, and change order, as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the material purchase, professional services contracts, and change order 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 10) Action on a Request to Approve a Temporary Limited Easement between Milwaukee Public Schools and Milwaukee Pabst Holdings, LLC, for a Portion of the Property Located at 1124 North 11th Street

Background

On August 25, 2016, the Board approved a temporary limited easement between Milwaukee Public Schools and Milwaukee Pabst Holdings, LLC, for a portion of the property located at 1124 North 11th Street in order to renovate the property located along the northern part of the Department of Facilities and Maintenance Services parking lot.

On February 22, 2018, the Board approved a second temporary limited easement between Milwaukee Public Schools and Milwaukee Pabst Holdings, LLC, which expires on December 31, 2018.

On November 5, 2018, the Administration received a request from Milwaukee Pabst Holdings, LLC, for a third temporary limited easement due to construction delays and the need for additional access to the adjacent property.

The recommended temporary limited easement will continue to allow contractors to use a portion of the area between the two properties located along the entire north property line. The contractors will be fully responsible for this area during its use, including any necessary follow-up to restore the area prior to vacating.

The temporary limited easement as attached to the minutes of your Committee's meeting will expire on December 31, 2019.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

Upon the Board's approval, the temporary limited easement will be signed and properly filed with the City of Milwaukee.

Committee's Recommendation

Your Committee recommends that the Board approve the temporary limited easement, as attached to the minutes of your Committee's meeting, between Milwaukee Public Schools and Milwaukee Pabst Holdings, LLC.

* * * * *

(Item 11) Action on Request to Approve the Partnership among Milwaukee Public Schools, the Milwaukee Bucks, and the City of Milwaukee

Background

In 2016, the Public Policy Forum conducted a study to explore the feasibility of developing a Mentor Affiliate in Milwaukee. The study, "Mentoring in Milwaukee: Developing a Regional Mentoring Network," engaged 13 mentoring organizations in the strategic planning process. Following the study, it was determined that there is an unmet demand for quality mentors in Milwaukee. As a result, MPS, the Milwaukee Bucks, and the City of Milwaukee agreed to partner in establishing a Mentor Affiliate in Milwaukee. MENTOR Greater Milwaukee (MGM) is the Milwaukee Mentor Affiliate.

In late 2017, the three organizations, with the guidance of Mentor National, held a funders' convening to solicit support for MGM. During the event, partner agencies' leaders pledged $75,000/year for three years to provide the financial foundation for MGM. The philanthropic community was asked to join the partner agencies in funding MGM. The Al Hurvis/ADAMM Education Foundation and the Milwaukee County Office of African American Affairs (OAAA) answered the call for support by contributing $50,000 and $25,000, respectively.

The MPS Foundation currently serves as the fiscal agent for the newly formed MENTOR Greater Milwaukee affiliate. Contributions made by the Milwaukee Bucks ($37,500), the Al Hurvis/ADAMM Foundation, and the OAA are currently held in an MPS Foundation account earmarked for MGM.

MGM will work collaboratively across sectors to support existing and emerging organizations that provide mentoring services to youth by:

- recruiting individuals interested in becoming mentors or interested in placing their children in a mentoring program;
- expanding the capacity of agencies to provide high-quality mentoring programs;
- training volunteer mentors and groups that want to start mentoring;
- ensuring quality standards in all mentoring efforts;
- significantly increasing the number of youth in quality mentoring relationships; and
- convening local mentoring providers and promoting networking, collaboration, and shared learning.

One of the primary goals of MGM is to build capacity among agencies that are currently offering mentoring services and to increase collaboration among mentoring services by implementing an administrative component that will coordinate recruitment and training efforts.

Impact on MPS Students

Following the official launch of MGM scheduled for January 2019, mentors will be identified for MPS middle-school males and females of color. The remainder of 2018-19 will be focused on the Black and Latino Male Achievement (BLMA) Department's collaboration with MGM to identify the short-, mid-, and long-term goals and action plan for implementation. In 2019-2020, BLMA and MGM will begin a phased approach toward execution of the mentoring plan. The goal is to have a mentor assigned to each male middle-school student (grades 6-8) by the end of the 2020-2021 school year.

The benefit of this partnership is the assistance that MGM will afford MPS in aligning trained mentors with MPS students.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.08, Student Activities Funds Management

Fiscal Impact Statement

$75,000/year for three years ($225,000 in total), starting in the 2018-19 school year and ending in 2020-2021

Implementation and Assessment Plan

Upon approval by the Board, the Administration will facilitate the partnership.

Committee's Recommendation

Your Committee recommends the Board approve the partnership among MPS, the Milwaukee Bucks, and the City of Milwaukee to support the Milwaukee MENTOR Greater Milwaukee (MGM) Affiliate and direct the Administration, in consultation with the City Attorney's office, the Milwaukee Bucks, and the City of Milwaukee, to negotiate the terms of the partnership agreement and to bring the agreement back to the Board for approval.

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

* * * * *

(Item 12) Quarterly Report with Possible Action on the MPS School Nutrition Program

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

Background

On December 21, 2017, the Board took action regarding the MPS School Nutrition program. The key elements of this action included limiting processed, high-sugar offerings; increasing the availability of fresh fruits and vegetables; maximizing the lunch period; and establishing regular communication mechanisms for continued feedback. The Board's action also included quarterly updates to the Board on the progress in these areas.

The following report focuses on three areas: menu enhancements, dining enhancements, staffing, and student voice.

Menu Enhancements

MPS is striving for more clean labels for food products served to students. This is also being included in some of our bid requirements. For example, certain chicken products used by MPS contain no antibiotics or artificial ingredients, while certain turkey products are minimally processed and use no artificial colors or ingredients.

MPS continues to pursue partnerships with Wisconsin companies. For example, we worked with Klement's Sausage Company to create a hot dog that is all beef, all natural (no preservatives or additives), and lower in sodium specifically for MPS students. In addition, we worked with Jones Dairy Farms of Fort Atkinson to identify a local chicken sausage patty with a clean label to integrate into the lunch menu.

Dining Enhancements

The Department of School Nutrition continues to work with MPS Facilities and Maintenance to upgrade kitchen equipment to enhance efficiency for staff and food quality for our students.

MPS is working to create flyers to promote locally-sourced products. The flyers will highlight relationships between MPS and local food manufacturers, particularly on Wisconsin Wednesday, but on other days as well.

Staffing

In November, the Department of Nutrition Services increased 95 existing staff people from short-hour positions (less than six hours/day) to long-hour positions (more than six hours/day). This increase makes these 95 employees now eligible for benefits. As part of this increase, staff was invited to a benefits-training session offered by Human Resources to ensure that they understand the impact of this change. This move is a result of the October budget adjustment.

The Department of Nutrition Services is developing a mentoring program by recruiting knowledgeable retired kitchen managers to come back and mentor our many new kitchen managers.

Student Voice

On Wednesday, December 19, 2018, the Department of Nutrition will be conducting a Mini Food Show at Washington High School. We are seeking student feedback for the Request for Bid for Direct Diversion Bulk USDA Foods and End products that is currently publicized. Approximately 80 students of varying grades levels (fourth through eleventh grade) will be requested to attend, to sample, and to provide product preference on potentially more than 50 items. These items will then be integrated into the 2019-20 school-year menus.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.05, School Nutrition Management

Fiscal Impact Statement

N/A

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COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Baéz 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 Proposed Revisions to Administrative Procedure 8.20, Uniforms and Student Dress Code

Background

At its meeting on December 21, 2017, the Board adopted Resolution 1718R-012 by Director Voss regarding revisions to Administrative Procedure 8.20, Uniforms and Student Dress Code. The procedure has been revised, as follows, in order to reflect the Board-adopted changes to the opt-out component that is part of the MPS uniform policy.

ADMINISTRATIVE PROCEDURE 8.20
UNIFORMS AND STUDENT DRESS CODE

The following procedures have been established to provide guidance for the establishment of school uniforms in traditional schools.

(1) Basic Uniform Guidelines

(a) The basic District uniform shall be tan, navy blue, or black khaki-style pants, skirt, or jumper and a navy blue or black long-sleeve or short-sleeve shirt with a collar (polo-style, dress-style, or turtleneck). A student may wear any combination of the official District uniform colors or school-based colors as identified by the principal and school engagement council.

(b) Full-length pants, cropped pants, cargo pants, and straight-legged capri pants are permitted. Denim jeans, pedal pushers, and bell bottoms are not permitted.

(c) Walking shorts are permitted for elementary, middle-school, junior-high, and high-school students. (Walking shorts are straight-legged, knee-length shorts.)

(d) Pants must fit at the waist and not be oversized or undersized (e.g., baggy pants, sagging pants, tights, or pants made of spandex are prohibited.). If belts are worn, they must be fitted and put through belt loops.

(e) Skirts or jumpers must be at or below the knee.

(f) Shirts must be tucked inside, unless they are made to be worn over pants or skirts.

(g) Light jackets, vests, shirts, sweaters, sweatshirts, and cardigans are permitted as items that may be worn over the uniform top. They must be tan, navy blue, black, or one of the additional colors approved by the school principal.

(h) No denim material may be worn as uniform clothing.

(i) All uniform clothing must be plain without any manufacturer's logos, brand names, pictures, or insignias visible on the clothing, unless approved by the school principal in accordance with Administrative Policy 9.08, Advertising in the Schools.

(j) Shoes with rollers or wheels are prohibited. Athletic shoes, sandals with straps on the heel, and boots are permitted.

(k) Heavy coats, heavy jackets, and raincoats are not approved uniform items and are not to be worn during the school day, unless permitted by the principal for special circumstances.

(l) Students may wear the uniforms of nationally-recognized student organizations at their schools on days specified by the organization and approved by the school principal.

(2) Implementation

(a) Upon adoption of the uniform policy, and annually thereafter, the principal shall send a notice to the parents or guardians of students at least three months before the implementation of the policy each school year. The notice shall inform the student's parent or guardian of the following:

1. that a uniform policy has been implemented at the student's school;
2. that a parent or guardian of a student may exempt the student from complying with the policy by filing a written exemption form with the principal;
3. that no student shall be penalized academically or otherwise discriminated against because the student's parent or guardian has chosen to exempt the student from complying with the policy;
4. where uniforms can be purchased and the names of local discount merchants offering the most inexpensive uniforms;
5 the person within the school whom the parent or guardian may contact to request financial assistance in the purchase of a uniform.

(b) The principal shall work with MPS Procurement Services and the Department of Business, Community and Family Partnerships to identify the most inexpensive uniform components and shall notify parents as to where such uniforms may be purchased.

(c) The school shall solicit donations from community businesses and agencies to be used to assist economically disadvantaged students to purchase the uniforms.

(3) Compliance

(a) Uniforms are to be worn during the regularly scheduled school day. They are not required to be worn at school-based events that occur after the regularly scheduled school days.

(b) Students who transfer to MPS after the third Friday in September for the reason of change of residence, who are new to MPS, who returning to MPS, who opting-out of charter, or who are returning from court-ordered facilities shall be provided a 30-day grace period in which to obtain their uniforms.

(c) The school and its staff shall ensure that no student is penalized academically or otherwise discriminated against because the student's parent or guardian has chosen to exempt the student from complying with the uniform policy.

(d) Likewise, violation of the school uniform policy shall not affect a student's academic or conduct grade or participation in extra-curricular activities.

(e) Written complaints from a parent or guardian about the school-uniform policy and the school dress code shall be reported to the principal or a designee.

(4) Opting out of the Uniform Policy

(a) Permission for a school to opt-out of the uniform policy shall be granted as follows:

1. The school shall support its request to opt out of the uniform policy by producing documentation detailing 66 percent of the school community's agreement including parents and the school engagement council.
2. A written exemption letter shall be filed with the school's Regional Superintendent, ~~stating the reasons for its decision~~ by April 1 of the initial implementation year and ~~every year thereafter~~ by January 1 every five years thereafter, unless the school's School Engagement Council votes to file a written exemption letter sooner. The Regional Superintendent must approve the request to opt out. The decision to opt out will not be put into effect until the following school year.

(b) Permission for an individual student to opt out of the uniform policy shall be granted if a parent or guardian of the student enrolled in the school files a written exemption form with the school's principal.

(c) The Department of Specialized Services may decide to exempt any student from a school's uniform policy due to a student's exceptionality. This determination will be made upon the approval of the school's Individualized Education Program (IEP) team.

(5) Other Dress Code Requirements

(a) Rules concerning student dress may be established by individual schools only when they relate to a specific educational, health, or safety purpose. Students shall not be excluded from regular instruction because of their appearance if style, fashion, or taste is the sole criterion for such exclusion.

(b) While the school administration may require students participating in physical education classes to wear certain types of clothing such as sneakers, white socks, shorts, and tee shirts, they may not prescribe a specific brand which students must buy. Schools also may prohibit articles of clothing that cause excessive maintenance problems, such as cleats on boots, shoes that scratch floors, trousers with metal inserts that scratch furniture, etc.

(c) Additionally, existing laws and school regulations require the wearing of protective clothing, eye shields, or other dress in certain situations for the health or safety of students. For example, a hairnet or cap may be required where long hair may pose a health or safety threat near open flames or moving machinery or in food classes. Each school shall make provisions for notifying students of these rules.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.20, Uniforms and Student Dress Code

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish the necessary revisions to the procedure.

Committee's Recommendation

Your Committee recommends that the Board adopt the proposed changes to Administrative Procedure 8.20, Uniforms and Student Dress Code, and direct the Administration to present to the Board modifications after discussions with all stakeholder groups.

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

* * * * *

(Item 2) Action on a Request to Revise Administrative Policy and Procedure 7.33, Grading Systems, and Administrative Policy 7.36, Promotion and Retention of Students

Background

Under Wisconsin Act 138, a student may earn high-school credits toward graduation in grade 7 or 8 if the student is academically prepared to take a high-school-level course, the course is taught by a high-school-licensed teacher, and the course's curriculum and assessments are equivalent to the course taught in high school. The changes in Administrative Policy and Procedure 7.33 and Administrative Policy 7.36 help to clarify how high-school courses taken by middle-school students are recorded to the high-school transcript to include the course name, credit, and grade earned. While the grade must be posted to the transcript, the grade will not be used in calculating the high-school grade-point average. This is common practice among surrounding school districts and is recommended by the Wisconsin Department of Public Instruction.

Calculations of grade-point average will begin in the ninth grade. Milwaukee Public Schools wants to encourage students to take rigorous coursework without concern that the grade earned in middle school could have long-term impact on their high-school grade-point average or their opportunity to become valedictorians or salutatorians.

In collaboration with the meet-and-confer team from the Milwaukee Teachers Education Association (MTEA), Administrative Procedure 7.33 was updated to provide guidelines for teachers' acceptance of missing course evidence and the resubmission of student work against course standards. The team has determined minimum standards for the acceptance of late work or the resubmission of student work. Teachers must use these guidelines to define their class policies and in publishing in their course syllabi. All students have a final opportunity to provide evidence on course standards at the end of the semester during the final evidence of proficiency.

The proposed revisions to Administrative Policy and Procedure 7.33, Grading Systems, and to Administrative Policy 7.36, Promotion and Retention of Students, are as follows:

ADMINISTRATIVE POLICY 7.33
GRADING SYSTEMS

(1) General Principles

(a) The fear and stigma of failure are often significant hindrances to the educational process. What a student has mastered, rather than what he/she was unable to master, is the important measure of a student's education. The school system, therefore, shall seek in its instructional program to make achievement both recognizable and possible for students, and it shall emphasize equity of opportunity and achievement in its instruction, as well as in its assessment and grading practices.

(b) Grading practices in the Milwaukee Public Schools are based on the following principles:

1. Performance levels indicate the degree to which a student has achieved grade- or course-level standards.
2. All schools shall continue to inform parents/guardian of record of their grading practices through such means as the parent handbook for the standard-based report card, course syllabi, flyers, conferences, and parent/guardian of record meetings.
3. Academic performance of students with disabilities in grades K3-8 who receive instruction based on the same grade-level academic standards as do their regular education peers shall be reflected in performance levels on their grade-level standards-based report card, achieved with accommodations as stated in their individualized education plans (IEPs).
    a. Academic performance of students with significant disabilities in grades K3-8 who receive instruction based on the alternate grade-band academic standards shall be awarded performance levels on their alternate grade-band standards-based report card, as achieved with modifications as stated in their individualized education plans (IEPs).
    b. In addition to receiving the traditional or standards-based report card, all students with disabilities shall receive progress reports based on the goals of their individualized education plans (IEPs), with the frequency stated by the student's IEP.

4. Standards-based report cards for grades K3-8 shall provide for both achievement and effort grades and definitions of the same and information regarding attendance and tardiness, as well as student behavior.

5 n high-school report cards, information on such matters as course difficulty (when it is an approved honors or advanced placement course, for example), mark-period and semester grade-point averages, will be provided when possible.

6 All teachers must inform students at the beginning of a course of the grading practices for the course.

7. Student transcripts, providing information on cumulative credits and grades, are available on the Parent / Student Portal any time.

(2) Grade Changes — Middle and High Schools

Each middle and high school shall establish a procedure on grade changes within the following guidelines:

(a) No grade may be changed by anyone other than the teacher who issued the grade, except under extraordinary circumstances.

(b) Any transcript changes should be made through the school in which the original grade was issued. After student enrollment, credits for a high-school student transferring from another school district, state, or country shall be awarded by the counselor of the receiving school. The course name and number shall be entered directly to the official transcript. No other grades shall be manually posted to a student's transcript record. Teacher posting final grades to the student report card shall be the formal process for grade placement on the official transcript.

(c) Students may repeat high-school courses that they have failed.

1. If, upon repeating a course, a student receives a higher grade, the higher grade will be used for the cumulative grade-point average (GPA) in place of the failing grade.

2. High-school students may elect to retake a course previously failed (U) or almost failed (D). The most recent attempt at the course shall appear on the official transcript and shall be calculated into the cumulative GPA, thereby replacing the former grade.

(d) Middle-school students may elect to take high-school courses for credit.

1. High-school courses taken in 7th or 8th grade will be noted on the transcript along with the grade received.

2. The grade/s received will not be factored into the high-school grade-point average.

(3) Record Maintenance — All Schools

The following documents should be retained within the respective school: teachers' grade books shall be retained one year, report card copies, and interim progress reports shall be retained permanently.

(a) Teachers' grade books shall be retained one year

(b) Report card copies and interim progress reports shall be retained permanently

ADMINISTRATIVE PROCEDURE 7.33
GRADING SYSTEMS

In accordance with administrative policy, the following grading systems have been approved for use in the school system at the various levels.

(1) Elementary Grades K3-8

a) Within the approved student information system (SIS) electronic grade book, the following performance levels will be used to record student achievement and to present the growth that has taken place in grade-level appropriate state or national academic standards which have been assessed during each marking period:

AD..... Advanced, exceeding grade-level expectations
PR..... Proficient, meeting grade-level expectations
BA..... Basic, just below grade-level expectations
MI..... Minimal, far below grade-level expectations
Blank..... Indicates an area that is not assessed during this mark period.

(b) The grade for each mark period indicates a performance level for expectations at that point in the school year. The K3/K4 and some areas of the K5 report card also use the frequency scale to show developmental progress:

1 = Seldom, 2 = Sometimes, 3 = Usually, 4 = Always/Exemplary.

(c) Students and parents/guardians of record will have full access to their students' proficiency on grade level-appropriate state or national academic standards on the Student/Parent Portal in the student-information system. K-8 Teachers must keep their electronic gradebooks

updated in a timely manner in order for students and parents to stay informed on their students' progress.

(2) Secondary Level

(a) Within the limitations listed below, students will be allowed to enroll in courses as Pass/Fail courses, with the understanding that their accomplishments in those courses will be evaluated either as successful (passing) or unsuccessful (unsatisfactory). For a successful completion of a Pass/Fail course, a grade of P will be given to students and entered on their permanent records. For unsuccessful performance, the standard grade of U will be assigned. The ability to take a Pass/Fail course will be available in all senior high schools (grades 9 through 12) under the following conditions:

1. For encouraging upperclassmen to take higher-level courses, a student may opt to take a course as Pass/Fail under the following criteria:
   a. This option will be open only to juniors or seniors who have earned at least half the number of units needed for graduation.
   b. This option may be used for a maximum of one unit per year.
   c. Parents/guardian of record of students exercising this option should be apprised of and involved in the decision. Local schools shall design a procedure to accomplish this.
   d. Students will decide to exercise this option at subject-selection time. Final adjustment will be completed by the end of the second week of classes.
   e. Retake guidelines:
      (i) High-school students may elect to retake a course previously failed (U) or almost failed (D).
      (ii) The most recent attempt at the course shall appear on the official transcript and shall be calculated into the cumulative GPA, thereby replacing the former grade.
      (iii) The National Collegiate Athletic Association (NCAA) maintains its own policies for repeating a course. It is the responsibility of the student, parents, or guardian of record to consult with athletic coaches for updated guidelines.
2. For all high-school students in remedial courses:
   a. Certain courses will be determined by the District to be remedial courses for grade 9-12 students. These courses will meet graduation requirements only as electives.
   b. The District will determine the exact course codes that can qualify as Pass/Fail remedial courses.
   c. Each school will communicate the alternate grading method to parents in writing.
3. For all high-school students in internships, youth apprenticeships, and work study:
   a. Courses will be Pass/Fail
   b. The District will determine the amount of hours per internship or apprenticeship and the total credit unit equivalence
   c. Students in work study may earn 1 credit per semester upon meeting all criteria for the work study
4. Specific alternative programs identified by the District may grade on a Pass/Fail basis
5 Students have the potential to earn more than one Pass/Fail credit unit per year per the guidelines listed above

(b) Incorporating the above into the standard grading practice in the secondary schools will make it possible for students to earn the following grades:

P — Passing (successful accomplishment) — not computed into grade-point average.
A — Excellent (outstanding)
B — Above average (good)
C — Average (satisfactory)
D — Below average (passing)
U — Unsatisfactory (unsuccessful performance)
I — Incomplete. (This is a temporary grade that must be replaced by the actual achievement grade by the end of the following semester).

(c) Milwaukee Public Schools will use a weighted grades system with students who began freshmen year in 2014-2015. All Advanced Placement (AP), International Baccalaureate

Diploma Program (IBDP), and selected Project Lead the Way (PLTW) courses will be weighted using the following scale:

Letter Grade	A	B	C	D	U
Grade Point for AP/IB DP & Selected PLTW courses	5.0	4.0	3.0	1.0	0
Regular High-school Courses	4.0	3.0	2.0	1.0	0

(d) Students' transcripts shall show the weighted grade and GPA as well as the non-weighted grade and GPA. Every high-school course catalog and academic-and-career planning guide has more specific information about accommodating students' varying needs, interests, and abilities.

(e) Students can audit courses for which no credit is earned — for example, new students who arrive prior to the end of the semester but have already earned credits elsewhere.

(f) High-school teachers must keep their electronic gradebooks updated in a timely manner in order for students and parents to stay informed on their students' progress.

1. For missing evidence, students will have a set amount of time to submit missing evidence against course standards for work never completed in accordance with the teacher's policy. Teachers will outline their policy in a course syllabus. Teachers are not obligated to accept missing evidence beyond two weeks from the original due date in a nine-week (quarter) course and three weeks from the original due date in an 18-week (semester) course. All students will have a final opportunity to provide evidence on course standards at the end of the semester during the final evidence of proficiency.
2. For submitted evidence, students will have the opportunity to resubmit any evidence within a reasonable timeframe according to the teacher's syllabus. All students will have a final opportunity to provide evidence on course standards at the end of the semester during the final evidence of proficiency.

ADMINISTRATIVE POLICY 7.36
PROMOTION AND RETENTION OF STUDENTS

(1) Elementary Levels

(a) Retention decisions shall be made upon recommendation of the teacher, who shall carefully consider student performance to grade-level standards, age, and maturity, and who shall involve parents in the decision. The retention decision must have the concurrence of the principal.

(b) Students may be retained at select grade levels, grades K5 through 7, if all of the following criteria are met:

1. The student has been identified, during the school year, to be at risk of failing.
2. The parent has been notified that the child has been identified as being at risk of retention.
3. The school has provided multiple interventions or supports for the child to prevent retention and has shared Extended Learning Opportunities with the parent.

(c) Students shall not be retained in elementary and middle-school grades more than twice. If advisable, an attempt shall be made to place the student with a different teacher.

(2) Fourth- and Eighth-Grade Promotion Requirements

(a) Students who are promoted from fourth grade to fifth grade or from eighth grade to ninth grade shall be required to meet at least one of three criteria:

Criterion #1: Academic Performance is defined as proficiency levels in reading, English/language arts, mathematics, science, and social studies as measured and defined by classroom assessments based on District-adopted grade-level standards.

Criterion #2: Test results are a proficiency level of basic or above, which is measured and defined by the appropriate state assessment in English language arts, mathematics, science, and social studies.

Criterion #3: Recommendations of teachers shall be determined by a school-based team that is to include the classroom teacher(s) and uses District guidelines.

(b) The criteria must be met in the following manner:

1. Criterion #1 shall be considered first.
2. When a student meets Criterion #1, Criterion #2 and Criterion #3 are not to be considered.
3. When a student does not meet Criterion #1, then either Criterion #2 or Criterion #3 must be met.

(3) High-school Promotion Requirements

The following minimum number of units, or the equivalent, is required for high-school students to be promoted at the end of the school year:

1. If a student is to be promoted from 9th to 10th grade (sophomore), 5 units or more will be required.
2. If a student is to be promoted from 10th to 11th grade (junior), 10 units or more will be required.
3. If a student is to be promoted from 11th to 12th grade (senior), 16 units or more will be required, and the student must be on track for graduation after the successful completion of no more than two additional semesters.

(4) Students in Middle Schools Who Earn High-School Units

(a) If a student in the middle school takes a high-school course in 7th or 8th grade, the school may award high-school credit. Students may take courses in English language arts, mathematics, science, health, or social studies and/or meet one of the graduation requirements of an online course, service learning, or community service. The course must be the same as the course offered at the high-school level, and the course must be taught by a ~~l~~teacher who has the required license in the specific content area.

(b) Units obtained shall replace required content-area units required for a diploma per administrative policy. ~~The grades received shall be factored into high school grade point averages.~~ High school courses taken in 7th or 8th grade will be noted on the transcript along with the grade received. The grade/s received will not be factored into the high-school grade-point average.

(c) Awarding of high-school credits shall be determined after a student has demonstrated proficient or advanced performance in all standards of the course, as indicated on a district-sanctioned and -monitored comprehensive course exam in accordance with district procedures developed by the Superintendent.

(d) All recommendations for the admission of middle-school students to courses awarding high-school units will be determined by a school-based team that shall include the subject-area classroom teacher(s) and that uses the following district criteria:

Criterion #1: Academic performance is defined as advanced levels that are measured and defined by classroom assessments based on all District-adopted grade-level standards for that content area.

Criterion #2: Standardized test results show a proficiency level of advanced, which is measured and defined by the appropriate state assessment in English language arts, mathematics, science, and/or social studies.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.33, Grading Systems

Fiscal Impact Statement

NA

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish the necessary revisions.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed revisions to Administrative Policy and Procedure 7.33, Grading Systems, and Administrative Procedure 7.36, Promotion and Retention of Students, as indicated in this item.

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

* * * * *

(Item 3) Action on Resolution 1819R-006 by Director Voss Regarding Staff Recognition

Background

At its meeting on August 30, 2018, the Milwaukee Board of School Directors referred resolution 1819R-006 by Director Voss regarding staff recognition to the Committee on Legislation, Rules and Policies (LRP):

> WHEREAS, The Milwaukee Board of School Directors is committed to attracting and retaining the most effective staff possible for all schools and departments; and
> WHEREAS, Administrative Policy 1.05, Recognition for Accomplishment, states, "The Milwaukee Public Schools shall appropriately recognize the achievements, contributions, and service of its staff members"; and
> WHEREAS, Administrative Policy 1.05 further states, "It is entirely appropriate that additional recognition be bestowed for length of service by the Administration and the Board at appropriate intervals during an employee's service. Accordingly, the Department of Human Resources shall cause Milwaukee Public Schools employees to be identified and recognized for longevity of service with the district at the following intervals in their careers"; and
> WHEREAS, Administrative Policy 1.05 also states, "Outstanding attendance records, specifically absence of three or fewer days chargeable to sick leave, exclusive of absences due to religious observance or death in the family, shall be recognized at the school or other work location, with a copy of the recognition to be placed in the employee's personnel file"; and
> WHEREAS, Administrative Policy 1.05 has not been implemented with consistency or fidelity; now, therefore, be it
> RESOLVED, That by adopting this resolution, the Milwaukee Board of School Directors reaffirm Administrative Policy 1.05, Recognition for Accomplishment; and be it
> FURTHER RESOLVED, That Administrative Policy 1.05 be amended to include recognition for length of service at three and five years of service and every five years thereafter; and be it
> FURTHER RESOLVED, The Administrative Policy 1.05 be amended to include an annual report, to be brought to the Board under the Awards and Commendations section of the agenda for the Board's regular meeting, to recognize staff for years of service, outstanding attendance, and special achievements, contributions, and service; and be it
> FURTHER RESOLVED, That the Board direct the Administration to allocate funds during the October 2018 budget adjustment to support full implementation of Administrative Policy 1.05, beginning on January 1, 2019; and be it
> FURTHER RESOLVED, That the Board direct the Administration, in consultation with the Office of Board Governance, to establish a companion procedure outlining implementation of Administrative Policy 1.05, to be brought to the Board for referral no later than the December 2018 board cycle for implementation beginning January 1, 2019.

Staff recognition is integral to an organization's climate and culture and is in alignment with the five priorities for success. The Administration is in agreement with the intent of the resolution and recommends its adoption, with the following amendments to the last two Resolveds, related to adjustments to the timeline:

> FURTHER RESOLVED, That the Board direct the Administration to allocate funds ~~during the October 2018 budget adjustment~~ as part of the FY20 proposed budget to support full implementation of Administrative Policy 1.05, beginning on ~~January~~ March 1, 2019; and be it
> FURTHER RESOLVED, That the Board direct the Administration, in consultation with the Office of Board Governance, to establish a companion procedure outlining implementation of Administrative Policy 1.05, to be brought to the Board for referral no later than the ~~December 2018~~ January 2019 board cycle for implementation beginning ~~January~~ March 1, 2019.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.05, Recognition for Accomplishment

Fiscal Impact Statement

This item does not authorize expenditures. Funds to cover implementation of the resolution will be included in FY20 budget planning.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will update Administrative Policy 1.05, Recognition for Accomplishment, and work with the Office of Board Governance to create a companion procedure.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1819R-006 by Director Voss regarding staff recognition, as amended.

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

* * * * *

(Item 4) Action on a Request to Make Technical Amendments to Board Rule 1.14, Voting Methods, and Board Governance Policy 2.03, Board Powers and Duties

Background

The Office of Board Governance is requesting a technical amendment to revise Board Rule 1.14, Voting Methods, and Board Governance Policy 2.03, Board Powers and Duties. Reference to the Chief Accountability and Efficiency Officer has been removed and replaced with reference to the management of the Office of Accountability and Efficiency.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.14 - Voting Methods

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish the necessary revisions.

Committee's Recommendation

Your Committee recommends is that the Board approve the revisions as indicated 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.

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report with Possible Action on Services Provided to Students with Disabilities in the Least Restrictive Environment (LRE)

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

Background

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

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

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

LRE for Higher Outcomes

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

LRE Data

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

Indicator 5A ..... Percent of students with IEPs ages 6 through 21 who are served inside the regular class 80% or more of the day
Indicator 5B ..... Percent of students with IEPs ages 6 through 21 who are served inside the regular class less than 40% of the day
Indicator 5C ..... Percent of students with IEPs ages 6 through 21 who are served in separate schools, residential facilities, or homebound/hospital placements.

5. The information below compares MPS's LRE data-relative services with the projection in DPI's 2016 Annual Performance Report Summary for Wisconsin school districts. The MPS's percentage includes all students who have IEPs, including for speech and language services. The reports attached to the minutes of your Committee's meeting include the district's information as well as each school's percentage.

	Indicator		
	5A	5B	5C
State of Wisconsin's Target, 2017-18	70.00%	7.90%	0.95%
MPS May 2018*	76.04%	18.57%	0.58%
MPS August 2018^	76.76%	22.79%	0.45%
MPS September 2018	76.68%	17.93%	0.44%
MPS October 2018	77.12%	18.03%	0.46%
MPS November 2018	77.11%	18.07%	0.48%

Please note, when the data for May were reported at the your Committee's meeting in June, there were 14,445 students 6 through 21 years of age with disabilities enrolled.

The numbers for MPS's August LRE are from the schools on the early-start Calendar. At the time of the August report, there were 6,538 students with disabilities enrolled in Milwaukee Public Schools.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.01, Student Nondiscrimination, Complaints and Appeals

Fiscal Impact Statement

No Fiscal Impact

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(Item 2) Report with Possible Action on the High School 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

The High School Region comprises 23 schools, including large traditional high schools, multi-level schools, specialty schools, and alternative schools. The High School Region serves over 15,000 students in diverse settings to meet the varied needs of our students as they move towards graduation and post-secondary goals.

Casmir Pulaski High School has been selected to represent the region in our showcase.

Casmir Pulaski — Regional Showcase

Mission and Vision

Vision

We envision creating a rigorous, globally-focused learning environment whereby students attain world-class academic, cultural, and career proficiencies; understand their unique talents; and have the necessary skills to take their places as engaged citizens in our local, national, and international societies.

MPS Mission Statement

Milwaukee Public Schools is a diverse district that welcomes all students, preparing them for success in higher education, post-educational opportunities, work, and citizenship.

Honoring our tradition

Auto program
Bilingual program
Athletics

Looking to the future

Implementing 1B Middle Years Programme
Writing application for 1B Career Programme
Training of staff

Positive results

As of November 8, 2018, (end of Term 1):

- attendance increased by 2.4%
- suspensions decreased by 6.4°/o
- student failures decreased by 673
- increased 1.2 on State Report Card

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

None

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Voss 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) Report with Possible Action on State Accountability Report Cards

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

As part of the state's accountability system, the Department of Public Instruction produces report cards for every publicly-funded school and district in Wisconsin. These Accountability Report Cards include data on multiple indicators for multiple years across four Priority Areas (Student Achievement, Growth, Closing Gaps, and On-track and Post-secondary Success). In addition, given their impact on student success, the Accountability Report Cards also measure chronic absenteeism and dropout rates.

This presentation of the State School Report Card's results fulfills the requirement in the 2015 Wisconsin Act 55 for the public reporting of state report cards.

District Report Card

Although the district increased in the areas of District Growth, Closing Gaps, and On-Track and Postsecondary Readiness on the 2017-18 state report card, the district's overall score was 57.0, Meets Few Expectations.

School Report Cards Summary

SUMMARY	2017-18	2016-17	Change
Significantly Exceeds Expectations	5	4	1
Exceeds Expectations and Exceeds Expectations*	29	25	4
Meets Expectations and Meets Expectations*	33	29	4
Meets Few Expectations and Meets Few Expectations*	33	34	-1
Fails to Meet Expectations and Fails to Meet Expectations*	39	46	-7
Alternate Accountability — Satisfactory Progress	8	9	-1
Alternate Accountability — Needs Improvement	10	10	0

*Note: Outlier score fluctuation is noted when any school's or district's report card has a 10-point or greater change (up or down) in its Overall Score. This amount of change in a single year is considered an outlier and may or may not be reflective of actual a school's or district's change in performance. Careful and cautious review of the report card and all supplemental pages is recommended.

10 schools in MPS have outlier scores in 2017-18, compared with 23 in 2016-17.

School Report Cards

Changes in Accountability Rankings	
Improved a Category Level	34
Stayed the Same	98
Went Down a Category	16
New School or First-time Report Card	9

Seventy-nine schools improved their report-card scores!

Priority Areas

	District		State	
Priority Areas	**Score**	**Max**	**Score**	**Max**
Student Achievement	**34.1**	**100**	**63.0**	**100**
English Language Arts (ELA) Achievement	18.7	50	32.1	50
Mathematics Achievement	15.4	50	30.9	50
District Growth	**62.2**	**100**	**66.0**	**100**
English Language Arts (ELA) Growth	33.0	50	33.0	50
Mathematics Growth	29.2	50	33.0	40
Closing Gaps	**62.0**	**100**	**67.9**	**100**
English Language Arts (ELA) Achievement Gaps	17.4	25	17.8	25
Mathematics Achievement Gaps	17.6	25	17.3	25
Graduation-rate Gaps	27.0	50	32.8	50
On-track and Postsecondary Readiness	**67.1**	**100**	**85.0**	**100**
Graduation Rate	26.4	40	36.3	40
Attendance Rate	34.6	40	36.7	40
3rd-grade English Language Arts (ELS) Achievement	3.4	10	6.3	10
8th-grade Mathematics Achievement	2.7	10	5.7	10

Weighting and Engagement

Priority-area Weights	Percentage Weight
Student Achievement	5.0%
District Growth	45.0%
closing Gaps	25.0%
On-Track and Postsecondary Readiness	25.0%

	Deductions	
Student-engagement Indicators	**Total**	**-5**
Absenteeism Rate (goal <13%)	Goal not met	-5
Dropout Rate (goal <6%)	Goal met	0

Wisconsin Act 55

- Meet public reporting requirements of Wisconsin Act 55
- Schools notify parents by the end of December

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.38, Balanced Assessment Systems

Fiscal Impact Statement

NA

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(Item 2) Action on the 2019 Summer Academy Plan

Background

Milwaukee Public Schools offers summer extended-learning opportunities that provide academic and other learning supports to the youth in the city. For the summer of 2019, MPS will offer June Academy, which will run June 3-28, 2019, and July Academy, which will run July 1-26, 2019, with no classes to be held July 4-5, 2019. Elementary students attend Monday through Friday from 7:30 to 11:30 a.m., and high-school students attend Monday through Friday from 8:30 a.m. to 12:30 p.m.

Students in high school will have opportunities in June and July to strengthen or to enhance skills, to recover credits, to acquire credits, and to engage in career-based learning experiences. Offerings include both core courses and electives. Course sections for bilingual and English-language learners are offered. Students will also have the ability to enroll in face-to-face credit recovery, Edgenuity and Proximity online credit recovery, and credit acceleration. Students in the GEDO #2 and competency programs with two or fewer requirements for graduation can enroll in the summer with the goal to graduate.

Freshman Bridge, which will be offered at 21 high schools, allows incoming freshmen opportunities to meet ninth-grade teachers and classmates, to engage in academic activities, to connect to upperclassmen, to learn about the freshman experience, to acquire tools/strategies to navigate freshman year with success, and to identify extracurricular areas of interest.

Grade-8 promotional programming will have a curricular focus on document-based questions and transition to algebra. The growth of social-emotional competencies will be fostered by restorative practices and activities.

Middle-school programming will be more of a camp-like experience, integrating science, technology, engineering, and math (STEM) into cross-curricular lessons and experiences.

Middle School Bridge will be offered at seven middle schools. The Middle School Bridge's experiences allow incoming sixth-grade students and parents opportunities to form a realistic expectation of what middle school will be like, to build a sense of community, to explore extra-curricular activities, and to learn how middle school is different from elementary school.

Elementary summer areas of instructional focus include literacy through science and math lessons. Social-emotional areas of focus include scheduled brain breaks (15 minutes of engaging games) and growth mindset lessons. Programming will be offered in the areas of bilingual, ESL, Montessori, and arts.

Extended School Year (ESY) services are provided to qualifying students, as mandated in their Individualized Education Plans (IEPs), during both June Academy and Summer Academy. Schlitz Audubon Nature Programs and Discovery World Mobile Lab opportunities are built into the curriculum.

The School-to-Work Transition Program prepares students with special educational needs for the transition from school to the adult world of work and community living. High-school students have the opportunity to explore a variety of careers while learning appropriate work behaviors.

Summer Adventures focus on Wisconsin's unique heritage, STEM/STEAM, coding, the natural environment, insects, life cycles, farm life, and integration of arts. Students will engage with community partners through field trips, camps and on-site activities for more student engagement.

The following are the proposed sites:

June Academy, Monday-Friday

Sites	2019		
Elementary Sites/K-8	Congress ESY, REG, CCC		
Grade 8 Promotional Program	MHSA ESY, REG		
High School/Middle School	Hamilton TFA, REG	King	MHSA Grade 8, HS,ESY

July Academy, Monday-Friday

Sites	2019			
Elementary Sites/K-8	Bethune ESL, CLC	Brown Safe Place	Carver CLC	
	Clement ESY, CCC	Congress ESY, CCC	Cooper CCC	
	Craig Montessori CCC	Fernwood Montessori CCC	Fifty-Third CLC	
	Gaenslen ESY, Safe Place	Grantosa Safe Place	Greenfield BIL, ESL, CLC	
	Hayes BIL, ESL, CLC, TFA	Kluge CLC	Mitchell BIL, ESL, Safe Place	
	Morgandale BIL, ESL, CCC	Vieau BIL, ESL, CLC		Zablocki CLC
Grade 8 Promotional Program	MHSA			
High School/Middle School	Hamilton TFA, REG	King	MHSA ESY, REG	

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.17, Summer Academy

Fiscal Impact Statement

Funding for the Summer Academy, which totals $2,468,914 from board funds and $2,519,093 from extension funds, is included in the 2018-19 amended budget. Costs for summer programs, including Freshmen and Middle School Bridge programs held in August, will be determined through the 2019-2020 budget process. Allocation of funding is coordinated by the Department of College and Career Readiness within the Office of Academics.

Implementation and Assessment Plan

Upon approval, the Administration will begin preparing for implementation in the summer of 2019. All summer academy programs are contingent upon funding, enrollment, and Facilities and Maintenance Service's building-modifications projects. Changes necessitated by these contingencies will be reported to the Board.

Committee's Recommendation

Your Committee recommends that the Board Approve the 2019 Summer Academy Plan.

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

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

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

Background

The MPS Ambitious Instruction Plan is closely aligned with the Five Priorities for Success and has a strong emphasis on reading, writing, and mathematics. The Plan, which was introduced to schools this fall, is the focus of the teaching and learning work in MPS this school year. The Ambitious Instruction Roadmap was created to identify the corresponding professional learning on a month-by-month basis from October 2018 through the end of the 2018-2019 school year. This presentation provides a glimpse of the implementation work that has been done with the Ambitious Instruction Plan since October 2018.

Ambitious Instruction Plan

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

Curriculum Timeline

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

Across All Content Areas: Identify which skills and strategies can be embedded into the curricula of other disciplines.

Reading	**Skills**	**Strategies**
Writing	Identify essential skills that need to be present in the curriculum — all grade levels and all disciplines.	Identify effective strategies that will help students practice and learn essential skills.
Math		

Professional Development & Support Systems:	What do staff need to know? How do we know they know it? How will we monitor the implementation and progress of this plan?
Special Education Program:	Provide strategies and supports for teachers through modeling in the classroom, school-based professional developments and intervention supports requested by school leaders.
Division of Bilingual Multicultural Education:	Support the district and schools with intentional language development and access to content that addresses the needs of culturally and linguistically diverse students. Promote the use of differentiated assessments to inform instruction. Embrace the native cultures and languages of our students with the goal of every student earning the Seal of Bi literacy.

- Intentional focus on curricula alignment
- High-quality instructional programs, practices, and materials

- Designed to strengthen core instruction
- Build strong foundation across content areas
- Mastery of reading, writing, and mathematical skills
- Every student receives what s/he needs
- Students graduate on time, prepared for college, career, and life

Reading

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

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

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

- Decoding (explicit, systematic instruction based on developmental sequence, systematic word study, and interactive read-aloud)
- Vocabulary Acquisition and Use (direct, explicit instruction of words in context, teaching specific context clues, directly teaching word-learning strategies, and connecting new concepts/meanings to prior knowledge)
- Comprehension (scaffolding and building knowledge, building oracy (discourse)/language-experience approach, access to culturally and linguistically diverse literature and informational text, physical/active response to text, and reading aloud)
- Fluency (speed, accuracy, and prosody/expression for literature and informational text)

Effective Strategies:

- High-quality instructional practices aligned to standards, rigor, and the essential components of reading
- Use of formative, interim, and summative assessment and feedback to increase students' understanding, engagement, and achievement
- Professional development that will focus on differentiated, tiered support for the identified skills and strategies and will be aligned with the SIP

Writing

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

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

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

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

Effective Strategies:

- Provide explicit instruction that uses a process approach to writing
- Plan for repeated practice and scaffolded support
- Provide students with ongoing, timely, descriptive feedback through conferencing
- Use formative, interim, and summative assessment and feedback to increase student understanding, engagement, and achievement
- Continue to implement the Essential 6 Framework for literacy for writing in content areas
- Professional Development will focus on differentiated tiered support for the identified skills and strategies and will be aligned with the SIP.

Math

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

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

Essential Skills:

- WI Standards for Mathematics with a specific focus on:
  - — Operations and algebraic thinking/expressions & equations, functions, algebra
  - — Geometry
  - — Measurement & data/statistics & probability
- Standards for Mathematical Practice with a specific focus on:
  - #1: Make sense of problems and persevere in solving them
  - #2: Construct viable arguments and critique the reasoning of others
  - #3: Use appropriate tools strategically
  - #4: Attend to precision

Effective Strategies:

- Use high-quality instructional resources aligned to the WI Academic Standards to plan and implement effective, engaging mathematics instruction
- Use formative, interim, and summative assessments and feedback to increase students' understanding and to raise student achievement
- Emphasize math vocabulary and student discourse within the context of math instruction
- Professional development will focus on differentiated tiered support for the identified skills and strategies and will be aligned with the SIP.

Ambitious Instruction Plan Roadmap

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

Ambitious Instruction Next Steps

- Continue to implement the Ambitious Instruction PD Roadmap
- Use the Regional System of Support to determine the needs of schools in implementing the Ambitious Instruction Plan
- Continue to use multiple data sources to determine the effectiveness of the Ambitious Instruction Plan

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.02, Instructional Priority Objectives

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

N/A

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The monthly reports of the Board's delegates to the District Advisory Council, to the Head Start Policy Council, and to CESA #1 were received. These reports are attached to the minutes of this meeting.

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

Background

In an effort to support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President's activities during the month of December 2018 included the following:

Academic Achievement

Attended various District events, including:

- Black & Latino Male Achievement (BLMA) Department's monthly luncheon
- MPS Principals' Institute
- a meeting of Milwaukee Succeeds's Executive Committee
- a meeting of the Milwaukee Early Childhood Initiative
- community meeting at Daniel Webster Secondary School

Student, Family, and Community Engagement

Attended various community events, including

- Art Start portrait project
- meeting of the Black Male Stakeholders
- Highland School's 50th Anniversary celebration
- meeting of the Milwaukee Public Library's Building Development Committee
- kick-off of the Leading Men Fellowship
- Milwaukee Urban League's luncheon
- MKE Fellows luncheon
- meeting of the Black Male Achievement Advisory Council
- MPS Drumline kick-off

Discussed improved continuity of services and expanded opportunities for Milwaukee's children and families with local leaders, including:

- Danae Davis, Executive Director of Milwaukee Succeeds, and Ashante Hamilton,
- President of the Milwaukee Common Council
- Fox 6 Coat Drive

Effective and Efficient Operations

Met with District leaders to receive updates on District initiatives:

Dr. Jacqueline M. Mann, Board Clerk/Director, Office of Board Governance
Dr. Keith Posley, MPS Superintendent

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COMMUNICATIONS AND PETITIONS

(Item 1) Communication 1819C-001 Regarding the Hmong History Bill (Assembly Bill 34)

Background

The Office of Board Governance has received the following communication from Mr. Paul Vang requesting a hearing regarding the Hmong History Bill (Assembly Bill 34):

> From: Paul Vang
> Sent: Wednesday, December 5, 2018 10:25 AM
> To: Governance
>
> Subject: New Constituent Concern
>
> Good Morning,
>
> My name is Paul Vang. I am a former MPS educator (Chemistry teacher at Milwaukee High School of the Arts) and now work as a community advocate with a Hmong non-profit organization.
>
> I am writing to you because several school boards throughout the state (Eau Claire, La Crosse) have recently passed resolutions supporting the Hmong History Bill (Assembly Bill 34). The bill would require Hmong history to be taught in WI classrooms. The Hmong community in Milwaukee would like to talk with their school board members about passing a similar resolution.
>
> In Milwaukee, the Hmong population makes up over 10,000 individuals, and in our schools, Hmong students are making up an increasingly large proportion of the student body. In this climate of racial hostility, now more than ever, a pedagogy that reflects the diversity and cultures of our students is needed.
>
> Please consider scheduling an item in an agenda or setting up a meeting so that members of our community can offer our perspective on the issue.

This item is being presented for referral in accordance with Board Rule 1.10, which requires that all communications be referred without action either to the appropriate committee for consideration or to the Superintendent in an attempt to settle the matter at issue without formal Board action.

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.10, Communications, Petitions, Resolutions for Referral

This communication was referred to the Superintendent of the Milwaukee Public Schools, in accordance with Board Rule 1.10(2).

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RESOLUTIONS

Resolution 1819R-011

By Directors Sain and Phillips

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

WHEREAS, The Milwaukee Board of School Directors has adopted, among its core beliefs, that, "Quality community partnerships add value"; and

WHEREAS, The Milwaukee Board of School Directors serves as a link between Milwaukee Public Schools and the people of the City of Milwaukee; and

WHEREAS, The Milwaukee Board of School Directors considers its responsibilities to include a social responsibility toward all the people who look to the school as the center of growth and development; and

WHEREAS, This link to the City of Milwaukee and the Board's social responsibility can be served by achieving local social policy goals to assist the local economy, and improving and protecting the local economy; and

WHEREAS, The District budgets and spends over $200 million annually in purchased services with outside service providers in the school operation fund; and

WHEREAS, The City of Milwaukee has adopted a local business enterprise contracting program in order to offset unemployment in the city of Milwaukee and promote the economic growth of the city; now, therefore, be it

RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency, to explore the feasibility of instituting a local purchasing program modeled after the city's program; and be it

FURTHER RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency and the Office of Board Governance, to research the policies and procedures that guide local purchasing programs; and be it

FURTHER RESOLVED, That this analysis and recommendations for implementing a local purchasing program be brought back to the Board no later than the March 2019 Board cycle.

This resolution was referred to the Committee on Accountability, Finance, and Personnel.

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DEFFERRED ITEMS

Having been previously deferred, the Board returned to the following items of business:

- Item Two of the Reports and Communications from the Superintendent of Schools is Action on the FY19 Protocols and Calendar for Completing the Evaluation Process for the Superintendent of Schools and Evaluation Rating Form

- Item Three of the Reports and Communications from the Superintendent of Schools is the Report with Possible Action Regarding a District Safety Drill as Required by WI. Act 143 and Other Associated Requirements.

Director Miller moved to retire to executive session for the following purposes:

1. pursuant to Wisconsin Statutes, Chapter 19.85(1)(c), to consider the employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, for the purpose of considering Action on the FY19 Protocols and Calendar for Completing the Evaluation Process for the Superintendent of Schools and Evaluation Rating Form; and

2. pursuant to Wisconsin Statutes, Chapter 19.85(1)(d), which allows a governmental body to hold a closed session to consider strategy for crime detection or prevention, for the purpose of considering Possible Action Regarding a District Safety Drill as Required by WI. Act 143 and Other Associated Requirements.

The motion passed, the vote being as follows:

Ayes — Directors Baéz , Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — None.

The Board retired to executive session at 7:56 PM.

The Board reconvened in open session at 9:12 PM.

Director Miller moved to approve the annual safety plan, inclusive of reports, assessments, and evaluations essential to compliance with Wis. Stat,. §118.07(4)(e) and (CP), and to direct the Administration to file a copy of its school safety plan with the Office of School Safety.

The motion passed, the vote being as follows:

Ayes — Directors Baéz , Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — None.

The Board adjourned at 9:15 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 15, 2019

Special meeting of the Board of School Directors called to order by President Sain at 5:39 PM.

Present — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, and President Sain — 7.
Absent and Excused — Director Woodward — 1.

The Board Clerk read the following call of the meeting:

To the Members of the Board of School Directors:

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

SPECIAL BOARD MEETING
5.30 p.m., Tuesday, January 15, 2019

1. Action on the FY19 Protocols and Calendar for Completing the Evaluation Process for the Superintendent of Schools and Evaluation Rating Form

In regard to Item 1, above, the Board may retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(c), to consider the employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

The Board may reconvene in open session to take action on matters considered in executive session. Otherwise, the Board will adjourn from executive session.

JACQUELINE M. MANN, Ph.D.
Board Clerk

Director Miller moved to retire to executive session pursuant to Wis. Stat., Section 19.85(1)(c). The motion passed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, and President Sain — 7.
Noes — None — 0.

The Board retired to executive session at 5:45 PM.

The Board adjourned from executive session at 6:30 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 24, 2019

Regular meeting of the Board of School Directors called to order by Vice-President Miller at 6:35 PM.

Present — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, and Woodward — 7.
Absent and Excused — President Sain — 1.

Before moving to the agenda, Vice President Miller asked for a moment of silence to commemorate the passing of the following individuals:

- Dorothy T. Kulis, a former MPS custodian, who passed away on December 30, 2018;
- Cliffton B. Kincaid, a 9th-grade student at Rufus King, who passed away on January 4, 2019;
- Marion Rose Guild, a former MPS teacher, whopassed away on January 7, 2019; and
- Rose Greco, a former MPS principal, who passed away on January 17, 2019.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award — Sally Ann Winter (Posthumous)

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, parent, or community member for a display of excellence, achievement, and innovation that may serve as an example to our school district and the entire Milwaukee community. This month, the Milwaukee Board of School Directors is pleased to present a posthumous Excellence in Education Award to:

Sally Ann Winter

Ms Sally Ann Winter is an excellent example of an individual who truly exemplified being MPS Proud! Ms. Winter devoted 33 years of dedicated service to Milwaukee Public Schools as an English teacher, spending her entire career at, and retiring from, Juneau High School. She valued her MPS family throughout her life, especially the close-knit group of faculty at Juneau High School and her former students.

Ms Winter loved all types of literature, as well as theater, art, television, and film. This allowed her to draw from a variety of sources to engage her students and to determine their areas of interest. Her love of travel and ability to integrate current events into lessons served to enhance her teaching and to spark her students' interest. Her success as a teacher was in large part a result of her ability to recognize the interests and nurture the talents of her students.

Ms Winter was a product of MPS, having graduated from Custer High School as the valedictorian. After high school, she went on to college and earned a master's degree in education.

Ms Winter was an integral member of the Juneau staff and assumed many involvements and responsibilities beyond her regular teaching duties: she served as department chair, yearbook advisor, and advisor to the prom committee for two decades.

Ms Winter was beloved by her MPS family — students and their families, fellow staff members, and members of the community. She was hardworking and considerate of her colleagues, possessed a wonderful sense of humor, and was an excellent conversationalist.

The Milwaukee Board of School Directors posthumously recognize and honor Sally Ann Winter for her dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of December 2018 were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report of the Superintendent of Schools

Background

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

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

Activities from late December through mid-January are also included in this report.

School Visits

School visits remain a priority and serve as an excellent mechanism for gathering feedback to support the district's improvement efforts. This month, some of the schools that I visited were Rufus King International Baccalaureate High School, Milwaukee Marshall High School, and North Division High School.

Events, Programs, and Announcements

MPS Language Summit Attracts Families

Nearly 300 people enjoyed lunch and cultural performances at Milwaukee School of Languages while also having the chance to learn about exciting programs in MPS schools. Students in the MPS culinary arts programs served delicious foods representing a variety of cultures, while families learned about district strategies:

- bilingual and ESL Programs
- the MPS bilingual resolution
- history of bilingual education
- world-language and immersion programs
- First Nations studies program

Following a welcome by Milwaukee Mayor Tom Barrett, families enjoyed performances by several student groups from MPS schools.

- Milwaukee German Immersion School performed Schottisch Dance, Swedisher Dance, and songs "Winterkinder" and "Aber die Musici";
- South Division High School performed Laotian Dance;
- Oliver Wendell Holmes School performed Kou Kou Dance;
- Milwaukee Academy of Chinese Language performed Indian Dance to "Nimboda Nimboda"; and
- Hayes Bilingual School performed Cuadro de Jalisco Dance

Breakout sessions explored topics about the district's initiatives and their impacts upon students, including:

- Community Engagement in MPS: The Bilingual Resolution
- Bilingual Education and English as a Second Language (ESL) Programming
- Immersion Education in MPS
- World Language: Use of Language in and out of the Classroom
- First Nations: Language is Culture
- A Brief History of Bilingual Education in Milwaukee and Bilingualism

Many families of current MPS students expressed their appreciation of language programs, and new families sought information about enrolling their children.

Free Books for MPS Students and an Author Visits Hopkins Lloyd

Students in 14 MPS schools took home free books in December as part of the My Very Own Library (MVOL) program. MVOL is a literacy initiative dedicated to putting books into the hands of children in need. This is the fourth year of the initiative in the city of Milwaukee.

At Hopkins Lloyd Community School, an assembly was held so students could meet and listen to Angela Cervantes, an award-winning author of contemporary middle-grade novels. Cervantes read from her second novel, *Allie, First at Last,* which tells the story of a young girl's deep desire to be first at something. The book was available for students to choose as one of their free books.

Milwaukee is one of seven communities selected to take part in the MVOL program, which is supported by the United Way of Greater Milwaukee & Waukesha County, the Feeley Family Foundation in honor of the late Anne Feeley, Milwaukee Public Schools, and Scholastic Book Fairs. Inaugural partners United Way of Greater Milwaukee & Waukesha County and Milwaukee Public Schools continue to support MVOL at ten MPS schools. An additional contribution from the Zilber Foundation expanded the program to four additional schools: Longfellow Elementary, Hopkins Lloyd Community School, Milwaukee College Prep — Lloyd St., and Milwaukee College Pre — Lola Rowe.

During the last school year, the My Very Own Library program distributed 34,200 books to students in ten MPS schools: Kluge, Auer Avenue School, Brown Street Academy, Hopkins Lloyd Community School, Jackson Early Childhood and Elementary School, Kagel School, Lancaster School, James Whitcomb Riley School, Townsend Street School, and Clement J. Zablocki School. By the end of this school year, students in all 14 MVOL schools will have received 50,000 books for their home libraries.

MENTOR Greater Milwaukee is Launched to Support Youth

In a celebration hosted by the Milwaukee Bucks at Fiserv Forum, MENTOR: The National Mentoring Partnership announced the launch of a new initiative in Milwaukee designed to expand mentoring and support young people. MENTOR Greater Milwaukee will be a partnership among Milwaukee Public Schools, the Milwaukee Bucks, and the City of Milwaukee. This partnership is the first of its kind to include an NBA team, the team's host city, and the largest school district in the state.

MENTOR Greater Milwaukee will provide the necessary infrastructure to improve the quality of mentoring programs, to recruit and support more mentors, to scale effective programs and innovations, to foster collaborations to transform systems, to collect data to describe the impact of mentoring upon the broader community, to identify gaps in the range of services needed, to influence public policy, and to increase philanthropic support for the field.

Milwaukee was selected to become the 25th MENTOR affiliate in part because the city shows a substantial gap between the number of young people seeking mentors and the number of quality mentors available to serve them. One of the initial goals of the program is to launch a 1,000 Mentors for Youth Challenge to be completed by 2021.

Milwaukee Public Schools looks forward to the many supports that our students will receive through this partnership with the Milwaukee Bucks and the City of Milwaukee. Special thanks to our strategic partners, the Al Hurvis/ADAMM Education Foundation and the Milwaukee County Office of African-American Affairs.

MPS Reads Draws Students to Independent Reading

Students who read in their free time are shown to be better readers, have a larger vocabulary, score higher on tests, and have greater content knowledge. To boost independent reading, MPS is launching MPS

Reads, an initiative which will feature a monthly list of recommended books for all ages on a broad range of multicultural topics that are meaningful for students.

MPS Reads was designed as part of Dr. Keith P. Posley's Ambitious Instruction Plan, devised to increase achievement across the district. Upon assuming leadership of MPS, Dr. Posley identified reading, writing, and mathematics as key areas of focus. Promoting independent reading is one aspect of his plans to boost reading and writing proficiency.

To view monthly lists of recommended books or to suggest a title for a future list, visit the MPS Reads web paqe.

Awards and Recognition

Harbor Freight Tools Awards $5,000 to Bradley Tech

Retail giant Harbor Freight Tools has selected Lynde and Harry Bradley Technology and Trade School as one of 12 schools across the country to receive $5,000 cash grants. The funds will support the school's Skills USA program, which allows students to compete in activities centered on career and technical education. Through the SkillsUSA program, students enter local competitions and compete against their peers from among dozens of categories that include architectural drafting, automotive skills, carpentry, culinary arts, engineering, equipment technology, job interview, appliance technology, plumbing, public speaking, robotics, and more.

In spring 2018, Coaches Jeff Lemmer and Sharon Hegwood led a team of ten students to the state competition. One of their groups, made up of Karina Damian, Ibrahim Abukar, and Donyana Johnson, earned a second-place medal in the Promotional Bulletin Board category, which required the students to design and build a board to promote their SkillsUSA chapter.

The grant from Harbor Freight Tools will support material expenses, fees, and travel to regional and state Skills USA competitions.

Increasing Opportunities for Student Voice

A shared goal of the Milwaukee Board of School Directors and the Administration is providing increased opportunities for student voice throughout the district and at the Board's monthly meetings. With that goal in mind, I have continued my listening sessions with students. Through these sessions, I learn a great deal about what is important to students, including what makes them most proud about MPS and what their ideas are for increasing student voice in district decision making.

This month I met with 18 students from Milwaukee High School of the Arts. These talented students took pride in their arts programming. They spoke about the discipline and dedication it takes to perfect their art forms and added that their hard work is helping them develop a strong work ethic, which will help them in careers that they pursue in the future. The students also shared several areas of concern and ideas for improving opportunities for MPS students. For example, students shared their opinions on class selection, J-Term, school safety, and funding.

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

(Item 1) Action on a Request to Retire to Executive Session to Confer with Legal Counsel Concerning Strategy with Respect to Litigation in Which the Milwaukee Board of School Directors Is or Is Likely to Become Involved

Background

The Director of the Office of Board Governance is requesting that the Board retire to executive session in order to confer with legal counsel concerning strategy with respect to litigation in which the Milwaukee Board of School Directors is or is likely to become involved.

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.04, Executive Sessions

Recommendation

That the Board retire to executive session in order to confer with legal counsel concerning strategy with respect to litigation in which the Milwaukee Board of School Directors is or is likely to become involved.

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

Ayes — Directors Falk, Harris, Phillips, Voss, and Vice-President Miller — 5.
Noes — Director Baéz — 1.
Temporarily Absent — Director Woodward — 1.

The Board retired to closed session at 7:08 PM.

The Board reconvened in open session at 7:26 PM.

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(Item 2) Monthly Report, with Possible Action, on Legislative Activities Affecting MPS

Background

On January 22, Governor Evers presented his State of the State of Wisconsin address, which outlined his policy goals for the upcoming legislative session.

After a year of hearings throughout the state, on January 4, State Representative Joel Kitchens and State Senator Luther Olsen issued the recommendations of the Blue Ribbon Commission on School Funding (see attachment provided under separate cover). The recommendations provide various policy options, including:

- increasing per-pupil adjustments under revenue limits, rather than per-pupil categorical aid, and setting increases to the rate of inflation;
- increasing the special education reimbursement level to 60%;
- increasing general aid, rather than the School Levy Tax Credit;
- weighting low-income pupils in the formula at 1.2 FTE for both state-aid and revenue-limit purposes;
- weighting English-language learner (ELL) pupils at 1.2 FTE for both state-aid and revenue-limit purposes; and
- allowing districts that offer full-day 4K to count participating pupils as 1.0 FTEs, fully funding 4K students.

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Current Project Updates

Five Year Forecast

Update

The OAE continues to work with the Office of Finance's Department of Financial Planning and Budget Services to update the district's Five-Year Forecast. The team's activities include updating enrollment projections, reviewing anticipated changes in healthcare costs, and analyzing compensation changes for district employees. The team is also reviewing updated information from the Department of Public Instruction to better forecast the district's long-term sustainability. Updates on the forecast will continue to be brought jointly with the Administration through the Committee on Strategic Planning and Budget.

Resolution 1718R-011

The OAE completed and presented its District-Wide Assessment of Diversification of Workforce to the Committee on Accountability, Finance, and Personnel on January 15, 2019.

Resolution 1819R-011

Upon approval of the Board, the OAE will work with the Administration to explore the feasibility of instituting a local purchasing program modeled after the City of Milwaukee's program.

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

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

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

Director Woodward moved to accept the reports of the Independent Hearing Officers of January 4, 8, 9, 14, 15, 16, 16, 17, and 18, 2019.

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

Ayes — Directors Baéz, Falk, Harris, Phillips, Voss, Woodward, and Vice-President Miller — 7.
Noes — None — 0.

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

From the Report of the Committee on Accountability, Finance and Personnel:

Item Two, Action on a Request to Approve the MENTOR Greater Milwaukee Funding Agreement. This item was set aside at the request of the Administration.

Item Ten, Action on a Request to Approve the Second Amendment to Extend the Lease Agreement with Carmen High School of Science and Technology at Casimir Pulaski High School located at 2500 West Oklahoma Avenue. This item was set aside as it had been forwarded to the Board without recommendation.

Item 11, Action on a Request to Approve the Second Amendment to Extend the Lease Agreement with Carmen High School of Science and Technology at the Walker Complex located at 1712 South 32nd Street. This item was set aside as it had been forwarded to the Board without recommendation.

Item 12, Action on a Request to Approve the Second Amendment to Extend the Lease Agreement with Carmen High School of Science and Technology at the Northwest Secondary School Building located at 5496 North 72nd Street. This item was aside as it had been forwarded to the Board without recommendation.

From the Report of the Committee on Student Achievement and School Innovation:

Item One, Action on a Request to Approve the Non-Instrumentality Charter School Contract with Carmen High School of Science and Technology, Inc.This item was set aside at the request of Director Harris.

Item Three, Action on an Instrumentality Charter School Petition for the Green Tree Preparatory Academy (GPA). This item \was set aside at the request of Director Harris.

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

Ayes — Directors Baéz, Falk, Harris, Phillips, Voss, Woodward, and Vice-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 a Request to Approve a Memorandum of Understanding Between Milwaukee Public Schools and the City of Milwaukee Regarding the Fund My Future Milwaukee Program (FMFM) and College Savings Accounts

Background

In January 2018, a presentation jointly supported by the MPS Administration and City of Milwaukee Leadership was brought before the Milwaukee Board of School Directors regarding the potential for implementing a children's savings-account program in Milwaukee. At that time, information was shared regarding national children's savings-account models as a strategy to support the academic success of Milwaukee's children and ultimately to grow the city's workforce.

Since that time, the district has worked closely with the City of Milwaukee regarding the Fund My Future Milwaukee Program. The key feature of the program is providing Milwaukee kindergarteners with a college savings account (CSA) with an initial seed deposit of $25. Research over the last 15 years has shown that this small investment encourages children to form a college-bound identity. Implementing the Fund My Future Milwaukee Program for MPS students during the early foundational years clearly supports the district's efforts to increase academic achievement and accountability and to ensure college and career readiness for all students.

The district has worked with the City of Milwaukee to develop the Memorandum of Understanding (MOU), as attached to the minutes of your Committee's meeting, to allow K5 students in ten MPS schools to participate in the Fund My Future Program for the 2018-19 school year.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

Funds in the amount of $50,000, as detailed in the agreement to support the district's contribution to support the Fund My Future Milwaukee program, have been set aside in the FY19 budget.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will work with the City of Milwaukee to implement the Fund My Future Milwaukee Program during the 2018-19 school year at ten MPS schools to begin with K5 students.

Committee's Recommendation

Your Committee recommends that the Board approve the Memorandum of Understanding between Milwaukee Public Schools and the City of Milwaukee, as attached to the minutes of your Committee's meeting, to support the Fund My Future Milwaukee Program.

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

* * * * *

(Item 2) Action on a Request to Approve the MENTOR Greater Milwaukee Funding Agreement

Background

A three-way partnership was formed to establish MENTOR Greater Milwaukee (MGM), the 25th affiliate of MENTOR National, following a Public Policy Forum study which examined and assessed Milwaukee's mentoring landscape. The study determined that there is an unmet demand for mentors in the

city of Milwaukee. In December 2018, the partnership among the Milwaukee Bucks, the City of Milwaukee, and Milwaukee Public Schools was brought before the Milwaukee Board of School Directors.

MGM will help meet the demand for mentors by working with existing, local mentoring agencies. MPS's Department of Black and Latino Male Achievement will work with MGM to pair students of color in grades 5-7 with high-caliber, trained mentors.

The Agreement, a copy of which is attached to the minutes of your Committee's meeting, provides specifics of the MGM funding relationship among the Milwaukee Bucks, the City of Milwaukee, and Milwaukee Public Schools.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.08, Student Activities Funds Management

Fiscal Impact Statement

This item authorizes expenses in the amount of $225,000 related to the establishment, launch, and operational costs for MENTOR Greater Milwaukee, including salaries, marketing, and supplies.

Implementation and Assessment Plan

Upon the Board's approval, the Department of Black and Latino Male Achievement will begin planning the mentoring model for MPS's males of color in grade 5 with the executive director of MENTOR Greater Milwaukee.

Pairing of MPS youth with mentors will begin in 2019-2020 with the goal of having all African-American and Latino males and females in grades 5-7 partnered with a mentor.

Regular progress reports will be made to the Milwaukee Board of School Directors.

Committee's Recommendation

Your Committee recommends that the Board approve the MENTOR Greater Milwaukee Funding Agreement as detailed in the attachments to the minutes of your Committee's meeting.

Director Falk moved to approve the MENTOR agreement as amended in the attachments to the minutes of the Committee's meeting. The motion prevailed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Phillips, Voss, Woodward, and Vice-President Miller — 7.
Noes — None — 0.

* * * * *

(Item 3) 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

Code	Name	Position and Salary	Date
		New Hires	
4	Charles Jones	Boiler Attendant Trainee $33,698.08	11/19/2018
2	Patricia Barnes	Children's Health Assistant $17,602.22	12/10/2018

Code	Name	Position and Salary	Date
2	Kenyatta Bell	Children's Health Assistant $17,602.22	12/10/2018
2	Ashley Carson	Children's Health Assistant $17,602.22	12/10/2018
2	Imani Gilbert Lovings	Children's Health Assistant $17,602.22	12/05/2018
2	Charlesha Mayes	Children's Health Assistant $17,602.22	12/03/2018
2	Jessica Watson	Children's Health Assistant $17,602.22	12/03/2018
4	Millary Albaladejo	Food Service Assistant $12.94 per hour	11/19/2018
2	Kala Collins	Food Service Assistant $12.94 per hour	12/03/2018
2	Ronda Cooper	Food Service Assistant $12.94 per hour	11/19/2018
4	Deon Crews	Food Service Assistant $12.94 per hour	11/19/2018
2	Kathaleen Gadsden	Food Service Assistant $12.94 per hour	11/19/2018
4	Janna Garcia	Food Service Assistant $12.94 per hour	11/19/2018
2	Alisa Groce	Food Service Assistant $12.94 per hour	12/03/2018
2	Cyrinthia Jeffers	Food Service Assistant $12.94 per hour	11/19/2018
2	Latisha Kirk	Food Service Assistant $12.94 per hour	11/19/2018
2	Sharon McGee	Food Service Assistant $12.94 per hour	11/19/2018
2	Charles Mixon	Food Service Assistant $12.94 per hour	11/19/2018
2	Gencie Norwood	Food Service Assistant $12.94 per hour	12/03/2018
2	Sherday Powe	Food Service Assistant $12.94 per hour	11/19/2018
2	Deresha Ricks	Food Service Assistant $12.94 per hour	12/03/2018
2	Ronda Rockett	Food Service Assistant $12.94 per hour	11/19/2018
2	Karmen Starks	Food Service Assistant $12.94 per hour	12/10/2018
5	Terri Warner	Food Service Assistant $12.94 per hour	11/19/2018
2	Czarkika Wise	Food Service Assistant $12.94 per hour	12/03/2018
5	Charles Nimke	IT Service Technician $48,601.63	12/04/2018
5	Katelyn Smith	IT Service Technician $48,601.63	12/04/2018
5	Luke Zabkowicz	IT Service Technician $48,601.63	12/11/2018
2	Linda Barnett	Para Ed Assistant $18,315.98	12/04/2018
2	Perry Bell	Para Ed Assistant $18,315.98	12/10/2018
5	Joseph Borchardt	Para Ed Assistant $18,315.98	11/26/2018
2	Terry Burns	Para Ed Assistant $20,397.96	11/30/2018

Code	Name	Position and Salary	Date
4	Kerelyn Carrasquillo	Para Ed Assistant $18,315.98	12/10/2018
2	Willie Clayton	Para Ed Assistant $18,315.98	12/10/2018
4	Felipe Cruz Hernandez	Para Ed Assistant $18,315.98	11/28/2018
5	Tabitha Dahl	Para Ed Assistant $18,315.98	12/10/2018
2	Jasmine Durrah	Para Ed Assistant $18,315.98	12/03/2018
2	Brittany Echols	Para Ed Assistant $18,315.98	11/19/2018
5	Stefan Gendelman	Para Ed Assistant $18,315.98	12/06/2018
2	Yoshiette Hamilton	Para Ed Assistant $18,315.98	11/29/2018
2	Sheila Haygood	Para Ed Assistant $18,315.98	12/06/2018
2	Diamond Haynes	Para Ed Assistant $18,315.98	12/13/2018
2	Radiah Hubbert	Para Ed Assistant $18,315.98	12/03/2018
5	Kelly Kastner	Para Ed Assistant $18,315.98	11/28/2018
2	Patricia Larry	Para Ed Assistant $18,315.98	11/26/2018
5	Abigail Littlejohn	Para Ed Assistant $18,315.98	12/06/2018
2	Brandon Love	Para Ed Assistant $18,315.98	12/03/2018
2	Henry McGowan	Para Ed Assistant $18,315.98	11/26/2018
4	Noel McGrath	Para Ed Assistant $18,315.98	11/19/2018
5	Heather Page	Para Ed Assistant $18,315.98	12/03/2018
2	LaTonya Price	Para Ed Assistant $18,838.38	11/26/2018
2	Jarvis Ragland	Para Ed Assistant $18,315.98	12/10/2018
2	Antoinette Sartin	Para Ed Assistant $19,842.57	12/03/2018
2	Sha Ron Simmons	Para Ed Assistant $18,315.98	12/12/2018
5	Katie Smith	Para Ed Assistant $18,315.98	12/04/2018
2	Kemonisha Spicer	Para Ed Assistant $18,315.98	12/03/2018
2	Jacqueline Turner	Para Ed Assistant $18,315.98	11/28/2018
2	Chloe Wright	Para Ed Assistant $18,315.98	11/30/2018
2	Nina Scott	Para Ed Assistant — Parent Involvement $18,315.98	11/26/2018
2	Laura Anderson	School Secretary I — 10-month $23,795.52	11/19/2018
2	Diandra Brown	School Secretary I — 10-month $23,795.52	11/19/2018
2	Alyssia Ziedman	School Secretary I — 10-month $23,795.52	12/10/2018

Code	Name	Position and Salary	Date
		Promotions	
5	Gerard Darby	Boiler Attendant Trainee $35,075.31	12/10/2018
2	Vanessa French	Children's Health Assistant $17,602.22	12/10/2018
2	Chatique Jackson	Para Ed Assistant $20,409.24	11/22/2018
2	Carmelita Perry	Para Ed Assistant — Parent Involvement $23,810.71	11/20/2018
2	Melissa Buford	School Bookkeeper — 10-month $33,189.88	12/03/2018
5	Mileva Rick	School Bookkeeper — 10-month $30,661.64	12/03/2018
2	Annga Brown	School Engineer I $42,589.39	12/10/2018
2	Marvin Jenkins	School Engineer I $42,589.39	12/10/2018
5	Christian Lork	School Engineer I $42,589.39	12/10/2018
2	Dia Haney	School Engineer III $54,615.96	11/19/2018
2	Shante Crawford	Secretary II $33,962.21	11/19/2018
5	Richard Knoll	Steamfitter Chargeman $46.06 per hour	11/19/2018
		Rehires	
2	Trecia Williams	Children's Health Assistant $17,462.14	11/26/2018
2	Marika Kimber	Food Service Assistant $12.94 per hour	11/19/2018
4	Luz Baez	Para Ed Assistant $18,315.98	11/19/2018
2	Kalanda Duncan	Para Ed Assistant $18,315.98	11/29/2018
2	Nakita Grant	Para Ed Assistant $18,838.38	11/20/2018
5	Jenifer Mikulecky	Para Ed Assistant $21,968.76	11/26/2018
2	Benjamin Duke	School Safety Assistant $27,793.55	11/28/2018

Certificated Appointments

Teachers

Codes	Name	Division	Salary	Start Date
2,r	English,Tranace Gen Elem & K8 — All Grades	B	$49,472.63	11/26/2018
4,nr	Garcia Rodriguez,Maria Special Ed Multicategorical	B	$42,360.01	1/3/2019
4,r	Gomez,Areli Bilingual Education	B	$42,874.09	11/19/2018
2,r	Johnson,Gene Special Ed Multicategorical	B	$42,360.01	11/26/2018
5,nr	King,Grace Gen Elem & K8 — All Grades	B	$42,500.00	1/3/2019
4,r	Kruger,Roxanne English as a Second Language	B	$42,360.01	12/10/2018
6,nr	Palmer Peterson,Bethany Special Ed Multicategorical	B	$44,313.51	12/17/2018
3,r	Vang,Dia English as a Second Language	B	$43,388.00	12/10/2018

Permit Teachers

Codes	Name	Division	Salary	Start Date
2,r	Bailey,Deshawanda Multicategorical Comp Sen	B	$42,360.01	11/26/2018
5,r	Bustos,Jennifer Multicategorical Comp Sen	B	$42,360.01	12/10/2018
2,nr	Nunn,Rowanda SAGE	B	$42,360.01	11/26/2018
2,r	Tillman,Bria Gen Elem & K8 — All Grades	B	$42,360.01	12/4/2018
5,nr	Willmann,Molly Special Ed Multicategorical	B	$42,360.01	12/3/2018

School Counselor

Codes	Name	Division	Salary	Start Date
5,nr	White,Nicholas Guidance	C	$61,161.00	11/26/2018

School Social Worker

Codes	Name	Division	Salary	Start Date
5,nr	Bersch,Dylan School Social Work	2A	$53,348.71	1/3/2019
2,r	Martin,Linda School Social Work	2A	$53,348.71	1/3/2019

Teacher Early — Start Calendar

Codes	Name	Division	Salary	Start Date
4,r	Miranda,Stella SAGE Intervention Teacher	C	$67,500.00	12/14/2018
5,r	Schatz,Michael Social Studies	B	$46,061.37	1/3/2019
3,r	Thao,Yer Special Ed Multicategorical	B	$42,500.00	12/17/2018

Permit Teacher — Early-start Calendar

Codes	Name	Division	Salary	Start Date
2,r	Abney,Vaolare Science	B	$42,360.01	11/13/2018
4,nr	Venancio,Jennifer Foreign Language	B	$42,360.01	11/26/2018
2,r	White,Tonya Mathematics	B	$42,360.01	11/27/2018

Teacher Leader — GEF Math (ES)

Codes	Name	Division	Salary	Start Date
5,r	Meyer,Timothy GE Funds	B	$75,464.49	12/13/2018

Codes		Count
nr	Non-Residents	
r	Residents	
1	Native American	0
2	African American	8
3	Asian/Oriental/Pacific Islander	2
4	Hispanic	5
5	White	7
6	Other	1
7	Two or More Ethnic Codes	0

Males.....5
Females.....18

Certificated Leaves of Absence

	Present Assignment	Effective From
Personal Leave, December 2018		
Drew Beslisle	Riverside	12/04/2018
Elena Yakshimamedov	Madison High School	12/11/2018
Lin An	Milw. French Immerison	12/13/2018
Illness Leave, December 2018		
David Bouchard	MacDowell	12/03/2018
Illness Leave, November 2018		
Tom Martin	Lincoln	11/26/2018
Illness Leave, October 2018		
Peggy Hamby	Morgandale	10/24/2018

Report on Certificated Resignations and Classified Retirements

Classified Retirements

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Retire	36.5	2	Hilda Allen	Sch Sec I	North Division	11/17/2018
Retire	15.2	2	Ruth Allen	Para	WCLL	11/23/2018
Retire	29.3	5	Victoria Badzinski	Kit Mgr II	MACL	12/21/2018
Retire	6.1	5	Deborah Haiser	CHA	Hamilton	11/21/2018
Retire	16.1	2	Barbara Henderson	Sch Sec I	Central Svcs	11/30/2018
Retire	16.4	5	Juliana Pascucci	Proj Sup II	F&M	12/08/2018

Certificated Resignations

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Personal	17.8	4	Collette Allen	Teacher	Grantosa	11/16/2018
Retire	33.7	5	David Cusma	Teacher	Marshall	05/24/2019
Retire	37.1	5	Ellen Deall	Lib Med Spec	Garland	02/06/2019
Personal	0.3	4	Helen Gonzalez Tsai	Teacher	Hayes	12/13/2018
Personal	13.3	5	Kari Graziano	Teacher	Fairview	06/14/2019
Retire	24.4	5	Cheryll Handley Beck	Teacher	Milw Sch Lang	05/24/2019
Personal	1.7	6	Sierra Horton	Teacher	Hartford	11/20/2018
Other Work	1.2	5	Carolyn Huibregtse	Teacher	Craig	12/03/2018
Other Work	12.3	5	Deborah Kirkstein	Teacher	Starms	11/14/2018
Retire	23.6	2	Pandora Lawrence	Principal	Lowell	06/26/2019
Personal	2.2	6	Marcia Mihdawi	Teacher	Lloyd Barbee	12/21/2018
Other Work	17.3	5	Theresa Morateck	Curr Spec	Central Svcs	12/18/2018
Other Work	2.4	2	LaKeshia Myers	Teacher	Auer	01/07/2019
Retire	22.1	5	LaMont Prospect	Psych	Central Svcs	12/21/2018
Personal	12.2	5	Justin Quirk	Teacher	Washington HS	11/30/2018
Personal	23.0	4	Lisette Rodriguez Reed	Reg Sup	Central Svcs	12/07/2018
Personal	0.2	5	Anna Russo	Teacher	Dr. King Elem	11/18/2018
Retire	14.4	5	Ronald Slapinski	Teacher	Fratney	02/15/2019
Retire	22.6	2	Amy Taylor	Teacher	Congress	05/24/2019
Personal	12.0	2	Niani Yarbrough Quirk	Teacher	Pulaski	11/30/2018

Affirmative Action Monthly Personnel Transaction Report

The Affirmative Action monthly personnel transaction report for December 2018 is attached to the minutes of your Committee's meeting. This is an informational report, 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 4) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, and Limited-Term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

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

Codes	Name	Position and Location	Salary
2, r	Tayotis Caldwell	Principal I, Holmes Office of the Chief of School Administration	Schedule 03, Range 13T $102,847
5, r	Carrie Ludwig	Manager III, Building Operations Office of the Chief of School Administration	Schedule 03, Range 13A $101,831
4, r	Rhode Marquez Feliciano	Principal I, Doerfler Office of the Chief of School Administration	Schedule 03, Range 13T $100,670
2, r	Thaddeus Hilliard	Principal I, Grantosa Office of the Chief of School Administration	Schedule 03, Range 13T $95,537
2, nr	Annie Knopp	Assessment Specialist Ill Office of the Chief of Communications & School Performance	Schedule 03, Range 10A $88,605
5, nr	June Page	Special Education Program Supervisor I Office of the Chief of Academics	Schedule 03, Range 09C $77,500
5, nr	Ryan Fula	Maintenance & Repair Supervisor I Office of the Chief of School Administration	Schedule 03, Range 09A $77,343
2, nr	Darryl Hall	Family & Communication Engagement Specialist I Office of the Chief of Communications & School Performance	Schedule 03, Range 08A $72,000
2, r	Danita Tyler	Dean of Students Office of the Chief of School Administration	Schedule 03, Range 06C $69,248
5, nr	Janessa Doucette	Research Specialist I Office of the Chief of Communications & School Performance	Schedule 03, Range 08A $65,474
5, nr	Dan Shinkle	Recreation Supervising Associate II Office of the Chief of Finance	Schedule 03, Range 04A $59,950
5, r	Nikki Cherek	Student Enrollment Assistant II Office of the Chief of Academics	Schedule 03, Range 01A $52,500
2, r	Marvin Bailey	Dean of Students Office of the Chief of School Administration	Schedule 03, Range 06C $51,247
3, r	Pangkou Vang	Administrative Assistant Ill Office of the Chief of School Administration	Schedule 03, Range 03A $45,655
2, r	Alvin Connor	Planning Assistant Ill Office of the Chief of Communications & School Performance	Schedule 03, Range 02A $43,900

Recommended Reclassifications

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

Codes	Name	Position and Location	Salary
5, r	Elizabeth Herrick	Specialist I, Contract Law	Schedule 03, Range 08A
		Office of the Chief of Finance	$65,474
2, r	Bridgett Todd	Senior Support Technician II	Schedule 03, Range 04A
		Office of the Chief of Human Resources	$52,206

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

Your Committee recommends that the Board review and approve the following LTE Contracts exceeding 60 days, pursuant to Administrative Policies 6.23(4)(b) and 6.37(5).

Codes	Name	Position and Location	Dates	Wage
5, nr	Eugene Jones	Assistant Board Clerk Office of Board Governance	10/19/18-4/19/19	$50.00
5, nr	Lucy Woerfel	Audiologist Office of the Chief of Academics	1/03/19-4/12/19	$45.00
5, nr	Thomas Back	Financial Planning & Management Office of the Chief of Finance	11/26/18-5/26/19	$40.00
5, nr	Mary Ruzga	UNSIL World Fair Coordinator Office of the Chief of Academics	11/01/18-5/01/19	$40.00
5, r	Rita Maiorelle	Principal Support Office of the Chief of School Administration	12/01/18-5/01/19	$35.00
4, nr	Hector Valdez	Nutrition Support - Project Coordinator Office of the Chief of Finance	1/03/19-6/30/19	$35.00
5, r	Julia Nokovic	School to Work CATP Teacher Office of the Chief of Academics	12/03/18-3/29/19	$30.00
2, r	Jacquay Eichelberger	Board Staff Assistant Office of Board Governance	10/19/18-4/19/19	$27.00
2, r	Joe Albright	Safety Assistant Office of the Chief of School Administration	12/03/18-2/14/19	$15.00
2, r	Gwenette Bates	Safety Assistant Office of the Chief of School Administration	12/03/18-2/14/19	$15.00
2, r	LaTunya Bell	Safety Assistant Office of the Chief of School Administration	12/03/18-2/14/19	$15.00
2, r	Bernadette Blalock	Safety Assistant Office of the Chief of School Administration	12/03/18-2/14/19	$15.00
2, r	Barbara Jackson	Safety Assistant Office of the Chief of School Administration	12/03/18-2/14/19	$15.00
2, r	Mattie Redmond	Safety Assistant Office of the Chief of School Administration	12/03/18-2/14/19	$15.00
6, nr	Kevin Walker	Safety Assistant Office of the Chief of School Administration	12/03/18-2/14/19	$15.00
5, nr	Fatma Ruffin	French Immersion Assistant Office of the Chief of School Administration	12/01/18-5/01/19	$14.00
5, r	Raeven Chappelle	WIP Associate — Browning Office of the Chief of Human Resources	1/02/19-6/12/19	$4,500†
5, nr	Miles Dalton	WIP Associate — JMAC Office of the Chief of Human Resources	1/03/19-5/22/19	$4,500†
5, nr	Tim Gillooley	WIP Associate — South Division Office of the Chief of Human Resources	12/18/18-5/22/19	$4,500†
5, nr	Jamie Graczyk	WIP Associate — Hamilton Office of the Chief of Human Resources	1/03/19-5/22/19	$4,500†
5, nr	Alyssa Guehlstorf	WIP Associate — Bradley Tech Office of the Chief of Human Resources	1/03/19-5/22/19	$4,500†
5, nr	Danielle Moore	WIP Associate — Washington Office of the Chief of Human Resources	12/18/18-5/22/19	$4,500†
5, r	Lucy Seger	WIP Associate — Obama Office of the Chief of Human Resources	1/03/19-5/22/19	$4,500†
5, r	Sergio Sepulveda	WIP Associate — Hamilton Office of the Chief of Human Resources	12/18/18-5/22/19	$4,500†
1, nr	Reva Shaw	WIP Associate — Auer Office of the Chief of Human Resources	12/18/18-6/12/19	$4,500†

Codes	Name	Position and Location	Dates	Wage
5, nr	Katherine Thompson	WIP Associate — Auer Office of the Chief of Human Resources	1/02/19-6/12/19	$4,500†
5, r	Elizabeth Ziolkowski	WIP Associate — Audubon Office of the Chief of Human Resources	12/18/18-5/22/19	$4,500†

*Wisconsin Improvement Program
†Stipend

Codes

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

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

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(Item 5) Action on the Award of Professional Services Contracts — Office of Board Governance

Background

The Office of Board Governance requests that the Board approve the following professional services contract.

RFP 967 Authorization to Extend a Contract with Hubbard, Wilson, Zelenkova, LLC, for Lobbying Services

The Office of Board Governance is requesting authorization to extend a contract with Hubbard, Wilson & Zelenkova, LLC, ("HWZ") for lobbying services. Legislative liaison and lobbying services are specifically related to working and communicating with state and federal officials and regulatory agencies regarding education policy, funding, and other related subjects as identified by the Office of Board Governance's Legislative Services.

Contractor was chosen pursuant to RFP 967, which closed on December 7, 2017. The original contract provided for two one-year options to extend if certain performance metrics were met. HWZ has met the performance metrics codified in the contract; therefore, MPS is exercising the first option year for the contract.

This contract extension will run from February 1, 2019, through January 31, 2020. The total cost of the contract in this first extension year will not exceed $80,000.

Budget Code: ADT-0-0-OBG-OB-ECTS (Board Governance — Contracted Services).....$80,000

Hubbard, Wilson, Zelenkova, LLC
Prime Contractor Information
Certified HUB Contractor? .....No
Total # of Employees 5
Total # of Minorities 0
Total # of Women 3

HUB Participation
Required.....N/A
Proposed .....N/A
$ Value.....N/A

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 200
Student Career-awareness Commitment 10

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 contract will begin as indicated in the attachments to the minutes of your Committee's meeting.

Committee's Recommendation

The Director, Office of Board Governance, recommends that the Board authorize the professional services contract as set forth in the attachments to the minutes of your Committee's meeting.

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

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

Background

The Administration requests that the Board approve the following professional services contract.

RFP 999 Authorization to Enter into a Contract with Presidio Networked Solutions Group, LLC, for Wireless Access Points

The Administration is requesting authorization to enter into a contract with Presidio Networked Solutions Group, LLC, ("Presidio"), contingent upon a commitment for funding from the Universal Service Administrative Company ("USAC"), for the purchase of Wireless Access Points (WAPS). Presidio was the chosen vendor through RFP 999. Under the contract, the District will be authorized to purchase WAPS for school locations that are considered E-Rate-eligible, as well as non-E-Rate-eligible sites (including sites where the E-rate's budget allowances have been exhausted).

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

E-Rate is governed by the Telecommunications Act of 1996 and the corresponding rules promulgated by the FCC, as well as by subsequent guidance and rule changes issued through FCC Orders. E-Rate is administered by the FCC's contractor, the Schools and Libraries Division ("SLD") of USAC. The District must strictly adhere to the FCC's rules and orders in order for its applications for E-Rate funding to be granted. The most significant of these requirements are 1) the winning vendor must be selected via a competitive procurement where price is the primary factor, and 2) resulting contracts must be fully executed before applications for funding requests are submitted to the SLD.

This contract for the purchase of WAPS is eligible for E-Rate funding under Category 2 of the E-Rate program, which provides discounts on items such as WI-FI equipment, including wireless access points.

Available Category 2 funding for the District is based on need and upon a pre-discount rate of $156.23 per student enrolled at a school location.

It is anticipated that E-Rate will pay an estimated 85% of the cost of the WAPS deemed E-Rate-eligible, with the District being responsible for paying the remainder. E-Rate will not cover any of the cost associated with the purchase of WAPS at non-E-Rate eligible locations or for those situations where the E-rate's budget allowances have been exhausted; therefore, the District will be responsible for paying the total amount for WAPS at non-E-Rate-eligible locations.

The contract will run from July 1, 2019, through June 30, 2020. The total contract amount and a breakdown of the E-Rate share and MPS's share:

RFP 999 Wireless Access Points
- Total Contract Amount $459,998
- Anticipated E-Rate Share $341,649
- Anticipated MPS Share* $118,349

*$58,058 of the total contract amount is ineligible under E-Rate, as these funds are for the purchase of WAPS at non-E-Rate-eligible locations or for those situations where the E-rate's budget allowances have been exhausted. As such, the 85% E-Rate share is based on the total E-Rate-eligible costs of $401,940.

Upon the Board's approval, the District will sign the contract prior to filing E-Rate applications. The Administration will make a request for funds to pay its share of the contract costs during the FY19-20 budget process.

Budget Code TSV-0-0-TLN-DW-ENCQ (Non-Capital Equipment) $459,998

Presidio Networked Solutions Group, LLC
- HUB Participation
  - Required..... 0%
  - Proposed .....N/A
  - $ Value.....N/A
- Student Engagement (hours per 12-month contract)
  - Paid Student Employment-hour Commitment 0
  - Student Career-awareness Commitment 0

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

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

Background

The Administration recommends that the Board approve the following exception-to-bid requests:

Exception Authorization to Enter into a Contract with Milwaukee Education Partnership, Inc., to Enhance Teaching and Learning in Milwaukee Public Schools

The Administration is requesting authorization to extend the contract with Milwaukee Education Partnership, Inc., ("MEP") to support MPS's efforts to enhance the quality of teaching and learning in Milwaukee Public Schools. The broad initiative of the MEP is to ensure that every child in MPS is performing at or above grade level in reading, writing, mathematics, and science through shared responsibility for student success. The framework for the initiative is a balanced, comprehensive literacy program that provides skills development across all curricular areas and focuses on reading, writing, listening, speaking, deep thinking, and research skills. Programmatic initiatives include teachers' and administrators' professional development as well as the enhancement of student's characters and academic skills. Additionally, MEP will support the district's initiatives to recruit highly qualified teachers in high-need certification areas.

The Board has supported the work of the Milwaukee Education Partnership from its inception and maintains an MEP representative.

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

The contract will run from February 1, 2019, through June 30, 2019, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed $75,000.

Budget Code GSP-0-0-CTG-DW-ECTS (Contract Services — General Support) $75,000

Milwaukee Education Partnership, Inc.

HUB Participation

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

Student Engagement (hours per 12-month contract)

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

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

The Administration is requesting authorization to extend a contract with Arts at Large, Inc., ("Arts at Large") for teacher professional development services as provided for in the Margaret A. Cargill Philanthropies grant, MPS Arts: New Teacher Support. Arts at Large will be used to coordinate and implement arts-focused Saturday Academy sessions throughout the school year. These sessions will be open to any interested arts educator across the district as well as to general education classroom 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 the Margaret A. Cargill Philanthropies grant (Administrative Policy 3.09(2)(c)).

The goal of the Cargill grant is to help prepare pre-service teachers and to support early career MPS teachers with quality arts and arts-integration experiences to develop stronger and effective teaching practices that will support student achievement as well as the retention of teachers.

Saturday Academy will be held at Arts at Large's site from 9 a.m. until 12 noon, twice per month throughout the school year. Topics included in the Saturday Academy sessions will be classroom management through

theater instruction; integrating technology; assessment in the arts; standards-based grading in the arts; culturally relevant teaching through the arts; and the arts and trauma-sensitive teaching.

In addition to these sessions, Arts at Large will provide instructional coaches to visit participant classrooms. The goal of this coaching will be to build an ongoing atmosphere of collective reflection and growth. Instructional coaches use these central questions to develop feedback for teachers.

1. How did the educator plan for the class?
2. How were the learning intentions and activities presented?
3. How was student-engagement encouraged and maintained?
4. Did transitional activities allow for students to demonstrate collaboration and problem solving?
5. Were directions clear?
6. Was praise for student work alternately collective and personal?
7. When questioning students informally, could they articulate additional knowledge about the activity? (i.e. identify importance of a person or symbol in a painting, talk about the historical significance of a dance move or musical work, etc.)
8. Was there sufficient order in the classroom to allow for unhampered participation by all students?
9. Was there clear and effective closure for the day's activities?

This first contract extension will be in effect from February 1, 2019, through January 31, 2020, (the "First Extension"). The total cost of the contract will not exceed $84,537.84 in the First Extension.

Budget Code SDV-0-S-VD9-CI-ECTS (Staff Development — DREAM Grant) $84,537.84

Arts at Large, Inc.

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

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(Item 8) Action on Monthly Facilities Matters: FMS Award of Construction Contracts

Background

Construction Contracts Requested for Approval:

- Mike Koenig Construction Co., Inc., for the new greenhouse project at H.W. Longfellow Elementary School; Code FAR 00 MRP LO ECNC $108,425.00
- Langer Roofing & Sheet Metal Inc. for the roof-replacement project at Edward A. MacDowell Montessori School; Code: FAR 00 MMQ JU ECNC ROF8.....$1,699,679.00
- WIL-Surge Electric, Inc., for the fire-alarm system's upgrade project at North Division High School; Code: FAR 00 MMQ NO ECNC FIR8 .....$787,410.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

Total construction contract dollars awarded.....$2,595,514.00
Total dollars HUB participation $236,852.00
% of HUB participation..... 9.13%
% Minority employees within company..... 21.13%
% Women employees within company 4.39%

Implementation and Assessment Plan

Upon the Board's approval, the construction contracts 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 as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 9) Action on Monthly Finance Matters: Authorization to Make a Purchase; 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

B5748, B5749 Authorization to Extend a Blanket Agreement with American Lithography and Publishing, Inc., for Printing and Mailing of Four Seasonal Recreation Guides

The Administration is requesting authorization to extend a blanket agreement with American Lithography and Publishing, Inc., ("American Litho") to provide printing and mailing of the MPS Department of Recreation and Community Services' four seasonal recreation guides.

This vendor was chosen pursuant to RFB 5748 and RFB 5749.The original blanket agreement provided for two one-year options to extend if certain performance metrics were met. American Litho has met the performance metrics codified in the blanket agreement; therefore, MPS is exercising the third, and final, option year for each agreement.

Each blanket agreement extension will run from January 1, 2019, through December 31, 2019. The total cost of printing will not exceed $211,200 in this extension year (the cost of printing is dependent on the size of the guide; printing of 72-page guides would cost $200,100, and printing of 80-page guides would cost $211,200). The total cost of mailing is fixed and will not exceed $18,316. The combined purchases under these agreements in this extension year will not exceed $229,516.

Budget Code CSV-0-0-PRC-RC-EADV (Community Recreation — Official Advertising) $229,516

American Lithography and Publishing, Inc.

Prime Contractor Information

Certified HUB Vendor? ..... NO
Total # of Employees 21
Total # of Minorities 5
Total # of Women 2

HUB Participation

Required 0%
Proposed 0%
$ Value $0

Student Engagement (hours per 12-month contract)

Paid Student Employment-hour Commitment (RFB 5748 only) 200
Student Career-awareness Commitment (both RFB 5748 and RFB 5749) 10

Routine Monthly Reports

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

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations Over $5,000			
Victory School	Coccia Foundation	$5,000.00	Italian Classroom
	Total Monetary Donations Over $5,000	*$5,000.00*	
Monetary Donations			
Allen-Field School	Milwaukee School of Engineering	$250.00	General School Supplies
Audubon High School	Kingfish Solutions LLC	$213.44	Athletics Donation
Audubon High School	Kingfish Solutions LLC	$308.24	Athletics Donation
Auer Avenue School	United Way	$1,000.00	My Very Own Library
Bay View High School	Bay View High School Reunion Committee, Class of '68*	$1,225.00	General School Supplies
Bradley Trade & Tech	Monique & Grady Crosby	$500.00	General School Supplies
Clement Avenue School	Action for Healthy Kids	$650.00	Healthily Eating Support
Fernwood School	Scoutit, Inc.	$66.74	General School Supplies
German Immersion School	Skybridge Americas, Inc.	$134.08	General School Supplies
German Immersion School	YourCause, LLC	$8.24	General School Supplies
Gwen T. Jackson School	United Way	$1,000.00	My Very Own Library
Gwen T. Jackson School	Catherine Robinson*	$50.00	Cheerleading Donation
Gwen T. Jackson School	Fairy Armstrong	$200.00	Uniforms
Hamilton High School	Educators Credit Union	$2,500.00	Scoreboard

Location	Donor	Amount	Gift or Purpose
Hartford University School	Ely Leichtling	$175.00	Field Trip Donation
Honey Creek Elementary School	Herb Kohl Philanthropies	$200.00	AR Reading Program
Hopkins Street School	United Way	$1,000.00	My Very Own Library
Howard Avenue Montessori	Modern Woodmen Fraternal Financial	$299.13	Service Project Supplies
Howard Avenue Montessori	Kompost Kids, Inc.	$548.81	Trash Sorting Donation
King High School	Torres Family	$60.00	Football Donation
King High School	Stephen Minik	$10.00	Sunshine Club Donation
King High School	Tracy Hill	$99.00	Boys Basketball
King High School	Leon Young	$100.00	Basketball Donation
Kluge School	Milwaukee Ballaz Elite*	$150.00	Teacher Support
Kluge School	United Way	$1,000.00	My Very Own Library
Lloyd Barbee Montessori	Kelli J. Sigh	$30.00	General School Supplies
Longfellow School	United Way	$1,000.00	My Very Own Library
MacDowell Montessori	Skybridge Americas, Inc.	$25.25	General School Supplies
Meir School	Skybridge Americas, Inc.	$63.55	General School Supplies
North Division High School	Justin Ippoliti	$1,000.00	Boys Basketball Donation
Pulaski High School	Barnes Group Foundation	$1,000.00	Girls Basketball Donation
Riley School	Michael & Patricia Valentyn	$20.00	Michael & Patri Field Trips
Riley School	John Jones IV & Katherine Valentyn	$20.00	Field Trips Donation
Riley School	United Way	$1,000.00	My Very Own Library
Riverside High School	Snap Raise	$2,631.03	Volleyball Donation
Riverside High School	Riverside University High School Foundation, Inc.	$100.00	Latino Club Supplies
Obama	Lovejoy Controls Corporation	$3,500.00	Robotics Team Donation
Obama	Komatsu Mining Corporation	$3,000.00	Robotics Team Donation
South Division High School	River Edge Nature Center, Inc.	$500.00	Nature Edge Outings
Starms Discovery School	Hl Palmer Masonic Angel Fund	$640.00	8th Grade Trip
Starms Early Childhood School	Kapur & Associates, Inc.	$2,000.00	Playground Redevelopment
Townsend School	United Way	$1,000.00	My Very Own Library
Trowbridge School	Kenneth & Melinda Krei	$200.00	Fieldtrip Donation
Vincent	G. Kraus	$100.00	Goats to Stay in the Farm
Vincent	Gold Gable Studio LLC	455.00	Farm-to-Table Event Donation
	Total Monetary Donations	*$30,032.51*	
Non-Monetary Donations			
Alcott School	Operation Warm	$1,970.00	Winter Coats
Burbank School	Donors Choose	$459.15	General School Supplies
Clemens School	Professional Firefighters of WI Charitable Foundation	$9,630.00	Coats for Students
Engleburg School	Donors Choose	$500.00	Flex Space Furniture
German Immersion School	Donors Choose	$81.86	Classroom Decoration Supplies
German Immersion School	Meijer	$100.00	Meijer Gift Card
Goodrich School	Donors Choose	$628.00	General School Supplies
Goodrich School	Donors Choose	$229.24	Library Supplies
Goodrich School	Donors Choose	$173.04	General School Supplies
Goodrich School	Prenasis Hair Gallery & Latrece Nelson	$743.00	Field Trip Donation
Honey Creek Elementary School	Donors Choose	$182.68	General School Supplies
Lancaster School	Albright United Methodist Church	$200.00	Ten Floor Fans

Location	Donor	Amount	Gift or Purpose
MacDowell Montessori	Donors Choose	$180.47	Board Games
MacDowell Montessori	Donors Choose	$211.57	Seating
MacDowell Montessori	Donors Choose	$319.99	Television
Golda Meir School	Donors Choose	$100.56	Music Supplies
Golda Meir School	Donors Choose	$535.15	Books
Pulaski High School	Donors Choose	$447.00	General School Supplies
Ronald Reagan High School	Manpower Group	$300.00	Literacy Supplies
Sherman School	The New St. James Community Church United Methodist Church	$100.00	Gloves, Hats & Scarfs
Starms Early Childhood School	Pick 'n Save	$100.00	Gift Card
Thoreau School	Anne Luty	$75.00	Hats & Gloves
Thurston Woods	Donors Choose	$713.36	General School Supplies
Thurston Woods	Donors Choose	$566.50	Books
Thurston Woods	Donors Choose	$444.24	General School Supplies
Thurston Woods	Donors Choose	$297.74	Headphones
Townsend School	Blessings in a Backpack	$85.33	Cereal & Graham Crackers
Townsend School	Blessings in a Backpack	$264.93	Snacks
	Total Non-Monetary Donations	*$19,638.81*	
	Total Value of Donations for January 2019	*$54,671.32*	
	**Donations from MPS Alumni*	*$1,425.00*	

Fiscal Impact Statement

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

Implementation and Assessment Plan

Upon the Board's approval, the purchase will be executed.

Committee's Recommendation

Your Committee recommends that the Board:

1. authorize the purchase; and
2. accept the donations as listed, 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.

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(Item 10) Action on a Request to Approve the Second Amendment to Extend the Lease Agreement with Carmen High School of Science and Technology at Casimir Pulaski High School located at 2500 West Oklahoma Avenue

Background

Carmen High School of Science and Technology (Carmen) is a college-preparatory high school with a liberal arts curriculum that emphasizes science and engineering. Since 2015, representatives from Carmen and Casimir Pulaski High School (Pulaski) have worked together to align building-space allocation at the high school to support program needs in an effort to continually support their knowledge-exchange partnership.

The Board approved a lease agreement between Milwaukee Public Schools and Carmen for a portion of Pulaski at its meeting on April 21, 2016. The initial term of the lease agreement commenced on July 15, 2016, and ended on June 30, 2017, with an option to extend two additional five-year terms. The Board amended the lease's term at its meeting on June 29, 2017, to allow for the extension to be exercised for two

years so it would align with the charter contract's term. The new lease term commenced on July 1, 2017, and will terminate on June 30, 2019.

The Administration is requesting approval of the proposed Second Amendment to the Lease Agreement for a three-year term — July 1, 2019, through June 30, 2022 — to align with the charter contract's term.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

The lease rent revenue shall be as follows:

July 1, 2019-June 30, 2020	$476,447
July 1, 2020-June 30, 2021	$481,212
July 1, 2021-June 30, 2022	$486,024
Total	$1,443,683

There are no expenditures associated with this item.

Implementation and Assessment Plan

Upon the Board's approval, the Second Amendment to the Lease Agreement with Carmen High School of Science and Technology at Casimir Pulaski High School, as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee has forwarded this item to the Board without recommendation.

The Board was in recess from 8:46 PM to 8:57 PM.

Vice President Miller passed the gavel to Director Falk at 9:01 PM.

Director Baéz moved to approve a two-year lease with Carmen High School of Science and Technology, Inc., at Casimir Pulaski High School, consistent with the Carmen school's charter school contract. The motion prevailed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Phillips, Voss, Woodward, and Vice-President Miller — 7.
Noes — None — 0.

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(Item 11) Action on a Request to Approve the Second Amendment to Extend the Lease Agreement with Carmen High School of Science and Technology at the Walker Complex located at 1712 South 32nd Street

Background

Carmen High School of Science and Technology (Carmen) is a college-preparatory high school with a liberal arts curriculum that emphasizes science and engineering. Milwaukee Public Schools and Carmen have cultivated a long-term working relationship. In June 2012, the Milwaukee Board of School Directors approved a lease agreement between Milwaukee Public Schools and Carmen to operate a non-instrumentality charter school within the Walker Multiplex. The initial term of the lease agreement commenced on July 1, 2012, and ended on June 30, 2017, with an option to extend two additional five-year terms. At its meeting on June 29, 2017, the Board amended the lease's term to allow for the extension to be exercised for two years

so it would align with the charter contract's term. The new lease term commenced on July 1, 2017, and will terminate on June 30, 2019.

The Administration is requesting approval of the proposed Second Amendment to the Lease Agreement for a three-year — July 1, 2019, through June 30, 2022 — term to align with the charter contract.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

The lease rent revenue shall be as follows:

July 1, 2019-June 30, 2020	$245,280
July 1, 2020-June 30, 2021	$250,186
July 1, 2021-June 30, 2022	$255,189
Total	$750,655

There are no expenditures associated with this item.

Implementation and Assessment Plan

Upon the Board's approval, the Second Amendment to the Lease Agreement with Carmen High School of Science and Technology at the Walker Complex, as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee has forwarded this item to the Board without recommendation.

The gavel was returned to Vice-President Miller at 9:12 PM.

Director Falk moved to approve a two-year lease with Carmen High School of Science and Technology, Inc., at the Walker complex and to authorize the Administration to conduct a space-allocation study within the Walker complex. The motion passed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Phillips, Voss, Woodward, and Vice-President Miller — 7.
Noes — None — 0.

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(Item 12) Action on a Request to Approve the Second Amendment to Extend the Lease Agreement with Carmen High School of Science and Technology at the Northwest Secondary School Building located at 5496 North 72nd Street

Background

Carmen High School of Science and Technology (Carmen) is a college-preparatory high school with a liberal arts curriculum that emphasizes science and engineering. Milwaukee Public Schools and Carmen have cultivated a long-term working relationship. In November 2012, the Milwaukee Board of School Directors approved a lease agreement between Milwaukee Public Schools and Carmen to operate a non-instrumentality charter school within the Northwest Secondary School Building. The initial term of the lease agreement commenced on July 15, 2013, and ended on June 30, 2018, with an option to extend two additional five-year terms. At its meeting on January 25, 2018, the Board amended the lease term to allow for the extension to be exercised for one year so that it would align with the charter contrac'st term. The new lease term commenced on July 1, 2018, and will terminate on June 30, 2019.

The Administration is requesting approval of the proposed Second Amendment to the Lease Agreement for a three-year term — July 1, 2019, through June 30, 2022 — to align with the charter contract.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.02 - Use of School Facilities

Fiscal Impact Statement

The lease rent revenue shall be as follows:

July 1, 2019-June 30, 2020	$645,935
July 1, 2020-June 30, 2021	$658,854
July 1, 2021-June 30, 2022	$672,031
Total	$1,976,820

There are no expenditures associated with this item.

Implementation and Assessment Plan

Upon the Board's approval, the Second Amendment to the Lease Agreement with Carmen High School of Science and Technology at the Northwest Secondary School Building, as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee has forwarded this item to the Board without recommendation.

Director Falk moved approval of a two-year contract with Carmen High School of Science and Technology, Inc., at the Northwest Secondary School building. The motion prevailed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Phillips, Voss, Woodward, and Vice-President Miller — 7.
Noes — None — 0.

* * * * *

(Item 13) Action on a Request for Authorization to Enter into Blanket Contracts with 20 Food Vendors to Provide Bulk Commodities

Background

The Administration is requesting authorization to enter into blanket contracts with 20 separate food manufacturers for provision of directly-diverted bulk commodities. Direct-diversion processing is the process of sending bulk raw USDA foods directly to selected processors to process into finished end-products. The United States Department of Agriculture (USDA) makes such bulk commodities available to eligible recipients through the Wisconsin Department of Public Instruction (DPI). Direct-diversion processing was established to support American agriculture and to provide nutrition assistance to children and families who need it. USDA foods are distributed to nutrition-assistance programs that service children, such as school meal programs. Milwaukee Public Schools (MPS) receives USDA foods through the National School Lunch Program (NSLP), which has select direct-diversion processing for receiving finished end-products. With this option, the District is directly responsible for selecting their processors and choosing the finished end-products through a procurement process.

The Department of Nutrition Services (DNS) has chosen to have the bulk commodities manufactured into designated end-products for ultimate consumption across the district in meals by MPS students. Each manufacturer is approved by the USDA and DPI as such a commodity processer. Each manufacturer works

directly with MPS's prime vendor, Sysco Eastern Wisconsin LLC, ("Sysco") on the ordering, processing, and delivery of the products.

These manufacturers were chosen pursuant to RFB 5768, which closed on December 10, 2018, and had sought responsive and responsible respondents among those commodity processers approved by the USDA and DPI. Each contract will run from July 1, 2019, through June 30, 2020, (the "Initial Term") with the option to extend up to four additional one-year terms if certain performance metrics incorporated into the blanket contract are met.

Estimated total amounts are not offered for each contract. All payments to these manufacturers are made through the prime vendor, Sysco, and reflected in the amount of that contract.

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 as indicated in the attachments to the minutes of your Committee's meeting.

Committee's Recommendation

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

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

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(Item 14) Action on a Request to Seek Position Authority for an Culinary Arts Associate III Position

Background

The Administration is seeking position authority for an Culinary Arts Associate III position to serve as a liaison among culinary-arts teaching staff, school leadership, and Central Services to support the culinary arts program at four schools — Washington High School of Information Technology, James Madison Academic Campus, Bay View High School, and Vincent High School of Agricultural Sciences.

The position went through the standard job-classification process to identify position level and salary range. A position description has been attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

The position level was determined to be 05A, and the corresponding salary range is $52,929-$76,701. Funding to support the position will be out of the Milwaukee Public Schools Foundation.

Implementation and Assessment Plan

Upon the Board's approval, the Administration will move forward with the hiring process for this position.

Committee's Recommendation

Your Committee recommends that the Board approve the request for position authority for the Culinary Arts Associate III position.

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

* * * * *

(Item 15) Action on Resolution 1819R-011 by Director Sain Regarding a Local Purchasing Program

Background

At its meeting on December 20, 2018, the Board referred Resolution 1819R-011 by Director Sain to the Committee on Accountability, Finance, and Personnel. The Resolved portion reads:

> RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency, to explore the feasibility of instituting a local purchasing program modeled after the city's program; and be it
>
> FURTHER RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency and the Office of Board Governance, to research the policies and procedures that guide local purchasing programs; and be it
>
> FURTHER RESOLVED, That this analysis and recommendations for implementing a local purchasing program be brought back to the Board no later than the March 2019 Board cycle.

The Administration is in agreement with the resolution and will work with the Office of Accountability and Efficiency to explore the feasibility of instituting a local purchasing program modeled after the City of Milwaukee's program.

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 adoption of Resolution 1819R-011, the Administration will begin collaboration with the Office of Accountability and Efficiency to explore the feasibility of instituting a local purchasing program modeled after the City of Milwaukee's program.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1819R-011 by Director Sain regarding a local purchasing program.

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

* * * * *

(Item 16) Report and Possible Action on a District-wide Assessment of Diversification of Workforce

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 January 2018, the Milwaukee Board of School Directors adopted Resolution 1718R-011 regarding a district-wide assessment of diversification of workforce. The report attached to the minutes of your Committee's meeting details the output of this work reviewing MPS systems and data.

In summary, the report finds that while district-wide diversity generally resembles that of the City Milwaukee, this diversity diminishes when looking at individual positions, schools, and applicant pools to positions.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

No Fiscal Impact

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COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report with Possible Action on Family and Community Engagement Activities

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

Background

MPS operates within a family-and-community-engagement framework which includes six standards that provide districtwide support to schools in partnering with families to increase student outcomes:

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

All schools must strive to meet these standards in order to provide an equitable standard of care across the District. The framework was developed from a strengths-based approach to build trusting relationships among schools and families.

This report provides an update on the current work being done in the family-&-community-engagement standards one and two.

Standard #1: Schools have the tools and knowledge needed to build relationships with families and the community

Preliminary data from the 2018-2019 Family Interest Survey was shared during the October meeting of the Board's Committee on Parent and Community Engagement (PAC). Final data are now available highlighting responses from 11,126 families. Each school's data results have been shared with the parent coordinator and school leader, and parent coordinators have received professional development on how to analyze and disaggregate the data to inform upcoming activities for families at their schools.

Now every school improvement plan (SIP) has an empowered-families section which serves as the school's parent compact. This section includes information on building the capacity of school-based staff around family engagement.

Parent coordinators are a valued resource, and building their capacity is essential. Since August, parent coordinators have received monthly professional development at the Parent Coordinator Institute on the following topics:

- MPS Resolution Agreement
- Family literacy at home
- Planning attendance activities for families
- Establishing family leadership organizations
- Using the family interest survey's data to plan parent trainings
- Mental health (Project Aware)
- Parent portal & new parent campus app
- Coordinating school volunteers (Vincent)
- Social-emotional toolkit for families

Standard #2: Families have avenues to serve as leaders

The District Advisory Council (DAC) has averaged 100 participants over the first four monthly meetings of the 2018-19 school year. We have continued to gather valuable family input on important district priorities:

- School discipline and the MPS Resolution Agreement
- Ambitious Instruction Plan
- Mental health supports
- School Nutrition program (February)

The Families and Schools Together (FAST) program is a nationally recognized parent-engagement program that helps MPS children thrive by building stronger relationships at home. Families in the FAST program participate in eight sessions of guided activities with trained facilitators created to strengthen parents' relationships with their children.

The FAST program successfully operates at five MPS schools: Auer Ave, Brown Street, Engleburg, Hopkins-Lloyd Community School, and Keefe Ave.

Funding for the program is provided through a partnership with FAST and the Wisconsin Department of Child and Families. The grant is managed through the Department of Strategic Partnerships and Customer Service.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.02, Public's Right to Know

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(Item 2) Report with Possible Action on the Northwest Region Showcase

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

Background

The Northwest Region comprises 25 schools, including K-8, middle, Montessori, and language schools. The Northwest Region serves over 9,699 students in diverse settings to meet the varied needs of our students.

Stuart Elementary School has been selected to represent the region in our showcase. Located on the far Northwest Side of Milwaukee, Stuart identifies itself as the "hidden jewel in the Northwest." As a K-5th-grade school, Stuart serves 325 students. Ten percent of Stuart students are English-language learners, and almost 25% receive special education services. Stuart is one of the three schools selected to expand the IB program in the District.

Stuart has decreased the number of students needing Tier 2 Interventions in reading and math by 16%. It has closed the gap by 78.2% — higher than the state average of 69.6%. It has moved from "Meets Few Expectations" in 2016-17 to "Meets Expectations" in 2017-18. Eleven second- and third-grade Stuart students were able to receive gifted and talented support services through the SEE US program.

Stuart continues to work to improve attendance and to maintain an environment conducive to learning. Efforts include attendance awards, a "student of the month" bulletin board, and a featured student bio read during morning announcements. Restorative Justice groups are facilitated by a school psychologist, and the Young Hero Mentoring program is in place for 4th- and 5th-grade males with challenging behaviors.

Stuart learners are proud to be thinkers, communicators, caring, risk-takers, and open-minded.

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

None

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(Item 3) Report with Possible Action on the Transformational Partnership Between Milwaukee Public Schools and City Year Milwaukee

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

City Year is an educational nonprofit founded in 1988 and dedicated to helping students and schools succeed. The organization partners with public schools in 29 high-need communities across the country and through international affiliates.

In Milwaukee, City Year exclusively serves Milwaukee Public Schools. One hundred City Year AmeriCorps members serve 13 schools, reaching more than 8,000 elementary-, middle-, and high-school students in the 2018-19 school year. The MPS schools served are Bay View, Pulaski, James Madison, South Division, Vincent, Obama SCTE, Alexander Mitchell Integrated Arts Schools, Carver Academy, Clarke Street, Hopkins Lloyd Community School, Rogers Street Academy, Roosevelt Middle School of the Arts, and Rufus King International Middle School.

The partnership between Milwaukee Public Schools and City Year Milwaukee is aligned to the Five Priorities for Success. The transformational partnership serves students throughout the district, with a focus on contributing to school and district-wide improvement. As part of this partnership, City Year Milwaukee's contributions include convening networks, engaging the private sector, and developing leaders and teachers.

City Year takes a holistic approach, which includes adding capacity to the classroom, one-on-one and small-group supports, using data to monitor progress, and offering extended-day as well as whole-school activities.

A national external evaluation demonstrates that there is a "City Year" effect whereby City Year schools are two times more likely to improve on state English assessments and three times more likely to improve math proficiency. Of the seven schools with which City Year has partnered for more than three years, four improved their overall accountability score from 2013-2016.

More information may be found on the presentation 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 1.01, Vision, Mission, Core Beliefs, and Goals

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(Item 4) Report with Possible Action Regarding Milwaukee Succeeds

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 Succeeds is a community-wide initiative to ensure a strong education pipeline from cradle to career for all children. It was founded on the premise that the City of Milwaukee can improve educational outcomes for every child. To accomplish this, Milwaukee Succeeds has four goal areas: Kindergarten Readiness, School Success, College & Career Readiness, and Social & Emotional Learning.

Milwaukee Succeeds unites partners in this important work. Milwaukee Public Schools is one of those partners. The presentation by Milwaukee Succeeds, which is attached to the minutes of your Committee's meetin, includes additional background information on the organization as well as the components of their partnership with Milwaukee Public Schools.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

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COMMITTEE ON STRATEGIC PLANNING AND BUDGET

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report with Possible Action on Fiscal Year 2019-20 Estimated Enrollment, Revenues, and Long-range Financial Forecast

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

Each year, the Administration and the Office of Accountability and Efficiency report to the Board their forecast for the District's major revenues and expenditures along with underlying assumptions such as estimated enrollment. The forecast will support fiscal decision making to maintain or improve essential school operations services.

The forecast has been 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 3.01, Annual Operating Budget

Fiscal Impact Statement

This item does not authorize expenditures

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(Item 2) Action on a Request to Approve Fiscal Year 2019-20 Budget Parameters

Background

The Administration requests approval of budget parameters to be used in the planning and development of the Fiscal Year 2019-20 (FY20) budget. FY20 is the first year of the State's biennial budget cycle; as such, the state's parameters are not known.

Strategic Plan Compatibility Statement

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. The fiscal impact will depend on later action of the Board in adopting the budget.

Committee's Recommendation

Your Committee recommends that the Board approve the following Fiscal Year 2019-2020 Budget Parameters:

1. preparation of the budget in accordance with state law;
2. preparation of the budget with maximum revenue limits;
3. repurposing and adjustments of educational programming and departmental budgets to promote student achievement and a balanced budget;
4. consideration of salary increases for all employee groups through the budget and negotiation processes to attract and retain qualified staff;
5. consideration of employee benefit changes for eligible employees to identify cost savings and increase efficiencies;
6. exploration of operating efficiencies;
7. development of a budget that reflects a commitment to fair resources, quality and socially transformative learning, a supporting environment for employees, and an equitable education system for all students.

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

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(Item 3) Action on a Request to Approve the Timetable for the Fiscal Year 2019-20 Proposed Budget

Background

This item is being presented in accordance with State Statutes, Section 119.16(8), and Board Governance Policy 2.05, Board Planning Cycle, which states, "A Board calendar with all work displayed on a timetable will be developed annually."

The proposed calendar is as follows:

Fiscal Year 2019-2020 Proposed Budget Timetable		
Date(s)	Action	Responsibility
June 2018-March 2019	Collection of a variety of inputs, ideas, costs with analysis of their impact for Fiscal Year 2020 (FY20) analysis of their impact for FY20 budget planning.	Administration
October 2018-April 2019	MPS engages the community on broad topics to identify district priorities at various venues.	Administration
October 18, 2018	The Committee on Strategic Planning and Budget meets to discuss the FY20 budget-development process and parameters to be used during the process.	Board and Administration
December 11, 2018	School-level allocation estimates are drafted by departments and provided to Financial Planning & Budget Services.	Administration
December 11-21, 2018	September 2019 third-Friday school enrollments are projected.	Administration
December 2018-March 2019	Board and Administration continue to solicit stakeholders' input into the development of the FY20 proposed budget.	Board and Administration
January 8-January 31, 2019	Superintendent holds School Ambitious Instruction budget conversations with school leaders.	Administration
January 17, 2019	The Committee on Strategic Planning and Budget meets to discuss and possibly adopt a FY20 proposed budget timetable, review an updated five-year forecast, discuss budget, and possibly adopt parameters.	Board and Administration
January 18-31, 2019	School leaders prepare all required budget documents with input from their School Engagement Councils.	Schools
February 5-8, 2019	Administrative teams review each school's budget for FY20 budget/staffing resolutions.	Administration
February 11-14, 2019	Superintendent's resolution meetings on FY20 school budget/staffing needs.	Administration
February 12, 2019	Families, students, and staff vote on the choice of 2019-20 school calendar.	Administration
February 15, 2019	School staffing data submitted to Human Resources.	Administration
February 18-March 6, 2019	Offices prepare budgets, organizational charts, and narratives.	Administration
March 1-20, 2019	Cycle A Certificated Staff Exchange Process completed.	Administration
March 21-April 10, 2019	Cycle B Certificated Staff Exchange Process completed.	Administration
April 17-May 22, 2019	Cycle C Classified Staff Exchange Process completed.	Administration
March 15, 2019	Office budget reviews completed and staffing changes submitted to Human Resources.	Administration
March 18-31, 2019	District's budget is entered into the financial system and balanced.	Administration

Fiscal Year 2019-2020 Proposed Budget Timetable		
Date(s)	Action	Responsibility
April 2019	Superintendent's proposed budget is finalized and assembled for publication.	Administration
April 30, 2019	Board holds its annualorganizational meeting.	Board and Administration
May 3, 2019	Superintendent's 2019-2020 proposed budget is released.	Administration
May 9, 2019*	The Committee on Strategic Planning and Budget meets on the Superintendent's proposed 2019-2020 budget and hears public testimony.	Board and Administration
May 9, 2019*	Proposed budget and public hearing notice published in newspaper and parent companion guide, and budget overview presentation is released.	Administration and Board Governance
May 14, 2019*	Board members submit proposed amendments to the Office of Board Governance by noon, which forwards amendments to the Administration by end of day.	Board and Board Governance
May 16, 2019*	Administration submits analysis of proposed amendments to the Office of Board Governance by the end of the day.	Administration
May 21, 2019*	Statutory public hearing on the Superintendent's proposed FY20 biennial budget.	Board and Administration
May 23, 2019*	The Committee on Strategic Planning and Budget reviews the proposed FY20 budget hears public testimony and possibly takes action on proposed amendments and proposed budget.	Board
May 24, 2019*	Board members submit proposed amendments to the Office of Board Governance by noon, which then forwards amendments to Administration by end of day.	Board and Board Governance
May 29, 2019*	Administration submits analysis of proposed amendments to the Office of Board Governance by noon.	Administration
May 30, 2019*	Board meets to consider any proposed amendments and possibly to take action on the Superintendent's proposed 2019-2020 budget.	Board and Administration
No later than June 30, 2019	Board Clerk transmits preliminary adopted FY20 budget to the Milwaukee Common Council.	Board Governance
October 24, 2019*	Board meets to consider and take action on the amended adopted budget recommendations for FY20.	Board and Administration
No later than October 31, 2019	Board Clerk sends amended FY20 budget to the Milwaukee Common Council.	Board Governance

*Date subject to change by the Milwaukee Board of School Directors.

Strategic Plan Compatibility Statement

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. There is no fiscal impact from the adoption of the budget timetable.

Committee's Recommendation

Your Committee recommends that the Board adopt the proposed Fiscal Year 2019-2020 budget timetable as set forth above.

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

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Voss 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 Request to Approve the Non-Instrumentality Charter School Contract with Carmen High School of Science and Technology, Inc.

Background

Carmen High School of Science and Technology, South, which was established in fall 2007, is located at 1712 N. 32nd Street. Carmen Middle/High School of Science and Technology, Northwest, which was established in fall 2013, is located at 5496 N. 72nd Street. Carmen High School of Science and Technology, Southeast, which was established in fall of 2016, is located at 2500 W. Oklahoma Avenue. Carmen Middle School of Science and Technology, South, which was established in fall 2018, is located at 1236 S. Layton Boulevard.

Carmen's Mission is to graduate all students as critical thinkers and self-directed learners who are prepared for success in college, meaningful careers, community involvement, and family life.

On February 23, 2017, the Board approved a recommendation for renewal of Carmen's non-instrumentality charter school contract for five years. On June 29, 2017, the Board approved Carmen's non-instrumentality charter school contract to begin with the start of the 2017-2018 school year and to end on the last regularly scheduled day of the 2018-2019 school year. On October 26, 2017, the Board approved an amendment to the contract identifying the location for Carmen Middle School of Science and Technology, South.

On September 27, 2018, Carmen's representatives submitted a written request to extend the contract from the current two-year term to add three years to align with the original recommendation for renewal of five-years.

In fall 2018, Administration conducted a review of the academic, financial, and organizational data and conducted a site visit at each of the Carmen schools. Based on the review, Carmen has demonstrated solid academic performance, has shown growth in obtaining its educational goals, and is a sound financial and organizational program.

Contingent upon the Milwaukee Board of School Directors' approval, Carmen accepts the non-instrumentality charter school contract, as attached to the minutes of your Committee's meeting, with the following modifications:

a. technical revision has been made to clarify that the principals of the Operator's charter schools report to the Head of Schools through the Chief Schools Officer;
b. Carmen High School of Science and Technology, Inc., will serve a maximum of 2,160 FTE pupils in the 2019-2020 school year and 2,260 FTE pupils in the 2020-2021 and 2021-2022 school years as follows:
    - Carmen High School of Science and Technology, South will serve 60 pupils for the 2019-2020 through the 2021-2022 school years;
    - Carmen High School of Science and Technology, Southeast will serve 800 pupils for the 2019-2020 through the 2021-2022 school years;
    - Carmen Middle/High School of Science and Technology, Northwest will serve 800 pupils for the 2019-2020 through the 2021-2022 school years; and
    - Carmen Middle School of Science and Technology, South, will serve 200 pupils for the 2019-2020 school yea,r and 300 pupils for the 2020-2021 and 2021-2022 school years;
c. the term of the contract is three years, to start with the 2019-20 school year and to end with the last regularly scheduled day of the 2021-2022 school year; and
d. technical revisions have been made throughout the contract

Leases for MPS facilities will be presented for consideration during the current, January board cycle.

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

The funds for this charter school contract will be included as part of the FY20 budget process.

Implementation and Assessment Plan

The contract will be effective Upon the Board's approval. A copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee has forwarded this item to the Board without recommendation.

Director Falk moved approval of a contract with Carmen High School of Science and Technology, Inc., for a two-year term with the requirement of an annual evaluation.

Director Phillips made a substitute motion to approve the Administration's recommendation to approve a contract with Carmen High School of Science and Technology, Inc., for a three-year term, with an annual review of each Carmen school and reinstatement of the partnership agreement at the Pulaski campus and the creation of a partnership agreement at the Walker campus.

The gavel was passed to Director Falk at 8:07 PM and returned to Vice-President Miller at 8:17 PM.

The substitute motion was withdrawn by Director Phillips.

Director Miller moved to approve the non-instrumentality contract with Carmen High School of Science and Technology, Inc., for a term of two years with the requirement of an annual evaluation and that the contract be contingent up the execution of an equity study and collaboration agreement at the Pulaski Campus and that all of the information be brought back to the Board during the March 2019 board cycle.

The motion failed for lack of a second.

Returning to the original motion of Director Falk, the motion prevailed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Phillips, and Voss — 5.
Noes — Director Woodward and Vice-President Miller — 2.

The gavel was passed to Director Falk at 8:40 PM.

* * * * *

(Item 2) Action on a Request to Approve the Public School Open-enrollment Seats for the 2019-2020 School Year

Background

Per Wisconsin State Statutes, Section 118.51(5)(a)(1), and under the 2015 Wisconsin Act 55, the Milwaukee Board of School Directors is required to designate the number of regular and special education spaces available within the school district at its January 2019 meeting.

To the extent consistent with state laws, Milwaukee Public Schools' administrative policies, and MPS's administrative guidelines, a non-resident pupil (one residing outside the city of Milwaukee) may apply to attend an MPS school through either the full-time or part-time state-wide open-enrollment programs.

Applications must be received by MPS within the timeframe designated by state law. An application may include a request to attend a specific school or program, but preference in assignment at a school, program, class, or grade shall be given to residents of the city of Milwaukee.

The District will continue to implement Administrative Policy 8.45, Admission to Non-Resident Students, and will offer seats to non-resident students where space is available after the MPS enrollment periods. Below is a chart that provides open enrollment information from 2016 through January 2019:

	Open-enrolled			Regular	Special	Increase from Previous Year*	
School Year	Regular	Alternative	Total	Education	Education	Number	Percentage
FY17	1,019	516	1,535	1,317	218	298	29.2%
FY18	1,267	512	1,779	1,523	256	206	15.6%
FY19 (YTD)**	1,426	414	1,840	1,600	240	77	5.1%

*Increase from Previous Year from FY17 is based on FY16's 1,019 total open-enrolled students.
**FY19 (YTD) is Year-to Date, effective January 2, 2019.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.45, Public School Open Enrollment

Fiscal Impact Statement

None.

Committee's Recommendation

Your Committee recommends that the Board approve the public school open-enrollment seats for the 2019-2020 school year as unlimited to new incoming pupils for both regular and special education non-resident students in grades K4 through 12.

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

* * * * *

(Item 3) Action on an Instrumentality Charter School Petition for the Green Tree Preparatory Academy (GPA)

Background

On December 21, 2018, a petition was submitted for the Green Tree Preparatory Academy (GPA) to create an instrumentality charter school that would serve approximately 870 students in grades 6 through 12, beginning with the 2019-2020 school year. The goal is to provide Milwaukee's families with an additional high-performing school option on the Northwest side of Milwaukee.

This item is being presented to the Board pursuant to Wisconsin Statutes, Section 118.40, Charter Schools, and Administrative Policy and Procedure 9.12, Charter Schools. Pursuant to Wisconsin Statutes, Section 118.40(2)(a), the Board must hold a public hearing within 30 days after receiving a petition by MPS

teachers to establish a MPS charter school. Pursuant to Wisconsin Statutes, Section 118.40(c), the Board shall either grant or deny the petition within 30 days after the public hearing.

The educational philosophy at Green Tree Preparatory Academy is that, in order to lead or own tomorrow's businesses, all students must develop the Green Tree Preparatory Academy's Seven Skills for Success: 1) Creativity; 2) Critical Thinking; 3) Collaborative Problem Solving; 4) Cultural Competency; 5) Ethical Decision Making; 6) Effective Written and Oral Communication; and 7) Leadership. (See page 1-2 of attachment to the minutes of your Committee's meeting.)

The Green Tree Preparatory Academy's program will include a high-school preparatory program for middle-school students, with a focus on science, technology, engineering, and math (STEM) and a foreign-language exploratory (FLEX) program which will introduce students to a foreign language with some interpersonal language skills.

Green Tree Preparatory Academy will offer three high-school academies — Katherine Johnson Academy of College Preparation; Charles Drew Academy of Science, Technology, Engineering, and Math (STEM); and Michelle Obama Academy of Leadership, Business, Law, and Social Justice — from which students will be able to choose their academic focuses. Each academy will focus on its specialty area in relation to both core course and elective offerings. (See page 1-4 of the attachment to the minutes of your Committee's meeting.)

Just prior to your Committee's meeting, the MPS Charter School Review Panel met to review the charter school petition and provided the Green Tree Preparatory Academy the opportunity to demonstrate their passion, commitment, and support for the proposed school.

Follow-up

The Charter School Review Panel met on January 8, 2019, to review the petition. Overall, the Charter School Review Panel identified the educational concept outlined in the petition as a viable educational option for students in MPS. The Panel noted areas of strength in the mission and vision, educational philosophy, culture, and family and community engagement. The Panel also noted the overall passion and enthusiasm of the development team as well as experience of the proposed staff.

The Panel identified that more specificity around school enrollment would strengthen the petition. In addition, the Panel encouraged the school's administration to think about supports for the College Board curriculum and operations that reflect innovation and autonomy in the areas of budgeting, programming, professional development, and scheduling of the school day.

The Panel recommends the Green Tree Preparatory Academy (GPA) charter school to the Board as a viable educational option for Milwaukee Public Schools students in grades 6-12.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

Your Committee reports having given public hearing regarding the Green Tree Preparatory Academy's instrumentality charter school petition in compliance with Wisconsin Statutes, Section 118.40(2)(a).

Your Committee further reports having directed the Charter School Review Panel to bring its recommendation directly to the Board to comply with Wisconsin Statute, Section 118.40(c), which requires the Board to either grant or deny the petition within 30 days after the public hearing.

Your Committee, therefore, is reporting this item to the Board without recommendation.

Director Falk moved to approve the educational concept of the Green Tree Preparatory Academy (GPA) Instrumentality Charter School and to authorize the Administration, Office of Board

Governance, and the school community, in consultation with the Office of the City Attorney, to begin contract negotiations in anticipation of GPA's opening in the 2019-20 school year. The motion passed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Phillips, Voss, Woodward, and Vice-President Miller — 7.
Noes — None — 0.

* * * * *

REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the reports of its delegates to the District Advisory Council (DAC), to the MPS Head Start Policy Council, and to the Milwaukee Public Library's Board of Trustees.

* * * * *

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

In an effort to support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President's activities during the month of January 2019 included the following:

Academic Achievement

Attended various events, including:

- Black and Latino Male Luncheon
- Black Male Academic Achievement Conference
- Review of the two-year impact of M3
- Mentoring Greater Milwaukee's Launch Celebration
- Student Leadership Summit at UWM
- Visited Maple Tree, Kluge, and Webster.

Student, Family, and Community Engagement

Attended various community events, including

- Dr. Martin Luther King, Jr., Breakfast
- Greater Milwaukee Committee's hosting of Governor Evers
- Milwaukee County Health and Human Services Meeting
- MPL Building Development Committee Meeting
- MPL Finance Committee Meeting
- MPL Library Board of Trustees' Meeting
- Attended Governor Evers and Lt. Governor Barnes's 2019 Interfaith Service
- Attended Governor Evers and Lt. Governor Barnes's Inauguration Ball

Effective and Efficient Operations

Met with MPS Superintendent Posley.

* * * * *

RESOLUTIONS

Five resolutions were introduced for referral:

Resolution 1819R-012

By Director Woodward

WHEREAS, The Milwaukee Board of School Directors has adopted, among its core beliefs, that Central Services supports student achievement, efficient and effective operations, and student, family, and community engagement; and

WHEREAS, The District has identified three goals that are essential to the accomplishment of its vision and mission, specifically, academic achievement; student, family and community engagement; and effective and efficient operations; and

WHEREAS, On July 29, 2010, the Board approved changes to the District's organizational structure, which included establishing a regional model of schools, each to be led by a regional executive specialist, now referred to as a regional superintendent; and

WHEREAS, Those who hold the position of regional superintendent are tasked with supporting the work of the principals and school leaders, leading the regional system of support team assigned to their region, and holding principals and school leaders accountable for improvement in each school; and

WHEREAS, The Administration has given several "regional showcase" presentations to spotlight specific schools within a given region, but has not presented reports by the regional superintendents about the overall management of each region; now, therefore, be it

RESOLVED, That, on a rotating basis, each regional superintendent is to bring a monthly report to the Board on their current activities; and, be it

FURTHER RESOLVED, That the report shall include, but not be limited to, a description of the region's overall:

- Compliance with special education requirements within the region;
- Attendance in the region;
- Suspension and other disciplinary data for the region;
- Parental involvement within the region's schools;
- The regional superintendent's goals for the region and their progress towards goal attainment;
- Strategies that are working successfully in the region that may be duplicated elsewhere in the District; and, be it

FURTHER RESOLVED, That the report be a regularly scheduled item on the agenda of the appropriate committee, as determined by the committee's charge; and, be it

FURTHER RESOLVED, That the first of these reports be presented in the April 2019 Board cycle.

Referred to the Committee on Parent and Community Engagement

* * * * *

Resolution 1819R-013

By Directors Phillips and Sain

WHEREAS, Administrative Procedure 4.01(3), Emergency Closings, states, "The decision to close schools because of weather conditions shall reside with the superintendent or his/her designee;" and

WHEREAS, Knowing the factors that are considered when determining whether to close schools due to inclement weather may be beneficial in helping parents, students, and staff to better prepare for the closing of schools and offices due to inclement weather; and

WHEREAS, Established guidelines for emergency school closures due to inclement weather would help to ensure consistency in determining whether to close schools and would provide parameters for our families and staff in determining the best mode of safe transportation relative to navigating the weather in getting to school or work; and

WHEREAS, Many MPS parents rely upon their schools to provide meals and shelter for their children during the school day; and

WHEREAS, When schools are closed due to inclement weather, the decision to do so is generally announced without much notice (usually the morning of the closure), and parents often find it difficult to make arrangements for their children who are too young to stay at home alone and unsupervised; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors direct the Administration to establish and promulgate general guidelines for the closure of schools due to inclement weather, to include a scale or range of temperatures (in relation to heat and cold) that could trigger the closing of school, as well as gauges of such other weather conditions as wind, rain, ice, and snow; and be it

FURTHER RESOLVED, That in establishing these guidelines, the Administration consider the factors upon which the other Districts in southeastern Wisconsin base their decisions on; and be it

FURTHER RESOLVED, That such guidelines shall be an advisement tool and shall not infringe upon the discretionary authority already established for the superintendent; and be it

FURTHER RESOLVED, That the Administration investigate whether it would be feasible to designate some sites distributed throughout the District as emergency or contingency shelters that the District would keep open when schools are closed, both for inclement weather and on other non-attendance days, for student who are in need of food and shelter; and be it

FURTHER RESOLVED, That the location of these emergency or contingency shelters be determined by demographic data (e.g., free or reduced lunch, homelessness); and be it

FURTHER RESOLVED, That the Administration bring back to the Board the results of its investigation, as well as any recommendations for implementation, inclusive of parameters being added to current inclement weather policies and procedures no later than two months after the adoption of this resolution.

Referred to the Committee on Legislation, Rules and Policies

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Resolution 1819R-014

By Directors Phillips and Woodward

WHEREAS, Board Governance Policy BG 3.02, Role of the Superintendent, Section (1)(b), gives the Superintendent the authority and responsibility to "…appoint, subject to confirmation by the Board…principals, assistant principals, and teachers as may be authorized by the Board"; and

WHEREAS, As laid out in Administrative Policy 9.04, Community Involvement In Decision Making, the Milwaukee Board of School Directors, in acknowledging "…the value of broad citizen involvement [in] the program[ming] and operations of the Milwaukee Public Schools," recognizes the importance of the involvement of parents and other citizens of the community in identifying the educational needs and the broad goals of achievement for their children and in formulating the goals, objectives, and programs of the school system; and

WHEREAS, In approving Administrative Policy 9.11, School Engagement Councils, the Milwaukee Board of School Directors codified its intent that every school enable "…families, staff, students (when appropriate), and community to work to support and inform shared leadership, equity, and cultural relevance resulting in increased student achievement"; and

WHEREAS, Section (1) of Administrative Policy 6.01, General Personnel Policies, commits the Milwaukee Board of School Directors "…to employing the most effective staff possible for all schools and departments"; and

WHEREAS, As stated in Section (1) of Administrative Policy 6.01, among the "specific factors and conditions" that the Board endorses to make schools and departments more effective are strong local (site) leadership and shared decision making; and

WHEREAS, A school leader has a strong and direct impact on the morale of students and staff, the climate of the school in general, and the achievement of its students; and

WHEREAS, In the contemporary school, the school leader is not only responsible for the traditional task of managing students, staff, and grounds efficiently, but also must be aware of, and participate in, instructional and community issues; and

WHEREAS, The success of a school leader relying heavily upon the support and "buy-in" of teachers, staff, parents, and other members of the school community members, the selection of a new school leader should be a local effort that includes stakeholders who understand the school's population, culture, and direction; now be it

RESOLVED, That the Milwaukee Board of School Directors hereby directs that the process of selecting and appointing new school leaders, while not superseding the superintendent's authority as established by the Board, be modified to provide strong input from the school communities to which these new leaders are to be assigned; and be it

FURTHER RESOLVED, That the modification of this process include the establishment of effective hiring committees (which includes the School Engagement Council) that understand the specific leadership needs both of the schools to which new leader will be assigned and the District and that will be responsible for ensuring that appropriate matches are made between schools' new leaders and the local school community; and be it

FURTHER RESOLVED, That such a hiring committee shall be established for each school to which a new leader is to be assigned and that such committee shall comprise members of the current leadership of the school (if appropriate), representative teachers and staff of the school, the School Engagement Council (or equivalent), representatives from the MPS Department of Human Resources, and staff from the Superintendent's office; and be it

FURTHER RESOLVED, That the hiring committee shall be committed to recruit the strongest candidates based on criteria that best meet the needs and goals of both the school and the District, to conduct an onsite performance assessments of every finalist, and to plan for as smooth a transition in leadership as possible; and be it

FURTHER RESOLVED, That the hiring committee shall participate in the selection and evaluation of the school leader in a manner consistent with all federal, state, and District guidelines and regulations regarding employment, contracting laws, and record keeping as are applicable, including the District's policy on criminal background screening and the required physical examinations of new employees, which functions shall be performed under the auspices of MPS Department of Human Resources; and be it

FURTHER RESOLVED, That the hiring committee is to serve only in an advisory capacity and shall not have the authority to hire or fire any employees of the school, including the school leader, and may only make recommendations with regard to the individual appointed to the position of school leader such that no school leader shall be appointed without the agreement of MPS; and be it

FURTHER RESOLVED, That the committee shall interview and recommend to the superintendent for appointment the school leader in a manner that is consistent with Administrative Policy 6.23, Recruitment and Hiring: Staff, and shall provide a detailed statement of the candidate's qualifications and reasons for the committee's recommendation, at which time the superintendent shall review the recommendation and either forward it to the Board for final confirmation by the Milwaukee Board of School Directors in accordance with Board Governance Policy 3.02, Role of the Superintendent, or return it to the hiring committee with a detailed explanation of any concerns that the superintendent may have with the recommendation; and be it

FURTHER RESOLVED, That, upon adoption of this resolution by the Milwaukee Board of School Directors, the Administration will prepare for the Board's approval the plan for implementation of this

resolution, which the Administration shall present to the Board no later than the April 2019 board cycle; and be it

FURTHER RESOLVED, That, upon the Board's approval of a plan for implementation of this resolution, the Administration shall revise all administrative policies and procedures affected by its adoption and bring them to the Board for its approval no later than the June 2019 board cycle.

Referred to the Committee on Accountability, Finance and Personnel

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Resolution 1819R-015

By Director Harris

WHEREAS, Goal 2 of the MPS Strategic Plan is student, family, and community engagement; and

WHEREAS, Perhaps the greatest challenge facing our students, their families, and their communities is poverty, which results in substandard housing, inadequate medical care, and poor nutrition, all of which affect a child's physical and cognitive development and ability to benefit from school; and

WHEREAS, Another, related factor that has a detrimental effect on MPS's students is their high rate of mobility, which is driven by poverty, joblessness, evictions, lack of transportation, and homelessness: frequently moving from school to school contributes to lower reading and math scores, more behavioral problems, less engagement with school, and higher dropout rates; and

WHEREAS, There are local and national programs, such as Harlem Children's Zone and the federal Promise Neighborhoods, which promote stability in education and housing for children from birth to graduation from college through partnerships with non-profit organizations, community and faith-based entities, and institutions of higher education that provide exceptional education, social services, family support, healthcare, and community-building programs; and

WHEREAS, At its regular meeting on August 30, 2012, the Board, in response to Resolution 1213R-002 by former Director , directed the Administration to develop the Community Partnership Shared Facilities Program, through which space in our vacant buildings is to be rented — for nominal fees, such as the cost of the utilities — to community-based organizations which would provide free services to MPS students and which are non-profit 501(c)3 organizations that have been in existence for five years or longer, or are government agencies, or are universities, colleges, or other accredited post-secondary educational institutions; and

WHEREAS, In both 2013 and 2014, the Administration explored the possibility of working with the City of Milwaukee to convert Dover School and Wisconsin Avenue School, respectively, for housing projects in buildings previously used as schools; and

WHEREAS, The community surrounding the former 68th Street School is in great need of a resource center that could provide educational, cultural, neighborhood, and recreational programming and services; now be it

RESOLVED, That the Board designate the site at 6720 W. Moltke Avenue as a Community Resource Center which, through partnerships with non-profit organizations, community and faith-based entities, and institutions of higher education, may provide exceptional education, social services, family support, healthcare, and community-building programs; and be it

FURTHER RESOLVED, That the Board direct the Administration to work with the City of Milwaukee to explore the feasibility of using a portion of the site for community housing, either short-term (such as a shelter for homeless families) or long-term; and be it

FURTHER RESOLVED, That the Board direct the Administration to develop an educational plan identifying the educational program or programs that are to be offered by the Center; and be it

FURTHER RESOLVED, That the Board direct the Administration to work with the community to identify the shared resources desired for its new Resource Center; and be it

FURTHER RESOLVED, That the Board direct the Administration conduct a feasibility study for implementation of a Resource Center at this site, the coordination of services, and for the management and oversight of the Center; and be it

FURTHER RESOLVED, That the Board direct the Administration to report to the Board by September 2019 the results of the study for this Community Resource Center.

Referred to the Committee on Accountability, Finance and Personnel

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Resolution 1819R-016

By Director Phillips

WHEREAS, The United States embodies a host of nationalities, ethnicities, and races; and

WHEREAS, This broad spectrum of backgrounds has brought with it a vast wealth of experiences, philosophies, and beliefs that have contributed to the greatness of the country and to the progress and welfare of its people; and

WHEREAS, In the process, people of each nationality, ethnicity, or race, at one time or another, have had to overcome cultural, political, and social obstacles in their quest to be accepted fully as Americans; and

WHEREAS, To truly appreciate the accomplishments of all our citizens and the contributions which they have made to this country, we must understand and honor their histories; and

WHEREAS, Milwaukee Public Schools is a reflection of the United States and of the trials and triumphs of its people; and

WHEREAS, The Library of Congress lists the following national commemorative months as having been established by Congress:

- African American History Month (February)
- American Indian Heritage Month (November)
- Asian/Pacific Heritage Month (May)
- Irish-American Heritage Month (March)
- Jewish American Heritage Month (May)
- National Hispanic Heritage Month (September 15-October 15)

WHEREAS, MPS has been outstanding in its celebration of African-American History month, both as a District and in the individual schools, a model which we can use for official recognition of the specific contributions of the other nationalities and ethnicities that our District embraces; now, therefore, be it

RESOLVED, That the Board hereby directs the Administration to research the origins and intent of each of the national commemorative months listed above; and be it

FURTHER RESOLVED, That Administration is to work with representative organizations of the respective nationalities or ethnicities to develop a plan to celebrate appropriately each of these commemorative months by bringing to our students, staff, and community an awareness of the contributions made to this country by the respective peoples to be celebrated; and be it

FURTHER RESOLVED, That the Administration is directed to bring this plan to the Board for its approval no later than 90 days after the adoption of this resolution.

Referred to the Committee on Student Achievement and School Innovation

The Board adjourned at 9:34 PM.

JACQUELINE M. MANN, Ph.D.|
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 12, 2019

Special meeting of the Board of School Directors called to order by President Sain at 5:38 PM.

Present — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward (5:59 PM), and President Sain — 8.
Absent — None.

The Board Clerk read the following call of the meeting:

February 8, 2019

To the Members of the Board of School Directors:

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

Special Board Meeting
5:30 p. m., Tuesday, February 12, 2019

1. Public Hearing and Action on Proposed Modifications to the 2018-19 School Calendar

Upon reasonable notice, efforts will be made to accommodate the needs of individuals with disabilities through sign language interpreters or other auxiliary aids. Please contact the Office of Board Governance, Room 273, Central Services Building, 5225 West Vliet Street, P.O. Box 2181, Milwaukee, WI 53201-2181; Telephone 475-8284; Fax 475-8071; TTY (888) 808¬0928.

Public testimony on this item will be taken at this meeting.

JACQUELINE M. MANN, Ph.D.
Board Clerk

(Item 1 Public Hearing and Action on Proposed Modifications to the 2018-19 School Calendar

Background

Inclement weather has resulted in school closures on six days during the 2018-2019 school year. The following proposed adjustments address meeting the state-required instructional time.

For students in grades K-8 on the early start calendar:

- Beginning on Monday, February 25, 2019, five additional instructional minutes will be added to each school day.
- February 19, 2019, which is currently a professional development day for staff, will become a full student-attendance day.
- April 2, 2019, which is currently a professional development day for staff, will become a full student-attendance day.
- May 23, 2019, which is currently a records day for staff, will become a full student-attendance day.
- May 24, 2019, which is currently a professional development day for staff, will become a records day.

For students in grades K-8 on the traditional calendar:

- Beginning on Monday, February 25, 2019, five additional instructional minutes will be added to each school day.

- February 19, 2019, which is currently a professional development day for staff, will become a full student-attendance day.
- April 2, 2019, which is currently a professional development day for staff, will become a full student-attendance day.
- June 13, 2019, which is currently a records day for staff, will become a full student-attendance day.
- June 14, 2019, which is currently a professional development day for staff, will become a records day.

For students in grades 9-12 on the early start calendar:

- Beginning on Monday, February 25, 2019, 12 additional instructional minutes will be added to each school day.
- February 19, 2019, which is currently a professional development for staff, will become a full student-attendance day.
- April 2, 2019, which is currently a professional development day for staff, will become a full student-attendance day.
- May 20, 2019, which is currently an exam day, will become a full student-attendance day.
- May 21, 2019, which is currently an exam day, will become a full student-attendance day.
- May 23, 2019, which is currently a records day, will become a half-day of student attendance for exams.
- May 24, 2019, which is currently a professional development day, will become a half-day of student attendance for exams.

The revised 2018-2019 school calendar will be communicated with families, students, and staff. In addition, it will be included as part of the Superintendent's Monthly Report at the Board's meeting on February 28, 2019.

Strategic Plan Compatability 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 7.03, School Year/School Calendar

Fiscal Impact Statement:

This item does not authorize expenditures.

Administrations's Recommendation

The Administration recommends that the Board approve the modifications to the 2018-19 school calendar as detailed in this item.

Director Falk moved approval of the Admininstration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — None.

The Board adjourned at 6:04 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 28, 2019

Regular meeting of the Board of School Directors called to order by President Sain at 6:41 PM.

Present — Directors Baéz, Falk, Harris, Miller, Phillips (7:19 PM), Voss (6:45 PM), Woodward, and President Sain — 8.
Absent and Excused — None.

The President requested a moment of silence to commemorate the passing of the following members of the MPS family:

- Betty Baker, a retired General Education Assistant who had worked at the Thurston Woods Campus, who passed away on February 2, 2019;
- Russell Gamble, a retired teacher who had worked at Hampton Schoo,l who passed away on February 7,2019;
- Bettie Holt, a former MPS secretary in the Office of the Superintendent, who had passed away on Monday, February 11, 2019;
- James Turner, a teacher who had retired from Sholes Middle School, who passed away on February 13, 2019;
- Harvey Scales, a North Division alumnus, soul singer, and musician, who had passed away on Monday, February 11, 2019; and
- Louis Lamprecht, retired from the Facilities and Maintenance Carpenter Shop, who had passed away on February 19, 2019.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award — Helen J. Wallace

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, parent, or community member for a display of excellence, achievement, and innovation that may serve as an example to our school District and the entire Milwaukee community.

This month, the Milwaukee Board of School Directors is pleased to present the "Excellence in Education Award" to:

HELEN J. WALLACE

Helen J. Wallace had a full and productive career as a dedicated employee of Milwaukee Public Schools with 35 years of service. Ms. Wallace is a proud MPS product, having graduated from West Division High School (now Milwaukee High School of the Arts).

Ms. Wallace's strong work ethic, intelligence, and ability to work effectively with all people caught the attention of many in the professional world, starting with a work-study program at the Pabst Brewery in which she participated during her senior year at West Division. After graduation, she was the first African American student hired as an administrative assistant by Pabst. The company was so impressed with Helen's hard work that they agreed to pay her tuition at Milwaukee Area Technical College. In addition to her education at Milwaukee Area Technical College, she received a bachelor's degree from the Milwaukee Theological Institute.

In 1967, she was recruited by MPS to serve as an assistant to the librarian at Rufus King High School. When Pabst learned of her impending career move, one of the company's vice presidents offered her a promotion as well as her own office and staff. Helen decided that MPS was the better career move for her — a decision that she has never regretted. Milwaukee Public Schools has always been near and dear to Helen's heart.

Helen was promoted many times as an employee of MPS and accomplished many firsts during her career. In 1987, she was asked to apply for and was hired as the first African American woman to serve in the Office of the Superintendent at MPS Central Service as the Executive Administrative Assistant to the Superintendent. Helen served under a total of eight school superintendents until 2001. Her final assignment with MPS before retirement in 2002 was as an administrative assistant in the Department of Student Services.

Ms. Wallace has also been an active community member. She has been a member of Tabernacle Baptist Church since she was 12, volunteering with the youth department, the children's choir, the usher board, the adult choir, youth director, and new-member orientation, as well as serving as Sunday school and Vacation Bible School facilitator, among many other activities. She has also done extensive volunteer work within the community, serving as an officer of Top Ladies of Distinction and as a member of Common Ground, of the Sherman Park Community Association, and of the Breast Cancer Society's "Reach to Recovery Program." She is a three-time cancer survivor and a world traveler.

The Milwaukee Board of School Directors recognizes and honosr Helen J. Wallace for her dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

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(Item 2) Winners of the 35th Dr. Martin Luther King, Jr., Writing, Art, and Speech Contests

This evening, students will be presenting their award-winning Dr. Martin Luther King, Jr., (MLK) speeches.

This year's MLK contests have produced outstanding entries from students. MPS is happy to recognize the following students for their amazing work around this year's theme, "Celebrating the Legacy for 35 years!"

Speech Contest Winners

Grades K-2
- 2nd Place..... Elijah Hernandez, Curtin Academy, Grade 2
- 3rd Place ..... Josiah Franklin, , Elm Creative Arts, Kindergarten

Grades 3-4
- 1st Place..... Kayle Phillips, Golda Meir, Grade 4
- 2nd Place..... Rafidah Mohamad Kobir, Grant Elementary, Grade 4
- 3rd Placw ..... Inezmari Chico, Curtin Academy, Grade 4

Grades 5-6
- 1st Place..... Zora Penager Davidson, Fernwood Montessori, Grade 6
- 2nd Place..... Avery Stewart, Clemens Elementary, Grade 5
- 3rd Place ..... Javon Robinson, Congress Elementary, Grade 6

Grades 7-8
- 1st Place..... Janiya Williams, Golda Meir, Grade 8
- 2nd Place..... Tahji Johnson, Victory Milw. Italian Immersion, Grade 7
- 3rd Place ..... Brandon Gorton, Cooper School, Grade 7

Grades 9-10
- 1st Place..... Amillia Bell, Rufus King IB High School, Grade 9
- 2nd Place..... Mary Wilson, Vincent High School, Grade 9
- 3rd Place ..... Angela Gorton, Reagan IB High School, Grade 9

Grades 11-12
- 1st Place..... Samia Sheikh, Reagan IB High School, Grade 11
- 3rd Place ..... Ahmad Blake, Obama School of CTE, Grade 12

Writing Contest Winners

Group Project, Grades K-1 ..... Academy of Accelerated Learning:
Isaac Bawi, Charlotte Braun-Goeb, Lily Buschkoetter, Anthony Chavez, Harrison Chaysinh, Emett Cruz, Maya Filipovic, Natalia Garcia, Alena Gonzalez-Singh, Maria Haro Barajas, Mason Holmes, Tristin Jefferson, London Lee, Zaw Lian, Ariella Martinez, Soleil Navarro, Henry Pawlak, Raeya Puzia, Gabriela Reyes, Matthew Ruka, Maxwell Simon-Turckes, Mikail Turner, Nathanael Uk, Evelynn Vongphachan, Anthony Wiggins, Brooklyn Xiong, Kaeyalaeni Xiong; April Gagliano, Teacher

Grades 2-3
1st Place..... Brooklynn Solis, Honey Creek, Grade 3
2nd Place..... Thomas Pahl, Milwaukee German Immersion, Grade 3
3rd Place ..... Logan Hoehnen, Milwaukee German Immersion, Grade 3

Grades 4-5
1st Place..... Melkhia Rattler, Elm Creative Arts, Grade 4
2nd Place..... Aniya Payne, Congress, Grade 4
3rd Place ..... Jonathan Foersterling, Milwaukee German Immersion, Grade 4

Grade 6
1st Place..... Haliey Cruz, Burdick, Grade 6
2nd Place..... Suri Arteaga, Golda Meir, Grade 6
3rd Place ..... Lola Onorato, Golda Meir, Grade 6

Grades 7-8
2nd Place..... Salem Encarnacion, Longfellow, Grade 8
3rd Place ..... Kaylie Deluna, Victory Milwaukee Italian Immersion, Grade 7

Art Contest Winners

Grades K-2
1st Place..... Yovon Castillo, Milwaukee Spanish Immersion, K5
2nd Place..... Noah Pressley, Milwaukee Spanish Immersion, Grade 2
3rd Place ..... Tashay Wright, MacDowell Montessori, Grade 2

Grades 3-5
1st Place..... Niebrylis Paso Pastor, La Escuela Fratney, Grade 5
2nd Place..... Nancy Thao, Bruce School, Grade 4
3rd Place ..... Azavion Hunt, La Escuela Fratney, Grade 4

Grades 6-8
1st Place..... Jason Xiong, Rufus King Middle School, Grade 8
2nd Place..... Angelina Xiong, Rufus King Middle School, Grade 8
3rd Place ..... Hope Xiong, Gaenslen, Grade 7

Grades 9-12
2nd Place..... Greta Garcia, Milwaukee School of Languages, Grade 12

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APPROVAL OF MINUTES

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

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report of the Superintendent of Schools

Background

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

School Visits

School visits remain a priority and serve as an excellent mechanism for gathering feedback to support the district's improvement efforts. This month, the schools I visited included the Academy of Accelerated Learning, James Madison Academic Campus, and Golda Meir.

At Golda Meir, Dr. Vince Bertram, the president and chief executive officer of Project Lead the Way (PLTW), along with PLTW executive leaders and members of my team visited classrooms for a special event to celebrate our students' STEM work.

Events, Programs, and Announcements

Black Lives Matter at School Week

Black Lives Matter at School week events hosted by Milwaukee Public Schools and its partners had widespread participation February 4-8, 2019, and included families, staff, students, board members, and the community. Special thanks to those many individuals who planned and participated in these opportunities to engage in solution-based discussions.

City Review

The MPS City Review took place on Monday, February 18, 2019, at the UWM Panther Area. It was a festive atmosphere as our student athletes engaged one exciting game after another! This was an excellent opportunity for Milwaukee Public Schools to highlight our student athletes and to have fun while supporting them. Kudos to our participating teams — Hamilton, Madison, Obama SCTE, Riverside, Rufus King, Vincent, and Washington — for their excellent play and sportsmanship.

Final Scores:

(Boys) Madison 113, Obama SCTE 46; Washington 83, Riverside 54; Hamilton 72, King 66

(Girls) King 83, Vincent 55

Ca$h for College Campaign

February kicks off the annual Ca$h for College Campaign at high schools across the district. The cost of college is a barrier to attendance for many students. Scholarships reduce the cost of college and assist with eliminating this burden. During February and March, MPS high schools will select a week to host events during the school day for seniors to search out and apply for scholarships.

Awards and Recognition

Teacher Kelly O'Keefe Boettcher Honored for Dedication to Dr. King

At Rufus King International Baccalaureate High School, teacher Kelly O'Keefe Boettcher was surprised in front of her class by Principal Tanzanique Carrington and representatives from the Marcus Center. O'Keefe Boettcher, an English teacher, was honored as 2019 Dr. Martin Luther King, Jr., Teacher of the Year for her dedication to teaching students about the life and beliefs of Dr. King. During her 20 years of teaching in MPS, Ms O'Keefe Boettcher has made King's legacy an important part of her curriculum. O'Keefe Boettcher has actively encouraged her students to take part in the annual Dr. Martin Luther King, Jr. art, speech, and writing contests. Paul Mathews, President & CEO of the Marcus Center, and Anthony Smith of the Marcus Center were on hand to present Tyler with a plaque, flowers, and tickets to the Marcus Center for the Performing Arts.

MFIS Students Excel on International French Exams

Milwaukee French Immersion School honored 126 students for high achievement on the *Diplôme d'études en langue française* (DELF) exams. DELF is an internationally recognized exam that grants a diploma for French proficiency. The program is overseen by the French Ministry of Education. Exams were taken in May 2018, to assess achievement in reading, writing, understanding, and speaking French.

Guillaume Lacroix, Consul General of France in Chicago, paid a visit to the school to take part in the ceremony and to congratulate students. A total of 42 second-graders and 84 fourth- and fifth-graders qualified for diploma status. Parents and families were on hand to celebrate their children's accomplishments.

Milwaukee French Immersion School, which celebrated its 40th anniversary in 2018, offers kindergarten through fifth grade.

Students Tappers Pull out All the Stops for Mad Hot Tap Competition

They weren't dancing in the street, but a gathering of nearly 1,000 fourth- and fifth-graders from 39 Milwaukee schools managed to transform the UWM Panther Arena into a dance party during the annual Danceworks Mad Hot Tap Competition.

The students dazzled their family and friends with hip hop, Latin, and swing styles which they had learned through the Danceworks Mad Hot Ballroom and Tap Program.

Danceworks has delivered high-quality ballroom and tap dance programs to MPS students for more than 12 years. Through the Mad Hot program, hundreds of children gain access to formal dance training — most of them have never been in a dance class before. Students develop confidence and showmanship while also experiencing the value of practice and hard work. Students take a one-hour class twice weekly during the fall semester (at no cost, thanks to generous funders), and they learn routines for each style of tap dance in preparation for the competition.

The Mad Hot Tap program is known to motivate students to excel in their schoolwork and to help drive up attendance. Joyful arts experiences inspire students' creativity, promote a love of learning, and encourage discipline that will serve them well in the classroom and throughout their lives.

Congratulations to all Mad Hot winners, especially MacDowell Montessori, the overall winner of the Mad Hot Tap competition!

	Hip Hop	Latin	Swing
First Place	MacDowell Montessori	St. Martini Lutheran	Fifty-Third Street School
Second Place	Carter's Christian	MacDowell Montessori	Roosevelt Elementary
Third Place	Fifty-Third Street School	Milwaukee French Immersion	MacDowell Montessori

Black Excellence Awards

The Milwaukee Times presented its 34th Annual Black Excellence Awards at the Italian Community Center. This year's theme was "The Excellence of Imagination, Boldness, and Innovation: Honoring our Entrepreneurs," and the special honoree category was "Milwaukee's Urban Entrepreneurs," which highlighted the contributions of local business owners and the positive impact that they have had on the community.

As part of the 34th annual Black Excellence Awards, the following student recipients of the Louvenia Johnson Scholarship fund were featured:

Abdilkarim Ali, South Division HS
Jeanessa Grant, Riverside University HS
Marissa Morgan, Non-MPS
Jaya Owens, Golda Meir HS
Mia Rimmer, Rufus King HS
Rahsaan Roberson-Teague, MacDowell Montessori HS
Jordyn Smith, Non-MPS
Edward Rogers, Jr., Rufus King HS
Benjamin Thompson, Rufus King HS
Ashanti Travers, Pulaski HS
Myles Walker, Golda Meir HS

NOVA Tech Update

NOVA Tech was established as a non-instrumentality charter school beginning with the 2014–15 school year. The current contract with TransCenter for Youth, Inc. for NOVA Tech is for up to a maximum

of 100 students in grades 9 through 12. The term of the current contract is to expire on the last regularly scheduled day of the 2018-19 school year.

On January 14, 2019, Administration received written communication from TransCenter for Youth, Inc., notifying MPS of TransCenter's request for non-renewal of the non-instrumentality charter school, contract to be effective on the last regularly scheduled day of the 2018-19 school year.

The Administration will work with NOVA Tech staff to ensure a strong finish to the school year and that students scheduled to graduate complete this year successfully, and to assist families in finding a school placement for the fall.

Calendar Modifications Update

At its special meeting on February 12, 2019, the Milwaukee Board of School Directors approved adjustments to the 2018-19 school calendars as a result of school closures necessitated by inclement weather. The revised 2018-19 school calendar, which has been communicated to families, students, and staff, is as follows:

For students in grades K-8 on the early start calendar:

- Beginning on Monday, February 25, 2019, five additional instructional minutes will be added to each school day.
- February 19, 2019, which is currently a professional development day for staff, will become a full student-attendance day.
- April 2, 2019, which is currently a professional development day for staff, will become a full student-attendance day.
- May 23, 2019, which is currently a records day for staff, will become a full student-attendance day.
- May 24, 2019, which is currently a professional development day for staff, will become a records day.

For students in grades K-8 on the traditional calendar:

- Beginning on Monday, February 25, 2019, five additional instructional minutes will be added to each school day.
- February 19, 2019, which is currently a professional development day for staff, will become a full student-attendance day.
- April 2, 2019, which is currently a professional development day for staff, will become a full student-attendance day.
- June 13, 2019, which is currently a records day for staff, will become a full student-attendance day.
- June 14, 2019, which is currently a professional development day for staff, will become a records day.

For students in grades 9-12 on the early start calendar:

- Beginning on Monday, February 25, 2019, 12 additional instructional minutes will be added to each school day.
- February 19, 2019, which is currently a professional development for staff, will become a full student-attendance day.
- April 2, 2019, which is currently a professional development day for staff, will become a full student-attendance day.
- May 20, 2019, which is currently an exam day, will become a full student-attendance day.
- May 21, 2019, which is currently an exam day, will become a full student-attendance day.
- May 23, 2019, which is currently a records day, will become a half-day of student attendance for exams.
- May 24, 2019, which is currently a professional development day, will become a half-day of student attendance for exams.

As an update on the effect of this school year's inclement-weather days on certain hourly workers, hourly food service workers and food service assistants will have the opportunity to make up four additional days of lost time on February 19, April 2, May 23, May 24, June 13, and June 14, 2019, depending on which calendar their worksite follows. These workers will also have the opportunity to add an additional paid day

after the last day of student attendance to do cleaning and school close-down work. Finally, they will also have the opportunity to add time to existing shifts.

Food service assistants-in-charge and food manager trainees have had one day added — May 24, 2019 — which has become a new work day and will also have the opportunity to make up a day on May 28 or June 17, 2019, depending on whichever is the last day of student attendance at their respective worksite. They are also being given the opportunity for a paid training day and a paid "work-in-your-kitchen" day during spring recess. Finally, there is also an opportunity to add existing shifts to regular workdays.

Building Service Helpers I already work on professional development days as an eight-hour day; therefore, project cleaning days will be added on Saturdays to offer additional time. The opportunity will be given for at least a minimum of 48 hours of training time or an equivalent amount of time at time-and-a-half to make up lost hours.

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(Item 2) Action on a Request to Approve a Candidate Recommendation 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 community participation in MPS.

In 2015, the MBSD approved the current Foundation's Board members:

- Joaquin Altoro, Vice President of Commercial Banking, Town Bank
- Tina Chang, CEO, SysLogic, Inc.
- Peter Feigin, President, Milwaukee Bucks
- Stephen Francaviglia, President-Greater Milwaukee South, Aurora Health Care
- Jacqueline Herd-Barber, Community Volunteer
- John Kersey, Executive Vice President, Zilber, Ltd.
- H. Carl Mueller, Chairman/CEO, Mueller Communications
- Mark Sabljak, Principal, Sabljak & Budisch
- Deanna Singh, President, Dohmen Company Foundation
- 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

Director Carol Voss is the Milwaukee Board of School Directors' appointed member of the Foundation's Board of Directors.

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

To add to this diverse and distinguished board, the Administration is presenting the following individual for confirmation to the Foundation's Board of Directors:

Heidi Schneider, Managing Director -Asset Management, Robert W. Baird

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Fiscal Impact Statement

This item does not allocate expenditures.

Administration's Recommendation

The Administration recommends that the Board approve Heidi Schneider, Managing Director-Asset Management, Robert W. Baird, for the MPS Foundation Board of Directors:

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

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Absent and Excused — None.

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

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

Background

Earlier this month, the Wisconsin Policy Forum, a private, independent non-profit research organization whose mission is to enhance the quality of public-policy decision making in southeast Wisconsin, issued a significant report detailing how the State of Wisconsin does and does not provide funding to support students with disabilities in its public schools.

The report noted,

> Recent state funding trends illustrate the dimensions of this financial challenge. Between the 2007-08 and 2017-18 school years, special education costs eligible for state aid increased by 18.3% to about $1.4 billion. At the same time, the state's primary funding source has remained flat at far below aidable costs (i.e., those eligible for state reimbursement) — $369 million — for a decade. As a result, state funding of special education has fallen from 28.9% in 2007-08 to an estimated 24.5% in 2018-19 (and is down from a peak of 70% in 1973).
>
> In the 2015-16 academic year, to pay for special education costs, school districts used more than $1.0 billion in resources that otherwise would have served all students. For two-thirds of Wisconsin school districts (283), this equates to 10% or more of resources available under their state-imposed per pupil revenue limits. These diversions appear to be especially prevalent in school districts serving high-poverty, high-minority schools, which raises equity concerns.

For months, school districts across Wisconsin have called on state leaders to increase state funding to support students with disabilities. The most recent Marquette Law School Poll found that 73% of respondents support increasing funds in this area. In addition, Governor Evers is proposing a budget that will move the state's reimbursement rate to 60% in year two of the biennium.

Under federal law, an effort to maintain funding is required from a source made up of a mix of state and local funds. Over the past decades, the state has increasingly placed that responsibility on local school districts as it has walked away from its past promises, made in statute, to support students with disabilities.

While a recent news article noted that the state would have to sustain its support for any increase made at the state level, the time for the state to recommit to sharing this important responsibility with local public schools districts has long passed.

With the introduction of the Governor's budget on February 28, 2019, several other important funding measures will make their way to the Joint Committee on Finance. Funding-policy matters, such as the rehiring of retirees, will be the subject of early discussions.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Current Project Updates

Resolution 1718R-011

The OAE completed and presented its District-Wide Assessment of Diversification of Workforce to the Committee on Accountability, Finance, and Personnel on January 15, 2019. At the request of the Committee, additional analysis comparing the diversification of school staff to students is being conducted and will be brought back to the Committee once it has been completed.

Resolution 1819R-011

The OAE has started to work with the Administration to explore the feasibility of instituting a local purchasing program modeled after the City of Milwaukee's program.

Resolution 1819R-010

The OAE is collaborating with the Administration to perform an audit of the district's excessing policies, practices, and history through an equity lens.

* * * * *

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

The Board Clerk presented 16 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Miller moved to accept the reports of the Independent Hearing Officers of January 29, 2019, and February 1, 4, 5, 6, 7, 14, 15, 20, and 22, 2019.

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

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, and President Sain — 7.
Temporarily Absent – Director Woodward — 1.

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REPORTS OF STANDING COMMITTEES

There were no items set aside for separate consideration.

On the motion of Director Miller, the Reports of the Standing Committees were approved, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, and President Sain — 6.
Noes — None.
Temporarily Absent – Directors Voss and Woodward — 2.

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 a Request to Approve the Proposed 2019-20 School Calendar Model

Background

Each year at this time, the school calendars are brought before the Milwaukee Board of School Directors for consideration. For the proposed 2019-20 school calendar, MPS families, staff, and students were asked to cast ballots to determine the district-wide calendar model. The Superintendent had recommended voting to receive a clear message about the opinions of families, students, and staff.

Students in grades 8 to 11, along with all staff members, voted on Wednesday, February 13, 2019. Due to the inclement weather on February 12, and in order to give as many individuals as possible the opportunity to cast their votes, the voting window was extended. Participating families were also allowed the one-day extension to cast their votes.

Two options were included on the ballot. The proposed 2019-20 calendars under each option were presented to each voter and are attached to the minutes of your committee's meeting. The options are:

Option 1: One School Calendar:

All schools would operate on the same calendar, with school beginning on August 26, 2019.

Option 2: Dual Calendars (Early-start Calendar and Traditional Calendar)

This plan would continue the current calendar model with middle and high schools on the Early-start Calendar (beginning school on August 12, 2019) and most elementary schools on the Traditional Calendar (beginning school on September 3, 2019).

The totals of the votes that were cast are as follows:

Option 1 13,045
Option 2 17,459

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 7.03, School Year/School Calendar

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will implement the 2019-20 school calendar selection.

Committee's Recommendation

Your Committee recommends that the Board approve Option 2 (Early Start and Traditional Calendars) as the 2019-20 school year calendar, as detailed in the second attachment to the minutes of your Committee's meeting.

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

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(Item 2) Action on a Request to Enter into an Intergovernmental Cooperative Agreement with the City of Milwaukee for the Truancy Abatement and Burglary Suppression (TABS) Program

Background

On July 26, 2018, the Board approved the Administration's recommendation to enter into an agreement with the Boys & Girls Club of Greater Milwaukee and the City of Milwaukee for the Truancy Abatement and Burglary Suppression (TABS) Program. On August 7, 2018, the Boys & Girls Club of Greater Milwaukee notified the Milwaukee Public Schools that it would no longer be participating in the TABS program and would seek the amendment of any applicable state statutes. At that time, the Administration and the City of Milwaukee agreed to continue their working relationship under an amended agreement. That agreement is attached to the minutes of your Committee's meeting.

The Administration is requesting authorization to enter into an Intergovernmental Cooperative Agreement with the City of Milwaukee for the Truancy Abatement and Burglary Suppression (TABS) program. The City of Milwaukee provides four city police officers for the TABS program.

The Department of Student Services is accountable for ensuring the implementation of the TABS program. These contracts are consistent with state statute § 119.55 as well as Administrative Policy 8.14.

The contract will run from July 1, 2018, through June 30, 2019.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.14, Truancy

Fiscal Impact Statement

City of Milwaukee for Truancy Abatement and Burglary Suppression (TABS) program, STV-0-0-TAB-DW-ECTS = $435,000

Implementation and Assessment Plan

Upon approval by the Board, the agreement will begin as indicated in the attachment to the minutes of your Committee's meeting.

Committee's Recommendation

Your Committee recommends that the Board authorize the Intergovernmental Cooperative Agreement with the City of Milwaukee for the Truancy Abatement and Burglary Suppression (TABS) Program as set forth in the attachments to the minutes of your Committee's meeting.

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

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(Item 3) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Report on Certificated Resignations and Classified Retirements, Action on Leaves of Absence, Action on Certificated Appointments, and Affirmative Action Report

Classified Personnel Transactions

Ethnic Code	Name	Position	Salary	Date
		New Hires		
2	Deonte Anderson	Building Service Helper I	$13.12/hr.	01/07/2019
2	Melvin Benford	Building Service Helper I	$13.12/hr.	12/17/2018
2	Demuntae Bunch	Building Service Helper I	$13.12/hr.	12/17/2018
2	Brenda Johnson	Building Service Helper I	$13.12/hr.	01/14/2019
2	Jazimene McCottry	Building Service Helper I	$13.12/hr.	01/07/2019
2	Sharmon Riley	Building Service Helper I	$13.12/hr.	12/17/2018
2	Shacques Williams	Building Service Helper I	$13.12/hr.	12/17/2018
2	Akeem Simmons	Boiler Attendant Trainee	$35,959.03	01/14/2019
5	Wayne Acker	Central Kitchen Delivery Driver	$20.51/hr.	12/17/2018
2	Tamelita Jenkins	Central Kitchen Delivery Driver	$20.51/hr.	12/17/2018
2	Kendra Campbell	Children's Health Assistant	$17,602.22	01/07/2019
2	Tiata Davis	Children's Health Assistant	$17,602.22	01/03/2019
2	Nina Harris	Children's Health Assistant	$17,602.22	01/14/2019
2	Kennesha Jones	Children's Health Assistant	$17,602.22	01/07/2019
5	Angelic Lewis	Children's Health Assistant	$17,602.22	01/18/2019
2	Diamond Lewis	Children's Health Assistant	$17,602.22	01/07/2019
2	Yolanda McCurry	Children's Health Assistant	$17,602.22	01/16/2019
2	Jamie Phoenix	Children's Health Assistant	$17,602.22	01/08/2019
2	Ashley Smith Wade	Children's Health Assistant	$17,602.22	01/15/2019
2	Dianne Spencer	Children's Health Assistant	$17,602.22	01/08/2019
2	Jenelle Tyler	Children's Health Assistant	$17,602.22	01/07/2019
2	Tatiana Williams	Children's Health Assistant	$17,602.22	01/09/2019
2	Jania Bledsoe	Food Service Assistant	$12.94/hr.	01/14/2019
2	LaToya Clarke	Food Service Assistant	$12.94/hr.	01/14/2019
2	Valen Meeks	Food Service Assistant	$12.94/hr.	01/14/2019
2	Jamal Reed	Food Service Assistant	$12.94/hr.	01/14/2019
2	Jasmine Story	Food Service Assistant	$12.94/hr.	01/14/2019
2	Wilbert Williams Jr.	Food Service Assistant	$12.94/hr.	01/14/2019
2	Czarianna Collins	Interpreter	$30,861.70	01/18/2019
5	Samantha Watts	Interpreter	$29,596.49	12/19/2018
4	Leidiana Castillo	Para Ed Assistant — Parent Involvement	$20,397.96	01/07/2019
2	Helen Haney	Para Ed Assistant — Parent Involvement	$27,212.24	12/17/2018
2	Jazzmen Aldridge	Para Ed Assistant	$18,315.98	12/17/2018
2	Mariah Bratchett	Para Ed Assistant	$18,315.98	01/03/2019
5	Patricia Burbach	Para Ed Assistant	$18,315.98	01/07/2019
2	Jenell Cocroft	Para Ed Assistant	$18,315.98	01/07/2019
2	Nicholas Harlan	Para Ed Assistant	$18,315.98	12/20/2018
2	Gregory Hatcher	Para Ed Assistant	$18,315.98	01/03/2019
2	Lea Hortman	Para Ed Assistant	$18,838.38	01/03/2019
2	Trelvia Hoskins	Para Ed Assistant	$18,315.98	01/07/2019
2	Latesha Jones	Para Ed Assistant	$18,315.98	12/17/2018
5	Jon Krill	Para Ed Assistant	$18,315.98	01/16/2019
5	Justin Marquez	Para Ed Assistant	$18,315.98	01/08/2019
2	Sonia Miller	Para Ed Assistant	$18,315.98	01/03/2019
4	Liz Neumann	Para Ed Assistant	$18,315.98	01/14/2019
5	Jennifer Novak	Para Ed Assistant	$18,315.98	01/03/2019
4	Selene Pacheco Munoz	Para Ed Assistant	$18,315.98	12/17/2018
2	Nawatha Ray	Para Ed Assistant	$18,315.98	12/17/2018
5	Kelsey Sheahan	Para Ed Assistant	$18,315.98	01/07/2019
5	Kayla Smith	Para Ed Assistant	$18,315.98	01/07/2019
2	Lawanda Steward	Para Ed Assistant	$18,315.98	01/03/2019
2	Sharona Strowder	Para Ed Assistant	$18,315.98	01/07/2019

Ethnic Code	Name	Position	Salary	Date
3	Shilpa Talwalker	Para Ed Assistant	$18,315.98	12/17/2018
3	Po Too	Para Ed Assistant	$18,315.98	01/03/2019
2	Jutun Turner	Para Ed Assistant	$18,315.98	01/03/2019
5	Joshua Van Schaick	Para Ed Assistant	$18,315.98	01/03/2019
2	Tawny Vinson	Para Ed Assistant	$18,315.98	12/17/2018
5	Carl Von Estorff	Para Ed Assistant	$18,315.98	01/14/2019
2	Theresa Worthy	Para Ed Assistant	$18,315.98	12/17/2018
5	Christine Kettner	School Bookkeeper — 10-month	$30,661.64	01/03/2019
5	Maureen Woyci	School Bookkeeper — 10-month	$40,702.83	01/03/2019
5	Susan Finnegan	School Secretary I — 10-month	$23,795.52	01/07/2019
		Promotions		
4	Brenda Saucedo	Accounting Assistant III	$44,726.26	01/02/2019
2	Diane Pearson	Boiler Attendant Trainee	$36,452.54	01/14/2019
2	Isaac McGinty	Boiler Attendant	$35,075.30	01/14/2019
2	Trina Richardson	Boiler Attendant	$38,839.58	01/14/2019
2	Arnell Spruell	Boiler Attendant	$38,839.58	01/14/2019
4	Kristyn Wartman	Human Resources Assistant	$36,750.00	01/07/2019
2	Rebecca Campbell Stanford	Para Ed Assistant	$21,452.64	01/03/2019
2	Stacie Brown	School Kitchen Manager Trainee	$14.20/hr.	01/03/2019
4	Natasha Fuentes Brooks	School Kitchen Manager Trainee	$13.98/hr.	01/03/2019
4	Marcia Ponce Torres	School Kitchen Manager Trainee	$13.98/hr.	01/03/2019
5	Theresa Sikora	School Kitchen Manager Trainee	$15.00/hr.	01/03/2019
		Rehires		
2	Laneeka Johnson	Building Service Helper I	$13.12/hr.	01/07/2019
2	Precious Golden	Children's Health Assistant	$17,602.22	01/03/2019
2	Tarie Buckner	Food Service Assistant	$12.94/hr.	01/14/2019
2	Jasmine Hicks	Food Service Assistant	$12.94/hr.	01/14/2019
3	Trevin Xiong	Food Service Assistant	$12.94/hr.	01/14/2019
4	Yolanda Bucio	Para Ed Assistant	$18,838.38	01/10/2019
2	Angela Colbert	Para Ed Assistant	$21,968.76	01/03/2019
2	Dionne Davis	Para Ed Assistant	$18,315.98	01/14/2019
2	Heidi Jiles	Para Ed Assistant	$18,315.98	12/17/2018
2	Isaiah Weatherall	Para Ed Assistant	$18,315.98	12/17/2018
2	Tiffany Lawrence Nash	School Secretary I — 12-month	$29,152.80	01/17/2019

Certificated Appointments

Codes	Name	Position	Division	Salary	Date
Teachers					
2, r	Anderson, Robin	Gen Elem & K8 — All Grades	B	$42,360.01	1/7/2019
2, r	Du Pree, Tammie	Gen Elem & K8 — All Grades	B	$42,360.01	1/22/2019
2, r	Edwards, Nathaniel	Gen Elem & K8 — All Grades	B	$42,500.00	1/14/2019
5, r	Falk, Erik	Bilingual Education	B	$42,360.01	1/22/2019
4, nr	Jackson, Raquel	Fed Head Start — General	B	$42,360.01	1/22/2019
2, r	Jones, Antoinette	Learning Coordinator Implementor	C	$69,054.54	1/22/2019
5, nr	McKinney, Jennifer	Multicategorical Comp Sen	B	$42,360.01	1/22/2019
5, nr	Nordgren, Erik	Bilingual Education	B	$61,018.98	1/3/2019
5, r	Ramos, Laura	Title I Schoolwide	B	$42,360.01	1/22/2019
5, r	Ruge, Madison	Gen Elem & K8 — All Grades	B	$42,500.00	1/22/2019
2, r	Stewart, Tanesha	Special Ed Multicategorical	B	$42,360.01	1/22/2019
2, r	Williams, Tanya	Gen Elem & K8 — All Grades	C	$52,281.57	1/22/2019
Intern Teachers					
2, r	Jacobs, Miron	Multicategorical Comp Sen	4W2	$42,360.01	1/3/2019
Teachers — Early-start Calendar					
5, nr	Dison, David	Special Ed Multicategorical	B	$64,018.98	1/16/2019
5, nr	Gottfried, Erich	Science	B	$64,164.00	1/3/2019
5, nr	Haubner, Nicholas	Special Ed Multicategorical	B	$42,360.01	1/22/2019
5, nr	Imbruglia, Shannah Anne	Art	B	$42,500.00	1/3/2019
5, r	Jamieson, Grace	Social Studies	B	$42,500.00	1/8/2019

Codes	Name	Position	Division	Salary	Date
5, r	Keefe, Barry	Multicategorical EEN	B	$42,360.01	1/22/2019
5, r	Kelln, Elizabeth	Special Ed Multicategorical	C	$50,000.00	1/14/2019
5, r	Lynch, Virginia	School Support Teacher	E	$79,502.44	1/3/2019
5, r	Wallace, Jordan	Cat Math Mid	B	$42,360.01	1/22/2019
Permit Teachers — Early-start Calendar					
5, r	Blaauw, Vanessa	General Operations	B	$42,360.01	1/7/2019
5, nr	Hajdaraj, Aldora	English as a Second Language	B	$42,360.01	1/3/2019
2, r	Phillips, Brandy	Multicategorical Comp Sen	B	$42,360.01	1/15/2019
2, r	Tatum, Jacinta	Special Ed Multicategorical	B	$42,360.00	1/14/2019
Teacher Leader — GEF STEM (Early-start)					
6, r	Votava, Jessica	GE Funds	B	$52,589.25	1/3/2019

Codes and Counts

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-Residents
(r) Residents
(1) Native American 0
(2) African American 9
(3) Asian/Oriental/Pacific Islander 0
(4) Hispanic 1
(5) White 16
(6) Other 0
(7) Two or More Ethnic Codes 1
Males 9
Females 18

Leaves of Absence

	Present Assignment	Effective From
Personal Leave, January 2019		
Debra Bruno	Golda Meir	01/03/2019
Personal Leave, February 2019		
Katherine Bontempo	Hayes Bilingual	02/19/2019
Personal Leave, March 2019		
Hannah Schafer	Bethune	03/29/2019
Shoshanah Bruesewitz	Central Services	03/29/2019
Personal Leave, April 2019		
Sandra Santiago	A.L.B.A	04/25/2019
Illness Leave, November 2018		
Donald Zimmer	South Division	11/09/2018
Illness Leave, December 2018		
Ronald Slapinski	Keefe Avenue	12/03/2018
David Bouchard	MacDowell	12/03/2018
Gloria Loeding	Audubon Middle School	12/13/2018
Taylore McBride	Washington High School	12/18/2018
Illness Leave, January 2019		
Rhonda Williams	Clarke	01/07/2019
Joanne Strobel	Lowell	01/07/2019
LuCretia Lewis	Kilbourn	01/10/2019
Flora Antwi	Central Services	01/16/2019
Michele Kleban	Lincoln Avenue	01/17/2019

Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Certificated Resignations						
Other Work	15.7	5	Angela Aranda	Teacher	Longfellow	01/04/2019
Retire	33.9	5	Lisa Barczyk	Coord II	Central Svcs	06/28/2019
Retire	32.6	5	Laura Barton	Teacher	Craig	06/14/2019
Retire	26.9	5	Matthew Barton	Spec Ed Sup	Central Svcs	06/14/2019
Personal	0.3	5	Jennifer Becker	Teacher	Elm	12/12/2018
Retire	32.2	4	Vilma Bivens	Teacher	Burdick	06/14/2019
Retire	35.0	5	Amy Bratel	Teacher	Allen Field	06/14/2019
Personal	1.0	5	Britni Burrows	Teacher	Elm	01/03/2019
Retire	28.0	2	Eria Caldwell	Teacher	Carson Academy	06/14/2019
Retire	18.0	2	Judith Collier Thompson	Teacher	Marshall	12/21/2018
Retire	13.0	5	Scot Dragan	Teacher	Audubon	05/24/2019
Retire	28.5	5	Tammie Feiner	Teacher	Stuart	06/14/2019
Retire	32.0	5	Wendy Folberg	Teacher	Fairview	06/28/2019
Retire	25.8	5	Julia Frank	Speech Path	Central Svcs	06/14/2019
Retire	22.0	5	Robert Frank	Teacher	Washington HS	05/24/2019
Personal	2.4	2	Dominique Gill	Teacher	Townsend	01/25/2019
Retire	24.6	5	James Gross	Teacher	AAL	06/14/2019
Personal	2.4	2	KeAndra Hagans	Social Wrkr	Marshall	01/25/2019
Other Work	2.9	5	Paige Hoeffert	Social Wrkr	Groppi HS	01/04/2019
Personal	3.3	5	Michelle Holeva	Teacher	Emerson	12/13/2018
Personal	0.4	2	LaShawnda Holland	Teacher	Hopkins Lloyd	12/20/2018
Personal	0.4	5	Heather Klussendorf	Teacher	Riverside	01/03/2019
Retire	31.5	5	Christine Knoespel	Teacher	Victory	06/14/2019
Retire	29.8	5	Thomas Kreuser	Teacher	MSL	06/17/2019
Retire	32.0	5	Nancy Linn	Teacher	Lincoln MS	05/24/2019
Retire	23.5	2	Angela Mack	Teacher	Thurston Woods	06/14/2019
Retire	36.6	5	Ellen Makowski	Counselor	JMAC	05/31/2019
Retire	32.0	5	Doreen Nehmer	Central Svcs	Lit Leader	05/31/2019
Retire	26.8	5	Renee Nettesheim	Teacher	Marshall	06/14/2019
Retire	34.0	5	Denice Niebuhr	Teacher	Parkside	06/14/2019
Personal	17.4	2	Marchelle Odom	Teacher	Washington HS	01/04/2019
Retire	33.0	5	Jane Paul	Teacher	Morgandale	06/14/2019
Retire	33.6	2	Alice Pugh	Spec Ed Sup	Central Svcs	05/22/2019
Retire	22.5	2	Brenda Robinson	Teacher	Dr. King Elem	06/14/2019
Retire	25.7	4	Luis Rodriguez	Teacher	Kagel	06/14/2019
Personal	7.0	5	Thomas Scannell	Teacher	Brown Street	09/10/2018
Other Work	3.9	5	Alexis Snedden	Teacher	Rogers St Acad	01/18/2019
Retire	20.3	5	Margaret Szper	Spec Ed Sup		05/27/2019
Retire	22.0	2	Veronica Thompson	Teacher	Rufu Central Svcs s King HS	05/24/2019
Retire	31.8	5	Lauren Vey	Teacher	Rogers St Acad	06/14/2019
Retire	23.9	2	Phillip Walker	Teacher	MACL	06/14/2019
Retire	20.0	5	Susan Welsh	Teacher	Fairview	06/14/2019
Personal	1.0	5	Amanda Wysk	Teacher	Victory	01/02/2019
Retire	29.0	3	William Xiong	Counselor	Central Svcs	05/24/2019
Classified Retirements						
Retire	29.3	2	Earnest Burks	Safety Asst	School Safety	01/03/2019
Retire	26.1	5	Mary Dodd	Para	Fernwood	01/24/2019
Retire	33.0	2	Debra Johnson	FSA	Story	01/06/2019
Retire	29.4	5	Mark Knippel	Carpenter	Fac & Maint	01/19/2019
Retire	27.7	2	Mertha Martin	Para	Dr. King Elem	12/31/2018
Retire	29.3	2	Danny Pratt	Boiler Att	NW Secondary	01/01/2019
Retire	37.9	4	Rosa Rivera Beck	Para	Longfellow	12/22/2018
Retire	11.9	4	Barbara Rodriguez Graf	Supervisor	Food Service	01/12/2019
Retire	24.9	1	Heidi Sivilotti	Para	Garland	01/21/2019
Retire	30.8	2	Barbara Stovall	Sch Secty I	South Division	01/01/2019

Reason	Yrs Svc	Ethnic Code	Name	Position	Location	Effective Date
Retire	33.3	2	Linda Taper	Kitchen Mgr	Manitoba	01/06/2019
Retire	11.8	5	Linda Taylor	Para	Manitoba	01/01/2019
Retire	15.7	5	Richard Twardowski	BSH I	Pulaski	12/29/2018
Retire	33.9	2	Darryl Washington	Sch Eng III	Milw Sch Lang	01/24/2019

Affirmative Action Report

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

Committee's Recommendation

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

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

* * * * *

(Item 4) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, Limited-Term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

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

Codes	Name	Position	Location	Salary	
(2)(r)	Tanya Evans	Curriculum Specialist IV — Reading	Office of the Chief of Academics	Schedule 03, Range 11A	$109,553
(2)(r)	Teaira McMurtry	Curriculum Specialist IV — Writing	Office of the Chief of Academics	Schedule 03, Range 11A	$84,972
(4)(r)	Jose Garcia Joven	Curriculum Specialist IV — Math	Office of the Chief of Academics	Schedule 03, Range 11A	$84,086
(4)(nr)	David Valdes	Alumni & Student Engagement Associate I	Office of the Chief of Communications & School Performance	Schedule 03, Range 03A	$60,096
(5)(nr)	Peter Arlt	Accountant II	Office of the Chief of Finance	Schedule 03, Range 04A	$49,187
(2)(r)	Dante Nash	Planning Assistant III	Office of the Chief of Communications & School Performance	Schedule 03, Range 02A	$43,900

Recommended Reclassifications

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

Codes	Name	Position	Location	Salary	
(5)(r)	Megan Farvour	Compensation Analyst I	Office of the Chief of Human Resources	Schedule 03, Range 05A	$70,592
(4)(r)	Alberto Adame	Performance Auditor II	Office of Board Governance	Schedule 03, Range 06A	$60,317
(3)(r)	Yusaid Moua	Performance Auditor II	Office of Board Governance	Schedule 03, Range 06A	$60,317

Recommended LTE Contracts(To be effective upon the Board'sapproval)

Your Committee 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	Position	Location	Salary	Dates
(5)(r)	Beth Ziegenhagen	Audiologist	Office of the Chief of Academics	$45.00/hr.	1/03/19-4/12/19
(2)(r)	Teresa Adams	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00/hr.	1/31/19-6/30/19
(5)(r)	Susan Apps	Administrator Coaching & Mentor	Office of the Chief of School Administration	$40.00/hr.	1/02/19-6/30/19
(5)(r)	Linda Bolin	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00/hr.	1/31/19-6/30/19
(2)(r)	Kathy Bonds	Principal Support	Office of the Chief of School Administration	$40.00/hr.	01/01/19-6/30/19
(5)(nr)	Doreen Britton Lange	Principal Assessment Assessor	Office of the Chief of School Administration	$40.00/hr.	2/01/19-6/30/19
(2)(r)	Rose Carr	Administrator Coaching & Mentor	Office of the Chief of School Administration	$40.00/hr.	1/02/19-6/30/19
(2)(r)	Beverly Conner	Administrator Coaching & Mentor	Office of the Chief of School Administration	$40.00/hr.	1/02/19-6/30/19
(5)(r)	Patricia Engbring	Administrator Coaching & Mentor	Office of the Chief of School Administration	$40.00/hr.	1/02/19-6/30/19
(2)(r)	Thyra Handford	Administrator Coaching & Mentor	Office of the Chief of School Administration	$40.00/hr.	1/02/19-6/30/19
(5)(r)	Joseph Hartlaub	Administrator Coaching & Mentor	Office of the Chief of School Administration	$40.00/hr.	1/02/19-6/30/19
(6)(r)	Ali Hatab	Administrator Coaching & Mentor	Office of the Chief of School Administration	$40.00/hr.	1/02/19-6/30/19
(5)(nr)	Mary Kelley	Administrator Coaching & Mentor	Office of the Chief of School Administration	$40.00/hr.	1/02/19-6/30/19
(5)(r)	Jeffrey Krupar	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00/hr.	1/31/19-6/30/19
(2)(r)	Ann Kubes	Special Projects Administrator	Office of the Chief of School Administration	$40.00/hr.	1/15/19-6/30/19
(5)(r)	James Lawton	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00/hr.	1/31/19-6/30/19
(2)(r)	Sharon McDade	Administrator Coaching & Mentor	Office of the Chief of School Administration	$40.00/hr.	1/02/19-6/30/19
(5)(r)	Virginia McFadden	Administrator Coaching & Mentor	Office of the Chief of School Administration	$40.00/hr.	1/02/19-6/30/19
(5)(r)	Virginia McFadden	Principal Assessment Assessor	Office of the Chief of School Administration	$40.00/hr.	2/01/19-6/30/19
(5)(nr)	Christine Millay	Principal Assessment Assessor	Office of the Chief of School Administration	$40.00/hr.	2/01/19-6/30/19
(5)(r)	Debra Ortiz	Principal Assessment Assessor	Office of the Chief of School Administration	$40.00/hr.	2/01/19-6/30/19
(5)(nr)	Juliana Pascucci	DFMS Site Project Assistant	Office of the Chief of School Administration	$40.00/hr.	2/02/19-7/20/19
(5)(r)	James Sonnenberg	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00/hr.	1/31/19-6/30/19
(2)(r)	Peggie Swift	Administrator Coaching & Mentor	Office of the Chief of School Administration	$40.00/hr.	1/02/19-6/30/19
(2)(r)	Winifred Tidmore	Administrator Coaching & Mentor	Office of the Chief of School Administration	$40.00/hr.	1/02/19-6/30/19
(1)(nr)	Linda Wandtke	Administrator Coaching & Mentor	Office of the Chief of School Administration	$40.00/hr.	1/02/19-6/30/19
(2)(r)	Bettye Washington	Principal Assessment Assessor	Office of the Chief of School Administration	$40.00/hr.	2/01/19-6/30/19
(5)(r)	Patricia Zandron	Procurement Transition Support	Office of the Chief of Finance	$35.90/hr.	12/17/18-6/17/19
(5)(r)	Paul Calhoun	Co-Advisor/Artist in Residence	Office of the Chief of School Administration	$30.00/hr.	1/01/19-5/30/19
(2)(r)	Portia Ewing-Lipsey	Independent Hearing Officer	Office of the Chief of School Administration	$30.00/hr.	12/03/18-5/01/19

Codes	Name	Position	Location	Salary	Dates
(5)(r)	Karen Green	PUMP CS Computer Science Coach	Office of the Chief of Academics	$30.00/hr.	1/01/19-6/30/19
(2)(r)	Sharon McDade	Independent Hearing Officer	Office of the Chief of School Administration	$30.00/hr.	12/03/18-5/01/19
(5)(nr)	Andrea O'Brien	Smart Spaces Curriculum Designer	Office of the Chief of Academics	$30.00/hr.	3/01/19-8/01/19
(5)(nr)	Robert Strehlow	Alternative Programs Enrollment Associate	Office of the Chief of Academics	$30.00/hr.	2/01/19-6/28/19
(5)(r)	James Tomasello	Co-Advisor/Artist in Residence	Office of the Chief of School Administration	$30.00/hr.	1/01/19-5/30/19
(2)(r)	Annette Fayne	Administrative Assistant III	Office of Board Governance	$27.86/hr.	1/28/19-7/28/19
(2)(r)	Nathaniel Gillon	Smart Spaces Facilitator	Office of the Chief of Academics	$20.00/hr.	2/28/19-8/27/19
(5)(r)	Valerie Pogue	Piano Accompaniment & Vocal Coach	Office of the Chief of School Administration	$17.06/hr.	1/03/19-5/24/19
(5)(r)	Nancy McGrew	K4/K5 Assistant	Office of the Chief of School Administration	$15.00/hr.	1/01/19-6/30/19
(5)(nr)	Monica Caputa	WIP* Associate — MLK, Jr.	Office of the Chief of Human Resources	$4,500†	1/22/19-6/12/19
(5)(nr)	Alexandria Jones	WIP* Associate — Hopkins Lloyd\	Office of the Chief of Human Resources	$4,500†	1/22/19-6/12/19
(5)(nr)	Jessica Laabs	WIP* Associate — MLK, Jr.	Office of the Chief of Human Resources	$4,500†	1/22/19-6/12/19
(5)(nr)	Anthony Romens	WIP* Associate — N. Division	Office of the Chief of Human Resources	$4,500†	1/03/19-5/22/19

*Wisconsin Improvement Program
†Stipend

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

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(Item 5) Action on the Award of Professional Services Contracts

Background

Recommended for the Board's approval at this meeting are the following professional services contracts:

RFP 987 Authorization to Contract with Sunbelt Staffing, LLC, for Nursing Services

The Administration is requesting authorization to contract with Sunbelt Staffing, LLC, ("Sunbelt") for registered nurse ("RN") and ventilator/tracheostomy-certified licensed practical nurse ("LPN") services.

These contracted services are needed due to the shortage of nurses available to MPS, rendering MPS unable to fill its vacant nursing positions. Direct nursing-care services are critical to maintaining the health and wellness of MPS students. RNs provide direct nursing care for the health and illness needs of students. LPNs work on an as-needed basis with medically fragile students. MPS estimates a need for approximately 8-10 RNs and 5-6 LPNs annually.

On August 30, 2018, the Board approved for nursing services two contractors that were chosen pursuant to RFP 987, which closed on July 27, 2018; however, one of the approved contractors, Delta-T Group Illinois, Inc., ("Delta-T") was unable to meet the District's needs, so its contract was terminated. Sunbelt was the next-highest scoring respondent to RFP 987, and this contract will replace the contract with Delta-T. The contract with Sunbelt will run from March 1, 2019, through August 31, 2019, (the "Initial Term") with the possibility of two one-year extensions to run from September 1, 2019, through August 31, 2020, and September 1, 2020, through August 31, 2021, if certain performance metrics incorporated into the contract are met.

The total cost of the Sunbelt contract in the Initial Term will not exceed $220,000.

Budget Code NRR-0-0-BDN-DW-ECTS (Nursing — Contract Services) $220,000

Sunbelt Staffing, LLC.

Prime Contractor Information

Certified HUB Contractor? .....No
Total # of Employees 105
Total # of Minorities 17
Total # of Women 75

HUB Participation

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

Student Engagement (hours per 12-month contract)

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

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 contract will begin as indicated in the attachments to the minutes of your Committee's meeting.

Committee's Recommendation

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

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

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(Item 6) Action on the Award of Exception-to-Bid Contracts

Background

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

Exception Authorization to Extend a Contract with Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin Milwaukee for Teachers' Professional Development

The Administration is requesting authorization to extend a contract with the Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Milwaukee ("UWM") for teachers' professional development services as stated in the Margaret A. Cargill Philanthropies grant, MPS Arts: New Teacher Support. Contractor will be used to provide five mentors to support new arts teachers.

These mentors (four in the visual arts, and one in 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 teachers in this cohort.

UWM will also 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.

UWM Mentors:

Five mentor stipends @ $6,000 per year	$ 30,000.00
Supplies for all 5 mentors	$ 5,000.00

Art Teacher Certification Cohort (ATCC) Support:

Classroom observation/coaching	$ 10,000.00
PD, field trips, classroom resources	$ 15,000.00

Arts integration through Lynden Sculpture Garden:

Innovative Educators Institute (credits earned)	$ 6,000.00
Artist workshops	$ 5,000.00
Teacher support (current IEI/IEI Alumni)	$ 11,000.00
Lynden Residencies	$ 3,000.00

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are required pursuant to the Margaret A. Cargill Philanthropies grant (Administrative Policy 3.09(2)(c)).

The contract extension will run from 3/1/19 through 2/29/20, (the "First Extension") with one additional one-year option to extend.

The total cost of the contract in the First Extension will not exceed $85,000.

Budget Code SDV-0-S-VD8-CI-ECTS (Contracted Services).....$85,000

Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin Milwaukee

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 Enter into a Contract with STEM Happens Network, Inc., to Design and Build a STEM Mobile Lab

The Administration is requesting authorization to issue a contract to the STEM Happens Network ("STEM Happens") to assist in designing, executing, and delivering on the completion of a GE STEM Mobile Lab ("Lab") for Milwaukee Public Schools. This Lab will be an innovative, interactive mobile technology lab experience designed to prepare students for the pioneering digital industrial jobs of the future through hands-on experiences and mentoring. The Lab will focus specifically on enhancing access to skills training in STEM (science, technology, engineering, and mathematics) by offering high-tech innovation centers for physical experiential training. STEM Happens will deliver the completed Lab no later than May 17, 2019.

The STEM Mobile Lab experience will come with developed lessons that are aligned to standards for five careers that are on the rise in the Milwaukee labor market. Students will be able to tinker in a maker-space setting in one place and later share their possible career choices with their parents, families, mentors, and guidance counselors to request help in deciding the appropriate education pathway to success. Since the Lab

will be mobile, not just one school will have access, but all GE STEM pilot schools will have access to the technology. Students will have the ability to explore careers through specific interactions with technology such as 3-D printers, robotics,3D motion detectors, wearable devices, VR technology, fabrication tools, laser cutters, milling machines, and programming tools. They will also have access to videos and other descriptions of current and emerging jobs in order to learn the skills and education required to gain and keep these jobs and the degrees and allied certifications and re-certifications necessary and how they can access them.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are required pursuant to the GE Foundation grant (Administrative Policy 3.09(2)(c)).

The total cost of the contract will not exceed $200,000.

Budget Code OGA-0-S-G39-AQ-EEQ5 (Contracted equipment).....$200,000

STEM Happens Network, Inc.
HUB Participation
Required..... 0%
Proposed 0%
$ Value.....N/A

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 10

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 as indicated in the attachments to the minutes of your Committee's meeting.

Committee's Recommendation

Your Committee recommends that the Board authorize the exception-to-bid contract with the Board of Regents for the University of Wisconsin system, as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 7) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Contract with Gabriel Roeder Smith & Company for Pension Actuarial Services

Background

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

RFP 1001 Authorization to Waive Administrative Policy 3.09(9)(e) and to Enter into a Contract with Gabriel Roeder Smith & Company for Pension Actuarial Services Related to the District's Two Supplemental Pension Plans

The Administration is requesting authorization to enter into a contract with Gabriel Roeder Smith & Company for actuarial consulting services for the District's two supplemental pension plans (the Milwaukee Board of School Directors' Supplemental Early Retirement Plan for Teachers and the Milwaukee Board of School Directors' Early Retirement Supplement and Benefit Improvement Plan).

The actuarial consulting services to be provided include the annual actuarial valuations, semi-annual forecasts of pension contributions and funding status, and related consulting services on an as-needed basis for each pension plan. The Government Accounting Standards Board's (GASB's) Statement No. 67/68 requires governmental entities to disclose the financial reporting for pension plans administered through trusts.

Gabriel Roeder Smith & Company was the highest-ranked vendor pursuant to RFP 1001, which closed January 4, 2019.

The Administration notes that Administrative Policy 3.09 requires that professional services contracts be for a maximum of one year, unless the Board approves a longer term. The Administration requests approval of a three-year contact — March 1, 2019, through February 28, 2022 — with two one-year options to extend if certain performance metrics are attained. Costs are held firm for the initial three-year contract and will not exceed 2.5% yearly increases in years four and five.

The total cost of the contract by fiscal year is as follow:

FY20	$ 68,200
FY21	$ 69,750
FY22	$ 71,340
Total three-year cost	$ 209,290

These services are charged directly to the pension trust and will not be processed through IFAS.

Budget Codes DWC-0-0-EMB-DW-EERA (Early Retirement Supplemental ASC)
DWC-0-0-EMB-DW-EERT.(Early Retirement Supplemental Teachers).....$209,290.00

Gabriel Roeder Smith & Company

HUB Participation

Required	0%
Proposed	NA
$ Value	NA

Student Engagement (per 12-month contract)

Paid Student Employment-hour Commitment	100
Student Career-awareness Commitment	10

RFP 1001 Authorization to Waive Administrative Policy 3.09(9)(e) and to Enter into a Contract with Gabriel Roeder Smith & Company for Pension Actuarial Services Related to Other Post-Employment Benefits (OPEB) Liability

The Administration is requesting authorization to enter into a contract with Gabriel Roeder Smith & Company for actuarial consulting services associated with projecting the district's Other Post-Employment Benefits (OPEB) liability. The Government Accounting Standards Board's (GASB's) Statement No. 74/75 requires governmental entities to quantify and report their OPEB liabilities for health and life-insurance benefits.

Gabriel Roeder Smith & Company was the highest-ranked vendor pursuant to RFP 1001, which closed January 4, 2019.

The Administration notes that Administrative Policy 3.09 requires that professional services contracts be for a maximum of one year, unless the Board approves a longer term. The Administration requests approval of

a three-year contact — March 1, 2019, through February 28, 2022 — with two one-year options to extend if certain performance metrics are obtained.

The total cost of the contract by fiscal year is as follows:

FY20	$ 17,075
FY21	$ 39,325
FY22	$ 17,475
Total three-year cost	$ 73,875

Budget Code OBA-0-0-EMB-DW-ECTS (Contract Services Other Business) $73,875.00

Gabriel Roeder Smith & Company

HUB Participation
- Required..... 0%
- Proposed .....NA
- $ Value.....NA

Student Engagement (per 12-month contract)
- Paid Student Employment-hour Commitment 100
- Student Career-awareness Commitment 10

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, 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 contract will begin as indicated in the attachments to the minutes of your Committee's meeting.

Committee's Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the contract with Gabriel Roeder Smith & Company as set forth in the attachments to the minutes of your Committee's meeting.

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

* * * * *

(Item 8) Action on Monthly Facilities Matters: FMS Award of Construction Contracts, Change Order, and Material Purchase

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

Construction Contracts

Athletic Facilities Upgrade — Pulaski Stadium

Prime Contractor
Rams Contracting, Ltd.,
20079 West Main Street, Lannon, WI 53046

Low Bidder, Base Bid of $2,165,000.00

HUB Participation
Certified HUB Vendor? ..... Yes
Total # of Employees 65
Total # of Minorities 8
Total # of Women 5
Required 25%
Submitted 72%
$ Value $1,563,000.00

COIN
Required 20%

Student Engagement
Paid Employment (Required Hours) 400
Career-education Activity (Required Hours) 20

Funds are available for the Athletic Facilities Upgrade project from Major Maintenance QSCB Funds, account code FAR 00 MMQ PD ECNC GND8 (Project No. 3424, Work Order Number 211075). The project's start date is scheduled for March 1, 2019, and completion date is August 23, 2019.

AHU 3-75 & 4-75 Replacement — MacDowell Montessori School

Prime Contractor
Butters-Fetting Co., Inc.,
1669 South 1st Street,
Milwaukee, WI 53204

Low Bidder, Base Bid of $257,900.00

HUB Participation
Certified HUB Vendor? ..... No
Total # of Employees 320
Total # of Minorities 14
Total # of Women 16
Required 20%
Submitted 24%
$ Value $61,950.00

COIN
Required 15%

Student Engagement
Paid Employment (Required Hours) 100
Career-education Activity (Required Hours) 10

Funds are available for the AHU 3-75 & 4-75 Replacement project from Major Maintenance QSCB Funds, account code FAR 00 MMQ JU ECNC HVA8 (Project No. 2361, Work Order Number 107733). The project's start date is scheduled for March 1, 2019, and completion date is July 26, 2019.

Total construction contract dollars awarded $2,422,900.00
Total dollars HUB participation $1,624,950.00
% of HUB participation 67.07%
% Minority employees within company 12.04%
% Women employees within company 7.68%

Change Orders

The Administration is reporting to the Board the following change order in excess of $50,000.00.

Playfield Renovation: Columbia Playfield

Platt Construction, Inc.,
7407 South 27th Street,
Franklin, WI 53132

Total amount of change order..... $57,356.25

Reason for Change Order

As part of the contract with Platt Construction, Inc., for the Playfield Renovation at Columbia Playfield, testing of the soil was required. That testing indicated hazardous soils were present. To comply with requirements and to guarantee a safe playfield, the removal and disposal of the contaminated soils is necessary.

The change order will be funded from Recreation Facility Improvements (380-922-532), account STS 00 RFI CB ECNC (Project No. 4000, Work Order No. 351816).

Material Purchase

Boiler Equipment — Kagel Elementary School

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

Low Bidder, Base Bid of..... $136,800.00

Funds are available for the Boiler Equipment project from the Major Maintenance QSCB Funds, account code FAR 00 MMQ KA ECNC HVA8 (Project No. 3448, Work Order No. 211567).

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

The item authorizes expenditures for:

- Construction Contracts:
  Total Construction Contract Requested $2,422,900.00

Change Order:
Total Amount of Change Order $57,356.25

Material Purchase:
Total Material Purchase Requested..... $136,800.00

Implementation and Assessment Plan

Upon the Board's approval, the construction contracts, change order, and material purchase, as provided in the attachments to the minutes of your Committee's meeting, shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the construction contracts, change order, and material purchase as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 9) Action on Monthly Finance Matters: 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

Monthly Reports

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

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations over $5,000			
Sherman School	The Kennedy Center	$5,000.00	First Stage Literacy Donation
	Total Monetary Donations Over $5,000	*$5,000.00*	
Monetary Donations			
Academy of Accelerated Learning	Scoutlt Inc.	$51.62	General School Supplies
ALBA	Target Corporation	$1,000.00	Soccer Donation
ALBA	General Mills/Box Tops For Education	$95.10	General School Supplies
Alliance High School	Martin J. Huennekens & Nicholas Lemus	$100.00	General School Supplies
Alliance High School	Martin J. Huennekens & Nicholas Lemus	$260.00	General School Supplies
Alliance High School	Jonathan L. Weimer	$100.00	General School Supplies
Alliance High School	Robert J. Koch & Caitlin K. Croegaert-Koch	$75.00	General School Supplies
Alliance High School	Brian J. Paulson	$75.00	General School Supplies
Alliance High School	Dale R. Nikolay & Stephanie L. Nikolay	$75.00	General School Supplies
Alliance High School	Elizabeth M. Brzycki	$75.00	General School Supplies
Alliance High School	Patricia Gonzalez Macias & Alberto Macias	$50.00	General School Supplies
Alliance High School	Peter J. Speca & Joann C. Speca	$50.00	General School Supplies
Alliance High School	Kevin R. Duvalle & Frederick J. Luenenburg	$40.00	General School Supplies
Alliance High School	Richard J. Garduno	$30.00	General School Supplies
Alliance High School	Stewart M. Morrisey	$100.00	General School Supplies
Alliance High School	Alice M. Ambrowiak	$250.00	General School Supplies
Alliance High School	G/L Community Fund, Inc.	$125.00	General School Supplies
Bradley Trade & Tech	Skills USA Foundation	$2,500.00	Manufacturing Pathway Program
Bradley Trade & Tech	American Cancer Society	$1,000.00	General School Supplies
Burbank School	Lynn Yamanaka Revocable Trust	$2,500.00	General School Supplies
Emerson School	David Doucett*	$200.00	General School Supplies
Emerson School	John Lueck*	$150.00	General School Supplies
Garland School	Paul Wilson	$500.00	STEM Donation
Garland School	Betsy J. Shanks	$500.00	STEM Donation
Garland School	Garland PTA	$196.00	Athletic Supplies
German Immersion School	Frederick P. Kessler	$500.00	General School Supplies
German Immersion School	Your Cause AbbVie*	$8.24	General School Supplies
German Immersion School	Terracycle US, LLC	$152.82	Recycling Funds
Greenfield School	Target Corporation*	$1,000.00	Soccer Donation
Howard Avenue Montessori	Linda Langen	$150.00	General School Supplies
King High School	Tim Gorski	$115.00	Winter Choir Donation
King High School	Marvin L. & Diane L. Sobel	$200.00	General School Supplies

Location	Donor	Amount	Gift or Purpose
King High School	Anonymous Donor	$600.00	General School Supplies
King High School	Samuel P. Leichtling & Lindsey R. Tauber*	$300.00	Baccalaureate Diploma Support
Kluge School	Milwaukee Ballaz Elite*	$225.00	Staff Support
Kluge School	Milwaukee Ballaz Elite*	$360.00	Staff Support
Longfellow School	Ernst & Young, LLP	3,000.00	General School Supplies
Maple Tree School	Exxonmobil Educational Alliance	$500.00	General School Supplies
Marshall High School	Lorree D. Becklund	$300.00	Camp Donation
Meir School	Jennifer Y. Chang Lewis	$50.00	Orchestra Donation
North Division High School	Justin Ippoliti	$1,000.00	Boys Basketball Donation
Parkside School	Target Corporation*	$1,000.00	Soccer Donation
Parkside School	Italian Community Center, Inc.	$1,000.00	Dance Class Donation
Pulaski High School	USBC	$500.00	Bowling Club Donation
Riley School	Target Corporation*	$1,000.00	Soccer Donation
Riverside High School	Riverside University High School Foundation, Inc.	$100.00	Latino Club Donation
Ronald Reagan High School	WePay	$1,208.10	Girls Basketball Donation
Ronald Reagan High School	University of Wisconsin-Madison	$300.00	Great World Texts Donation
Ronald Reagan High School	Anonymous Donor	$25.00	Girls Basketball Donation
Spanish Immersion School	Nucor Cold Finish Wisconsin, Inc.	$1,000.00	General School Supplies
Starms Early Childhood School	Ellyn L. Wiens	$500.00	Playground Project Support
Starms Early Childhood School	Jaye R. Hassinger	$47.00	Playground Project Support
Starms Early Childhood School	Lisa A. Misky	$2,000.00	Playground Project Support
Starms Early Childhood School	Barb Rawlings	$10.00	Playground Project Support
Starms Early Childhood School	Martha Wheeler-Fair	$1,000.00	Playground Project Support
Trowbridge School	Kenneth & Melinda Krei	$200.00	Visionary Design Challenge Donation
Victory School	Pompeii Women's Club	$200.00	General School Supplies
	Total Monetary Donations	*$28,648.88*	
Non-Monetary Donations			
Clarke Street School	Northwestern Mutual	$104.00	Winter Hats
Dr.B.Carson Academy of Science	Donors Choose	$387.00	Listening Center Headphone
German Immersion School	Frederick P. Kessler	$800.00	Artwork
German Immersion School	Milwaukee Bucks	$512.00	20 Bucks Tickets
Goodrich School	Donors Choose	$272.00	General School Supplies
Goodrich School	Donors Choose	$398.00	General School Supplies
Goodrich School	Donors Choose	$186.14	Scholastic Subscription
Goodrich School	Donors Choose	$412.56	General School Supplies
Goodrich School	Donors Choose	$319.38	General School Supplies
Hamilton High School	Dion Hollingsworth-Lusk*	$250.00	Clothing
MacDowell Montessori	Donors Choose	$176.91	Legos & Games
MacDowell Montessori	Donors Choose	$128.12	Speech Materials
Meir School	Bob Bier	$75.00	General School Supplies
Milw. Sign Language School	Donors Choose	$410.37	Headphones
Morgandale School	Aurora Health Care	$820.00	Turkey Dinners
Morgandale School	Gena Heilmann & Associates Spinal Relief	$400.00	Staff Appreciation Materials
Ralph Metcalfe School	Jacquiline Barber	$12.00	Gift Card
Ralph Metcalfe School	Justin & Lauren Barber	$200.00	Gift Cards
Riverside High School	Cathleen Cochrane	$26.93	Latino Club Fundraising Support
Roosevelt Middle School	Donors Choose	$423.24	General School Supplies

Location	Donor	Amount	Gift or Purpose
Siefert School	Scholastic Book Clubs	$100.00	Books
Thoreau School	Lisa Turner*	$75.57	Clothing Items
Wisconsin Conservatory	Donors Choose	$348.64	General School Supplies
	Total Non-Monetary Donations	$6,837.86	
	Total Value of Donations for January 2019	$40,486.74	
	* Donations from MPS Alumni	$4,568.81	

Committee's Recommendation

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

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

* * * * *

(Item 10) Report with Possible Action Regarding the District's Pilot Composting and Recycling Program

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

Background

On June 28, 2018, the Milwaukee Board of School Directors adopted Resolution 1718R-016 to implement a district pilot composting and recycling program for five to seven MPS schools. The Board's action directed that schools which had already implemented successful composting or recycling programs were to serve as models for other schools wishing to participate in the pilot by starting or expanding current efforts in these areas.

On November 19, 2018, the Offices of the Superintendent, Accountability and Efficiency, Finance (Department of Nutrition Services/DNS), and School Administration (Facilities & Maintenance/F & M) hosted a meeting at Fernwood Montessori School for schools interested in participating in the pilot and in learning more from schools with successful programs underway.

The following schools were in attendance and have expressed interest in participating in the pilot for the current school year by beginning programs or by expanding current efforts: Lincoln Avenue, Lloyd Barbee Montessori, Maryland Montessori, Project STAY, Wedgwood Park, Vieau, Hawley Road, Parkside, Bay View Montessori, Bay View High School, Neeskara, South Division, MacDowell Montessori, Marshall High School, and Bradley Tech High School.

The schools participating in the pilot for the current school year are Bay View High School, Bay View Montessori, Bradley Tech, Hawley, MacDowell, Marshall, Maryland Avenue, Neeskara, Parkside, and Vieau. In alignment with the original resolution, several of the schools, including Fernwood, Lincoln Avenue, and Reagan, will participate in advisory and mentoring capacities. The other schools represented at the initial exploratory meeting have indicated a preference for beginning participation during the 2019-20 school year.

As part of the meeting, the Department of Nutrition Services shared ideas on how schools can begin or expand their participation in composting and recycling, such as the new compostable trays and the milk-carton recycling program. Information regarding Offer Versus Serve (OVS) was also shared. This method allows students to decline some of the food offered at lunch or breakfast, reducing food waste and permitting students to choose the foods they want to eat.

The Department has taken active steps to explore the use of "sharing tables" to reduce food waste and is in communication with several schools identified for the pilot interested in implementing sharing tables. Sharing tables are a designated for breakfast or lunch items that students do not intend to consume, but can be shared with other students. Some of the steps to implement sharing tables are the creation of procedures, the purchase of equipment such as cooling bins, and promotional materials. Additionally, DNS would work with schools to identify staff for monitoring the sharing tables in accordance with USDA regulations.

The Administration and the Office of Accountability and Efficiency have worked with the 2018-19 pilot schools to confirm proposed plans for participation and central fiscal support ($250-$1,000 per 2018-19 pilot school) to begin composting ar recycling programs or to expand existing programs.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A

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(Item 11) Report with Possible Action on Limited-Term Employees, July-December 2018

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

Administrative Policy 6.37 mandates that 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 2018 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.

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COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report with Possible Action on Regional Showcase — Southwest

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 Southwest Region comprises 26 schools, including K-8, middle, Montessori, and bilingual schools. The Southwest Region serves over 14,600 students in diverse settings to meet the varied needs of our students.

Lincoln Avenue School has been selected to represent the region in our showcase.

From FY17 to FY 18, Lincoln increased 6.5 points on the School Report Card.

As a Community School, Lincoln's goal is to eliminate barriers to student success through focused strategies and innovative programming supported by strong partnerships. Partners include Sixteenth Street Community Health Centers, Milwaukee Community Schools Partnership. Boys and Girls Clubs of Greater Milwaukee.

One of the priorities is creating a safer environment in the school and the surrounding community. They have implemented a traffic-calming plan, including converting 18th Street to one-way traffic, creating a traffic lane specifically for pick-up and drop-off times, and installing a double-sided stop sign on 18th and Lincoln. The Lincoln's Laps Walking Club and the Walking School Bus have been implemented as well.

Lincoln is proud to have been designated as one of only 35 Sugar Maple Schools by Green & Healthy Schools Wisconsin, which provides recognition for PK-12 public and private schools working to reduce environmental impact and costs, improve health and wellness, and increase environmental and sustainability literacy through a self-paced, voluntary, web-based application. To become a Sugar Maple School, a school must have demonstrated achievement in nine focus areas:

- Community
- Energy
- Environmental & Sustainability Education
- Environmental Health
- Health and Wellness
- Recycling and Waste Management
- School Site
- Transportation
- Water

Lincoln is the only bilingual school to have earned this distinction.

Lincoln is also working on sustainability as a focus area. There are plans to install a pergola with a watcher catchment system in spring of 2019. A bioswale will be installed, thanks to a grant from the City and Sixteenth Street Community Health Centers.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01, Teaching and Learning Goals

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

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

Background

To better serve the community in the 53206 ZIP code, the Board approved implementation of the 53206 Initiative, whose purpose is to target our most disadvantaged population of students while building a firm foundation for academic success during their primary educational years that will ultimately lead to successful high-school experiences. The Principal's Cohort, consisting of nine school leaders from North Division, Andrew Douglas, Auer Avenue, Benjamin Franklin, Hopkins-Lloyd, Green Bay, Gwen T. Jackson, Keefe Avenue, and Lafollette, have met regularly to further discuss the needs in 53206.

The Principal's Cohort has moved forward with school reconfigurations that are necessary as we begin the planning stages for the 2019-2020 school year. School teams were involved in extensive conversations around expanding the current educational programming offered at their schools as well as new and innovative programs that will attract new families to the re-imagined sites. In most of the 53206 school buildings, we have begun to address remodeling ventures and space utilization.

The work that has been done includes increasing the parent coordinator position to a 40-hour position, hiring eight trauma-support teachers, and making renovations to the Douglas site relative to course offerings.

A full update is attached to the minutes of your Committee's meeting. It provides an overview of the progress that has been made, alignment to the Five Priorities for Success, and next steps to move the 53206 Initiative forward.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

N/A

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Voss 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 Instrumentality Charter School Contract with Academia de Lenguaje y Bellas Artes (ALBA)

Background

Academia de Lengauje y Bellas Artes (ALBA), located at 1712 S. 32nd Street, was established as an instrumentality charter school beginning with the 2004-2005 school year. The current contract is for up to a maximum of 493 full-time-equivalent (FTE) pupils in Head Start through grade 5. Since its inception, ALBA has received a five-year contract for each renewal cycle.

ALBA's mission is founded on the conviction that bilingual students can reach their full potential academically, in English and Spanish, when challenged through a rigorous curriculum that develops critical thinking, problem solving, and creativity through the integration of the fine arts. ALBA's students will develop self-confidence and self-worth as their Hispanic cultural identity is both recognized and valued through the curriculum.

In August 2018, the Charter School Contract Review Process was initiated by the Department of Contracted School Services. On August 17, 2018, representatives from ALBA submitted the Charter Renewal Intent Cover Sheet, and on September 21, 2018, ALBA submitted its Charter Renewal Application to seek renewal of the charter school contract. As part of its application for renewal, ALBA proposed expanding to include middle-school grades 6-8. More specifically, ALBA proposed adding grade 6 in the 2019-2020 school year, adding grade 7 in the 2020-2021 school year, and adding grade 8 in the 2021-2022 school year.

On November 27, 2018, the Charter School Contract Review Team conducted a full-day site visit at ALBA. 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 by student and parent-focus groups.

Based on a thorough review of the school's application and data, school's presentation, and site visit, the Charter School Contract Review Team has recommended a five-year renewal of the instrumentality charter school contract with ALBA. The recommendation was based on strong academic performance, positive school culture, and quality community partnerships. The Superintendent has reviewed the

performance summary and concurs with the recommendation for contract renewal and ALBA's request for middle-school expansion.

The charter school's renewal application, performance summary data, and Team's recommendation reviewed by 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 adoption of the Superintendent's proposed budget.

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board:

1. approve the recommendation of a five-year renewal of the instrumentality charter school contract with Academia de Lenguaje y Bellas Artes (ALBA);
2. approve ALBA's proposal to ramp up to middle-school grades by adding grade 6 in the 2019-2020 school year, grade 7 in the 2020-2021 school year, and grade 8 in the 2021-2022 school year; and
3. authorize the Superintendent's designee and representatives of ALBA to enter into negotiations, in consultation with the Board's designee and the Office of the City Attorney, to draft a renewed instrumentality charter school contract with ALBA to begin with the 2019-2020 school year and end with the last regularly scheduled day of the 2023-2024 school year.

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

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(Item 2) Action on Resolution 1819R-016 by Director Phillips Regarding Commemorative Observances

Background

At its meeting on January 24, 2019, the Board referred Resolution 1819R-016 by Director Phillips regarding commemorative observances to the Committee on Student Achievement and School Innovation:

WHEREAS, The United States embodies a host of nationalities, ethnicities, and races; and

WHEREAS, This broad spectrum of backgrounds has brought with it a vast wealth of experiences, philosophies, and beliefs that have contributed to the greatness of the country and to the progress and welfare of its people; and

WHEREAS, In the process, people of each nationality, ethnicity, or race, at one time or another, have had to overcome cultural, political, and social obstacles in their quest to be accepted fully as Americans; and

WHEREAS, To truly appreciate the accomplishments of all our citizens and the contributions which they have made to this country, we must understand and honor their histories; and

WHEREAS, Milwaukee Public Schools is a reflection of the United States and of the trials and triumphs of its people; and

WHEREAS, The Library of Congress lists the following national commemorative months as having been established by Congress:

- African American History Month (February)
- American Indian Heritage Month (November)
- Asian/Pacific Heritage Month (May)
- Irish-American Heritage Month (March)
- Jewish American Heritage Month (May)
- National Hispanic Heritage Month (September 15-October 15)

WHEREAS, MPS has been outstanding in its celebration of African-American History month, both as a District and in the individual schools, a model which we can use for official recognition of the specific contributions of the other nationalities and ethnicities that our District embraces; now, therefore, be it

RESOLVED, That the Board hereby directs the Administration to research the origins and intent of each of the national commemorative months listed above; and be it

FURTHER RESOLVED, That Administration is to work with representative organizations of the respective nationalities or ethnicities to develop a plan to celebrate appropriately each of these commemorative months by bringing to our students, staff, and community an awareness of the contributions made to this country by the respective peoples to be celebrated; and be it

FURTHER RESOLVED, That the Administration is directed to bring this plan to the Board for its approval no later than 90 days after the adoption of this resolution.

The Administration requests that the Board defer action on Resolution 1819R-016 by Director Phillips to allow additional time for the Administration to develop its response.

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

This is does not authorize expenditures.

Committee's Recommendation

Your Committee recommends that the Board approve the Administration's recommendation and further direct the Administration to bring back its plan for implementation of the resolution, as modified below, during the April Board cycle.

RESOLVED, That the Board hereby directs the Administration to research the origins ~~and intent~~ of each of the national commemorative months ~~listed above~~; and be it

FURTHER RESOLVED, That Administration is to work with representative organizations of the respective nationalities or ethnicities to develop a plan to celebrate appropriately each of these commemorative months by bringing to our students, staff, and community an awareness of the contributions made to this country by the respective peoples to be celebrated; and be it

FURTHER RESOLVED, That the Administration is directed to bring this plan to the Board for its ~~approval no later than 90 days after the adoption of this resolution~~ during the April 2019 Board cycle.

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

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(Item 3) 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 State 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 reviews 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 is discussed, including curriculum compacting, specialized programs, acceleration, and support for parents.

A chart is attached to the minutes of your Committee's meting that provides disaggregated data for the current year and the previous two 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 results of the SAT/National Merit Scholarship Qualifying Test PSAT/NMSQT are also reviewed with information on how students can use the data to advance college and career readiness and earn scholarships. Included in the attachments to the minutes of your Committee's meeting is a chart with demographic data from the administration of the 2018 PSAT/NMSQT.

Data presentations on each of these topics 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 7.38, Balanced Assessment Systems

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(Item 4) Report with Possible Action on the MPS Ambitious Instruction Plan

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

Background

The Milwaukee Public Schools' Ambitious Instruction Plan is closely aligned with the Five Priorities for Success and informs the teaching and learning work for our district this school year. The Plan is focused on reading, writing, and mathematics instruction and learning. The Plan, which was developed over the summer by more than 90 educators, was introduced in August and September and continues to be implemented each month. This presentation provides a glimpse of the work that has been done since November 2018 to implement the Ambitious Instruction Plan. To date, the team has:

- provided professional development at institutes
- implemented a collaborative among principals and school support teachers
- facilitated instructional rounds sessions
- identified principal-network groups
- provided professional development for Central Services staff
- received feedback from principals on planned presentations

- incorporated regional and instructional leadership director feedback
- developed monthly look-fors for professional development topics
- gathered implementation feedback from principals,

Future plans are to:

- offer WIN ("What I Need") sessions at schools on professional development topics
- work with instructional leadership directors to support schools in implementation of the plan
- curriculum & instruction staff to assist schools with implementation
- gather instructional rounds feedback.

The report is 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 7.02, Instructional Priority Objectives

Fiscal Impact Statement

No fiscal impact

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(Item 5) Report with Possible Action Regarding Bilingual Multicultural 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

On June 19, 2014, the Board adopted Resolution 1415R-003, which calls for Milwaukee Public Schools to establish the equivalent of a target zone that promotes bilingualism by first establishing an English/Spanish and other-languages bilingual and dual-language program in Milwaukee's southside District 6 and then, within a reasonable number of years, at the city-wide level until Milwaukee Public Schools becomes as school district in which students will graduate academically well-prepared in English and Spanish or another language. The Resolution further calls for full engagement of parents, staff, and other community stakeholders. Since the Resolution was adopted, district staff have been working with the community to implement the resolution.

Attached to the minutes of your Committee's meeting is an update that provides an overview of the progress that has been made, in alignment with the Five Priorities for Success, as well as next steps. Highlights of the progress include:

- the creation of expansion protocol to support schools
- the establishement of an expansion committee
- tentative pathways for bilingual, ESL, and world languages, including for paraprofessionals
- Parkview, Stuart, Webster, Story, Douglas, Kagel, and Hamilton having become expansion schools
- monthly meetings of the bilingual resolution's workgroup
- development of marketing materials
- Dr. Elena Izquierdo's having keynoted a district-wide professional development session for bilingual staff.

Next steps include:

- finalization of a budget and metrics
- ongoing parent and listening sessions

- finalization of implementation plans for expansion sites.

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

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(Item 6) Report with Possible Action Regarding the Milwaukee Public Schools Montessori Strategic Plan (MPSMSP)

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

Background

At its meeting on September 27, 2018, the Board took action regarding the development of a district-established MPS Montessori Strategic Plan Advisory Committee to begin work on the MPS Montessori Strategic Plan (MPSMSP). The MPSMSP was to include long- and short-term planning.

Through a collaborative effort by parents, principals, teachers, school administration, board members, and community members, a first draft of a strategic plan has been created. It offers a strategy to protect, enhance, and expand public Montessori education within Milwaukee Public Schools.

The Montessori Strategic Plan's timeline is organized with action items which are prioritized in years one, three, and five. The recommendations in the plan could be fully implemented by 2024. They include the adoption of Montessori Essential Elements, hiring of a Montessori coordinator, a new-teacher training pipeline, adolescent training, and expanding program offerings with equity.

Projected costs to implement the final plan will be included in the final draft of the plan.

The preliminary draft and full presentation 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 2.12, Advisory Committees: Administration-originated

Fiscal Impact Statement

This item does not authorize expenditures.

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the monthly reports of the Board's delegates to the District Advisory Council (DAC), to the MPS Head Start Policy Council, and to CESA #1.

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

Background

In an effort to support the goals that have been identified by the Board as essential to the accomplishment of the MPS Vision and Mission, the President's activities during the month of February 2019 included the following:

Academic Achievement

- Attended the MPS Kindergarten Fair at School of the Arts
- Attended the MKE Succeeds executive meeting
- Met with State Representatives Nygren, Kitchens, Zimmerman, and Bowen
- Participated in the MPS/MKE Early Childhood 1825 Initiative
- Attended a meeting of the Milwaukee Education Partnership
- Participated in a student focus group at James Madison Academic Campus
- Attended a meeting of the Cardinal Stritch College of Education's Advisory Board

Student, Family, and Community Engagement

- Attended the Wisconsin State Legislature's Black History Month program
- Attended a meeting regarding the Girl Scouts' CampHERO, where Girl Scouts have the opportunity to train with professional police officers, firefighters, and EMTs
- Attended an MPS Black Lives Matter Events at Dr. Martin Luther King School and the Wisconsin Black Historical Museum
- Met with Milwaukee Public Library Trustee Paula Kiley
- Meeting with Danae Davis, Executive Director of Milwaukee Succeeds
- Participated in the Bring Someone You Love to School event at Bay View Montessori
- Attended MPS City Review basketball at the UWM Panther Arena on February 18.
- Attend the town hall meeting sponsored by State Representative LaKeshia Myers
- Attended the Milwaukee Common Council's Third Annual Black History Celebration
- Attended a meeting regarding the Webster expansion

Effective and Efficient Operations

- Met with Dr. Keith Posley, MPS Superintendent, and Dr. Jacqueline Mann, Board Clerk/Director, Office of Board Governance

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COMMUNICATIONS AND PETITIONS

(Item 1) Communication 1819C-002 Requesting a Hearing Regarding Administrative Policy 8.51, Electronic Communication Devices

Background

On January 22, 2019, the Office of Board Governance received the following communication from eight students from Riverside University High School, Audubon Technology and Communication Center, and Bay View High School requesting a hearing regarding Administrative Policy 8.51, Electronic Communication Devices.

January 22, 2019

Dear Superintendent Posley and Members of the Board:

On behalf of the student bodies at Riverside University High School, Audubon Technology and communication Center, and Bay View High School, we are reaching out about the District's policy on electronic communication devices – Administrative Policy 8.51. Our focus is on cell phone usage.

Efforts to prevent or control our usage of cell phones are not working, so we are working together to think of ideas that schools can implement. This school year, you have consistently said that you want to hear student voice and ideas. Please consider scheduling an item on this topic for a committee agenda so that we can present our perspectives and ideas for improving the District's cell phone policy.

Thank you and we look forward to hearing from you soon.

This item is being presented for referral in accordance with Board Rule 1.10, which requires that all communications be referred, without action, either to the appropriate committee for consideration or to the Superintendent in an attempt to settle the matter at issue without formal board action.

Referred to the Committee on Legislation, Rules and Policies

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The Board adjourned at 8:07 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 28, 2019

Regular meeting of the Board of School Directors called to order by President Sain at 6:34 PM.

Present — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, and President Sain — 7.
Absent and Excused — Director Woodward — 1.

Before moving to the agenda, President Sain asked for a moment of silence to commemorate the passing of:

- Kevin Alexander Norsavanh, a 12th-grade student at Washington High School, who passed away on March 11, 2019;
- Emil Brewer, a school safety aid at Maple Tree School;
- Gregory Klos, a retired building laborer;
- Dennis Parker, a boiler attendant at ALBA; and
- Gwen T. Jackson, a pioneer of early-childhood-development and childcare services in the greater Milwaukee area, who passed away on March 24, 2019.

AWARDS AND COMMENDATIONS

(Item 1) Excellence in Education Award — The Reverend Kevin Stewart

Each month, the Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, parent, or community member for a display of excellence, achievement, and innovation that may serve as an example to our school district and the entire Milwaukee community.

This month, the Milwaukee Board of School Directors is pleased to present the "Excellence in Education Award" to:

THE REVEREND KEVIN STEWART

At all times, Reverend Kevin Stewart, strives for justice and peace for all people and for the dignity and respect of every human being. He stands for those without standing — the poor, the weak, the sick, and the lonely. He especially stands with and serves all who are in danger, in sorrow, or in any kind of trouble.

The Reverend Kevin Stewart, who was ordained in the Episcopal Church on June 2, 2007, and has an extensive professional background in the non-profit sector, is a person upon whom the students and staff of MPS rely in a variety of areas: He regularly provides support and comfort to the district and schools in times of need, such as when members of the MPS family have passed on. He is a regular and enthusiastic supporter of the district's yearly Health & Hygiene Drive. Pastor Stewart has helped plan and has participated in team-building, solutions-based discussion, mindful moments, impromptu conversations, and more at Central Services and the MPS School Support Center.

The following are some comments that MPS staff have shared to describe Pastor Stewart's impact on improving district and school culture:

- Pastor Stewart is non-judgmental, which clearly shows in his solution-focused conversations.
- He is genuinely kind and empathetic.
- He listens, instead of focusing on formulating a response.
- The time he spends in our building either for a planned mindful moment or an impromptu conversation is genuine and time he spends with us freely.
- He is neutral and provides ideas and feedback that are thoughtful and child-centered.
- Kevin has been very open to supporting staff and students by offering his time and resources.
- He brings a calm that is needed in our building.
- Reverend Stewart fits right in with us.

- He has positively changed the climate at our building.

Ramon Evans, Principal of Lincoln Center of the Arts, shared the following about the support which Pastor Stewart has provided at Lincoln Center:

> Pastor Stewart, or Pastor Kevin, as we affectionately refer to him, has made a huge impact at Lincoln Center of the Arts for all stakeholders. As he calls it, "Collar up!" When students and staff see him in the school, it brings a smile to our faces. He speaks to and inspires staff. Pastor Kevin has worked extremely hard to assist our school community with developing important partnerships, including one with several Episcopal churches in our area. We have had several meetings with the pastor of St. Paul's church to partner for our Spring concert to purchase fans for every classroom. As we know, it gets very hot in schools in May, August, and in some cases, September. Pastor Kevin even serves on our School Engagement Council.

The Milwaukee Board of School Directors recognizse and honors the Reverend Kevin Stewar, for his dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools and the MPS community.

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APPROVAL OF MINUTES

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

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report of the Superintendent of Schools

Background

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

School Visits

School visits remain a priority and serve as an excellent mechanism for gathering feedback to support the district's improvement efforts. This month, some of the schools I visited include Bay View, Kilbourn, Thurston Woods, Victory, Hartford, Greenfield, Washington, and Story. I participated in NEA's Read Across America Day at Milwaukee Spanish Immersion School, and I also was able to stop in at Hawley.

Events, Programs, and Announcements

FBI adopts Parkside School to Promote Excellence

Agents and staff of the Federal Bureau of Investigation (FBI) have begun paying regular visits to Milwaukee Parkside School for the Arts as part of the FBI's Adopt-a-School program. This nationwide initiative builds relationships and trust among youth and law enforcement. The FBI's Milwaukee Division worked with MPS officials in selecting Parkside School for the Adopt-a-School program, which started on February 26 and runs through April 30, 2019.

Michelle Sutphin, Acting Special Agent in Charge of the Milwaukee Division of the FBI, joined Dr. Toni Dinkins, Interim Regional Superintendent of MPS, to launch the program for middle-school students. Throughout the program, FBI representatives will visit the school and talk to students about the history and mission of the FBI, reinforce basic academic principles, help students practice responsible behavior, train students on Internet safety, and encourage students to focus on school and stay away from drugs and violence.

At the conclusion of the program in April, students will tour the FB'sI Milwaukee Division, take part in an interactive evidence-collection exercise, and enjoy a graduation ceremony and lunch sponsored by the Milwaukee Chapter of the FBI's Citizens Academy Alumni Association. We look forward to the many great experiences thatour students will gain from this partnership!

Lowe's Makes Grant to Garden Space at Milwaukee German Immersion School

Students and staff are celebrating at Milwaukee German Immersion School (MGIS) after being awarded a cash grant from Lowe's Toolbox for Education. The school has received $4,605 that will be used to improve the courtyard by adding picnic tables, benches, and shade sails. These additions will make the space available for instruction, outdoor school dining, and other school activities, including family movie nights, Parent-Teacher Association meetings, and summer KinderCamp.

Last year, the school added a vegetable garden and a beautiful outdoor classroom. MGIS is grateful to community businesses such as Lowe's and dedicated volunteers. By April 2019, this project is expected to be completed. MGIS children and staff are all looking forward to enjoying the new outdoor learning environment.

Bradley Tech High School Receives Grant to Support Aviation Careers

Lynde and Harry Bradley Technology and Trade School, the Greater Milwaukee Committee (GMC), and Milwaukee Area Technical College (MATC) have been selected to receive a portion of a $1 million Southwest Airlines Charitable Grant that focuses on building a stronger workforce of tomorrow. The grant will fund the Expanding Milwaukee's Aviation Pipeline project.

The Texas-based airline is supporting two dozen nonprofit organizations across the country which are, in turn, strengthening their communities through K-12 science, technology, engineering, and mathematics (STEM) education; building a resilient workforce; and, developing future leaders.

The Expanding Milwaukee's Aviation Pipeline project is a strategic partnership among the Greater Milwaukee Committee, Milwaukee Area Technical College, and Bradley Tech High School. The partners will work to align existing programs and to expand enrollment in MATC's aviation program to increase the number of workforce-ready candidates.

The collaborative will result in a pipeline for MATC's Aviation Technician program, starting with outreach activities at Bradley Tech, the premier technology and trade high school in Milwaukee. Bradley Tech educates more than 900 students and currently partners with MATC to offer college-credit classes in construction, design, manufacturing, and pre-engineering.

Through this project, partners will coordinate recruitment and field experiences for Bradley Tech students in the spring and fall semesters to increase students' knowledge of aviation careers. These will include tour experiences at Mitchell International Airport and two recruitment events at MATC. Approximately 80 high-school students are anticipated to participate in the experiences. MPS is grateful to Southwest Airlines for providing this unique career opportunity to Milwaukee students.

Awards and Recognition

WIAA State Basketball Tournament

Student athletes from Washington High School and Bay View High School and their coaches are to be congratulated for their skillful play leading up to and at the 2019 State Boys' Basketball Tournament. The two schools ended up playing each other in a playoff game at Milwaukee Lutheran. It was a great game, with Washington advancing to the 2019 State Boys' Basketball Tournament. After Washington was victorious over La Crosse Central, they played Nicolet High School in the finals. Washington ended the season as the state runner-up after a close game. Kudos to Bay View and Washington for a great season with many accomplishments!

Riverside Robotigers Qualify for FIRST Robotics World Championship

After a strong start to the 2019 robotics season, the Riverside University High School RoboTigers stood up to more than 50 teams from across the country to reach the finals of their regional competition and to come home with a win! The group competed in Chicago on March 9-0, and the impressive win qualified the team for the FIRST Robotics Championship in Detroit, scheduled for April 24-27.

The students who make up the RoboTigers represent several MPS high schools. About half the team members are girls — an unusually high ratio in the robotics world. The students are the designers, fabricators,

mechanics, programmers, and operators of their robots. With support from local businesses, teachers, alumni, and mentors, the students of Riverside Robotics have created a nationally competitive robot. This is the third consecutive year in which the RoboTigers have made it to FIRST Robotics championships.

The toughest part of the team's journey is now underway. The RoboTigers are attempting to raise an additional $10,000 for their trip to cover costs for hotels, meals, and transportation. Corporate donations from Rockwell Automation, GE Healthcare, and other local companies are covering the team's entrance fee for the event, but more is needed quickly.

The RoboTigers, along with MPS students from Bay View, Bradley Tech, and Riverside, will compete at the Wisconsin regional competition at the UWM Panther Arena, March 28-30.

MPS Music Programs Receive Funding through Let the Music Play Grants

Milwaukee World Festival, Inc., and American Family Insurance have announced the recipients of the inaugural Let The Music Play program grants. Three programs in Milwaukee Public Schools will receive funding to support music education. Grant-winning programs incorporate a performance element for young people. Funding helps provide access to equipment or musical training that otherwise would have been unavailable to these student communities.

MPS 2019 grant recipients are celebrating their gifts and preparing to implement proposed activities.

- Carmen Schools of Science and Technology: Funds will support the middle- and high-school drumline program at the Northwest Campus — costs for percussion clinicians to provide intermediate and advanced training to the students and supplies and materials;
- Alexander Mitchell Integrated Arts School: Funds will be used to purchase a 37-note set of hand chimes and sheet music for school-wide use;
- Townsend Street School's funding will allow the Townsend student ensemble to purchase sheet music, music stands, microphones, vocal instruction, and various instruments.

The new Let The Music Play grant program supports nonprofit organizations and schools that serve Milwaukee County through music programming for students aged 11 to 18. The grant program, which is intended to represent the variety of music activities taking place in the greater Milwaukee communit, is open to programs in band, orchestra, jazz, musical theater, and dance.

Recipients must demonstrate the ability to present a finished, 7- to 10-minute performance. Grant recipients will showcase their talents at Summerfest 2019.

Herb Kohl Educational Foundation Honors MPS Students and Teachers

More than 180 graduating seniors, 100 teachers, and 16 principals across Wisconsin have been selected to receive honors and monetary awards this year from the Herb Kohl Educational Foundation. Milwaukee Public Schools is proud of ten teachers and nine students who are counted among the honorees. Awards and scholarships will be presented by former U.S. Senator Herb Kohl in an awards ceremony on April 13 at Greenfield High School.

2019 MPS Teacher Honorees

Alexander Branderhorst, Milwaukee High School of the Arts
Raymond Duncan, Marshall High School
Tina Gleason, Golda Meir School
Jocelyn Johnson, Academy of Accelerated Learning
Margaret Petershack, Transition High School
Kaitlynn Radloff, Milwaukee High School of the Arts
Aimie Rognsvoog, IDEAL
Chad Sperzel-Wuchterl, Reagan High School
Nancy Wisniewski, Mitchell Elementary School
Kaela Zielinski, Academy of Accelerated Learning

Excellence Scholarships

Alanna Bielawski, Reagan High School
Alyssa Eske, Rufus King International High School
Nyia Garrett, Reagan High School
Vivica Lewis, Carmen High School South Campus

Sierra Richardson, Riverside High School
Mia Rimmer, King International High School
Erick Torres-Gonzalez, Reagan High School
Madison Xiong, Reagan High School

Initiative Scholarship

Avian Cruz, Milwaukee High School of the Arts

Excellence Scholarship recipients demonstrate academic excellence, high motivation, and a broad range of activity and leadership. Initiative Scholarship recipients demonstrate initiative in school and strong promise for success in college and beyond. Winners in each category receive a $10,000 scholarship.

Teacher Fellowship recipients are chosen for leadership, service, and a superior ability to inspire a love of learning in students. These honors come with a $6,000 award.

The Kohl Foundation Scholarship and Fellowship program was established by Herb Kohl, philanthropist and businessman, in 1990. To date, the foundation has awarded $17.8 million to Wisconsin educators, principals, students, and schools.

MPS Celebrates National School Social Work Week

Many factors in a student's life can have an impact on the ability to learn — nutrition, stability, learning disabilities, physical challenges, socioeconomic status, language, home life, and more. School social workers (SSWs) bridge gaps for our students by focusing on individual students' needs, connecting families to resources, and promoting safety and wellness that can lead to improved learning.

School social workers enhance the district's ability to meet its academic mission by linking the home, school, and community so students can achieve success. Most of MPS's SSWs are based in schools, providing direct services to students. Many more SSWs are in special assignments throughout the district, providing services that support mental-health grants, initial special education evaluations, district attendance initiatives, community service/service-learning mentorship, the Homeless Education Program, and more.

Social workers are trained to look at situations in a holistic way and to help bring together people and communities to find ways to address pressing individual, group, and societal issues such as hunger, affordable housing, equal rights for all, and educational success. In MPS, social workers focus on meeting the needs of students with the goal of helping every child find a pathway to a productive life. Family support is a large element of helping students succeed.

At any given time, MPS is educating 5,000 homeless students and 500 refugee students. One in five MPS students has special needs, and 81 percent are economically disadvantaged. School social workers support children and their families with a wide range of needs and in a wide variety of situations. MPS is proud of the role our social workers play in the success of our students, and the entire district is grateful for their service!

Increasing Opportunities for Student Voice

A shared goal of the Milwaukee Board of School Directors and the Administration is providing increased opportunities for student voice throughout the district and at the Board's monthly meetings. With that goal in mind, I have continued my listening sessions with students. Through these sessions, I learn a lot about what is important to students, including what makes them most proud about MPS and what their ideas are for increasing student voice in district decision making.

This month I would like to highlight the student focus group which I held at South Division High School, where I met with a group of 11 students. We had a robust conversation about what they are proud of as MPS students and what they want and need from the district. Many students agreed that their teachers and their diverse school community make them proud to be part of our district. With great excitement, they referenced the 22 different languages and dialects spoken at South Division. Students also shared a variety of opinions and suggestions for improving their school experience.

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(Item 2) Action on a Request to Approve the Instrumentality Charter School Contract with Green Tree Preparatory Academy, to Begin with the 2019-2020 School Year and to End with the Last Regularly Scheduled Day of the 2023-2024 School Year, and on a Motion, Pursuant to Board Rule 1.09(2), to Receive Public Testimony on this Item

Background

On December 21, 2018, a charter school petition was submitted for the Green Tree Preparatory Academy (GPA), an instrumentality charter school that will serve approximately 870 students in grades 6 through 12. The school is proposing to begin in the 2019-2020 school year.

GPA's mission is to build a body of student leaders who will lead or own tomorrow's businesses. GPA's vision is to provide a safe, nurturing, and professional community of learning where students are educated, empowered, and enabled to develop the essential skills necessary to lead and to exceed. As part of its petition, GPA requested to be identified as a MPS citywide specialty school.

On January 10, 2019, at the meeting of its Committee on Student Achievement and School Innovation (SASI), the Board gave public hearing regarding GPA's instrumentality charter school petition. On January 24, 2019, the Board approved GPA's petition to create an instrumentality charter school for five years and directed the Administration, in consultation with the Office of the City Attorney and the Office of Board Governance, to negotiate an instrumentality charter school contract with GPA and to bring that contract to the Board for consideration.

In March 2019, representatives from GPA and the Administration, in consultation with the Office of the City Attorney and the Office of Board Governance, met to negotiate a contract for GPA using the board-approved model contract. All modifications addressed in this item have been mutually agreed upon by the parties.

Contingent upon the Milwaukee Board of School Directors' approval, GPA accepts the instrumentality charter contract as provided under separate cover, with the modifications as outlined in the attachments provided under separate cover.

President Mark Sain hereby gives notice that he intends to make a motion to receive public testimony on this item, pursuant to Board Rule 1.09(2), which states,

> The giving of public hearing at any other regular monthly Board meeting [i.e., other than in April and July] shall require a recorded affirmative vote of two-thirds of all members of the Board.

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

The funds for this charter school contract will be included as part of the FY20 budget process. As a citywide specialty school, Green Tree Preparatory Academy may receive an additional allocation as determined by the Board annually.

Implementation and Assessment Plan

Upon the Board's approval, the contract will be effective with the 2019-2020 school year. A copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

Administration's Recommendation

The Administration recommends that the Board approve the instrumentality charter school contract with Green Tree Preparatory Academy, as provided under separate cover, to begin with the 2019-2020 school year and to end with the last regularly scheduled day of the 2023-2024 school year.

Director Sain moved to receive public testimony on the item, pursuant to Board Rule 1.09(2). The motion passed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, and President Sain — 7.
Noes —None — 0.

Following the opportunity for public testimony, Director Miller moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, and President Sain — 7.
Noes — None — 0.

* * * * *

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

Consideration of the Reports and Communications from the Board Clerk/Director, Office of Board Governance, was deferred to the end of the meeting.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Current Project Updates

Resolution 1819R-011

The Office of Accountability and Efficiency (OAE), along with the Administratin, presented the work to explore the feasibility of instituting a local purchasing program modeled after the City of Milwaukee's program to the Committee on Accountability, Finance, and Personnel on March 19, 2019. The feedback from the Committee will inform next steps, with a final report to be made no later than May 2019.

Resolution 1819R-010

The OAE presented, with the Administration, the work of the audit of the district's excessing policies, practices, and history through an equity lens to the Committee on Accountability, Finance, and Personnel on March 19, 2019. The feedback from the Committee will inform next steps, with a final report to be made no later than May 2019.

Resolution 1819R-008

The OAE presented, with the Administration, the work of researching performance-based contracting methods and their feasibility for implementation to the Committee on Accountability, Finance, and Personnel on March 19, 2019. The feedback from the Committee will inform next steps, with a final report to be made no later than May 2019.

The OAE will continue to collaborate with the Administration on all of the resolutions listed above.

Contract Compliance Services (CCS)

The CCS team presented its Report on Vendors' Compliance with Contract Requirements for Historically Underutilized Business (HUB), Communities in Need (COIN), and Student Engagement Program to the Committee on Accountability, Finance, and Personnel on March 19, 2019. This report provided performance summaries related to HUB, COIN, and student-engagement initiatives.

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

The Board Clerk presented 17 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Miller moved to accept the reports of the Independent Hearing Officers of February 27, 28, March 1, 4, 7, 14, 18, 20, 21, and 22, 2019.

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

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, and President Sain — 7.
Noes — None.

* * * * *

REPORTS OF STANDING COMMITTEES

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

Item 1, Action on a Request to Approve the Agreement with Milwaukee Area Technical College for At-Risk Students, as Defined in Wisconsin Statutes, Section 118.15, for the 2019-2020 School Year, was set aside at the request of Director Voss.

Item 3, Action on a Request to Adopt the MPS Montessori Strategic Plan, was set aside at the request of Director Phillips.

On the motion of Director Falk, the balance of the Committee Reports was approved, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, and President Sain — 7.
Noes — None.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(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

Background

In accordance with action taken by the Board on August 1, 1972, (Proc. pp.82-83) concerning the approval of personnel transactions relating to classified employees, the Superintendent presents the following report to the Board recommending the appointments and promotions, to be effective as of the dates indicated.

Classified Personnel Transactions

Code	Name	Position	Salary	Date
		New Hires		
2	Janine Dyer	Accounting Assistant II	$47,414.64	02/25/2019
4	Naisha Alicea	Children's Health Assistant	$17,602.22	02/05/2019
2	Shalonda Cotton	Children's Health Assistant	$17,602.22	02/04/2019
4	Flor Mauricio	Children's Health Assistant	$17,602.22	02/20/2019
2	Tamisha Portis	Children's Health Assistant	$17,602.22	02/04/2019
2	Kayla Quinn	Children's Health Assistant	$17,602.22	01/23/2019
2	LaTisha Williams	Children's Health Assistant	$17,602.22	01/23/2019
2	Diana Adum	Food Service Assistant	$12.94/hr.	02/07/2019
2	Ronnie Crutchfield II	Food Service Assistant	$12.94/hr.	02/07/2019
2	Melissa Darby	Food Service Assistant	$12.94/hr.	02/11/2019
2	Cherish Davis	Food Service Assistant	$12.94/hr.	02/21/2019
2	Levita Davis	Food Service Assistant	$12.94/hr.	02/18/2019
2	Contessa Domineck	Food Service Assistant	$12.94/hr.	02/11/2019
2	Patricia Evans	Food Service Assistant	$12.94/hr.	02/25/2019
5	Leosvani Fadraga	Food Service Assistant	$12.94/hr.	02/12/2019
4	Martha Garcia	Food Service Assistant	$12.94/hr.	02/11/2019
4	Norma Gonzalez	Food Service Assistant	$12.94/hr.	02/11/2019
2	Kimberly Howard	Food Service Assistant	$12.94/hr.	02/07/2019
2	Jamelia Lane	Food Service Assistant	$12.94/hr.	02/25/2019
2	Chanta Lee	Food Service Assistant	$12.94/hr.	02/11/2019
2	Shaneka Lindsey	Food Service Assistant	$12.94/hr.	02/26/2019
4	Erika Navarro Gonzalez	Food Service Assistant	$12.94/hr.	02/11/2019
4	Cristina Ornelas	Food Service Assistant	$12.94/hr.	02/21/2019
2	Noel Patterson	Food Service Assistant	$12.94/hr.	01/22/2019
2	Imani Perry	Food Service Assistant	$12.94/hr.	02/20/2019
2	Hozea Pointer	Food Service Assistant	$12.94/hr.	02/06/2019
2	Jacqualine Sharkey	Food Service Assistant	$12.94/hr.	02/06/2019
2	Khadeja Teague	Food Service Assistant	$12.94/hr.	02/25/2019
2	Modesta Ugochukwu	Food Service Assistant	$12.94/hr.	02/28/2019
2	Regina Geter	Para Ed Assistant — Parent Involvement	$18,315.98	02/11/2019
4	Destiny Sorenson	Para Ed Assistant — Parent Involvement	$18,315.98	02/21/2019
2	Nikkia Bryant	Para Ed Assistant	$18,315.98	02/11/2019
2	Danielle Colbert	Para Ed Assistant	$18,315.98	02/25/2019
2	Darrian Davis	Para Ed Assistant	$18,315.98	02/14/2019
2	Sakyra Davis	Para Ed Assistant	$18,315.98	02/19/2019
2	Deja Garner	Para Ed Assistant	$18,315.98	01/22/2019
2	DeAndre Gentry	Para Ed Assistant	$18,315.98	02/11/2019
2	Ashley Glen	Para Ed Assistant	$18,315.98	02/05/2019
2	Dwight Goodwin	Para Ed Assistant	$18,315.98	01/28/2019
2	Edna Hardman	Para Ed Assistant	$18,315.98	01/28/2019
2	Edna Harman	Para Ed Assistant	$18,315.98	02/12/2019
2	A tonia Harris	Para Ed Assistant	$18,315.98	02/25/2019
2	Angela Harris	Para Ed Assistant	$18,315.98	02/19/2019
5	Stephanie Hauski	Para Ed Assistant	$18,315.98	02/19/2019
4	Framaris Hernandez	Para Ed Assistant	$18,315.98	02/11/2019
2	Peggy Jackson	Para Ed Assistant	$18,315.98	02/11/2019
2	Erika Jones	Para Ed Assistant	$18,315.98	02/11/2019

Code	Name	Position	Salary	Date
5	Quinn McLeese	Para Ed Assistant	$18,315.98	02/07/2019
4	Marlene Montes de oca	Para Ed Assistant	$18,315.98	02/20/2019
5	Rachel Niemann	Para Ed Assistant	$18,315.98	02/12/2019
5	Sabrina Price	Para Ed Assistant	$18,315.98	02/20/2019
4	Kristin Valentin	Para Ed Assistant	$18,315.98	01/22/2019
2	Ronetta Watson	Para Ed Assistant	$18,315.98	02/12/2019
5	Saieed Aqel	School Safety Assistant	$22,819.92	01/24/2019
2	Gundy Berry	School Safety Assistant	$22,819.92	01/24/2019
2	Tequila Evins	School Safety Assistant	$22,819.92	01/24/2019
2	LaZhareya Giles	School Safety Assistant	$22,819.92	01/24/2019
2	James Hall	School Safety Assistant	$22,819.92	01/24/2019
2	Sheron Nunley	School Safety Assistant	$22,819.92	01/24/2019
2	Mildred Roby	School Safety Assistant	$22,819.92	01/24/2019
2	Kimberly Walker	School Safety Assistant	$22,819.92	01/24/2019
2	DeAndre Williams	School Safety Assistant	$22,819.92	01/24/2019
2	Louevinar Wells	School Secretary I — 12-month	$29,152.80	02/04/2019
		Promotions		
2	Lisa Batemon	Building Service Helper II	$33,826.41	01/28/2019
2	Tajia Batemon	Building Service Helper II	$33,826.41	02/18/2019
2	Huston Bond	Building Service Helper II	$33,826.41	01/28/2019
2	Koa Branch	Building Service Helper II	$33,826.41	01/28/2019
2	Felicia Howard	Building Service Helper II	$33,826.41	01/28/2019
5	Jon Pahl	Boiler Attendant Trainee	$39,206.99	02/25/2019
2	Miranda Wilder	Duplicating Equipment Operator I	$30,117.80	01/28/2019
5	Jeffry Polak	Machine Maintenance Chargeman	$39.93/hr.	01/22/2019
5	Boutheina Belhiba Daadoucha	Para Ed Assistant	$21,979.18	02/07/2019
5	Soreena Khader	Para Ed Assistant	$18,315.98	01/22/2019
2	Rita McCain-Walker	Para Ed Assistant	$18,315.98	02/25/2019
4	Javier Garcia	School Safety Assistant	$22,819.92	01/24/2019
4	Luz Baéz	School Secretary I — 11-month	$29,953.27	01/22/2019
2	Isaac McGinty	School Engineer I	$42,589.38	02/18/2019
2	Herman Redd	School Engineer I	$42,589.38	02/18/2019
2	Lamont Cobbs	School Engineer II	$54,766.05	02/18/2019
2	Lamar Sims	School Engineer II	$46,432.29	01/28/2019
2	Lyntoi Hendricks	School Engineer III	$50,373.21	02/18/2019
2	Kevin Jones	School Engineer III — Over 250,000 FT	$56,723.64	02/18/2019
2	Barbara McKnight	School Kitchen Manager I	$22,883.33	02/11/2019
2	Monique New	School Kitchen Manager I	$23,026.35	02/11/2019
2	Velecia Scott	School Kitchen Manager I	$21,469.01	02/11/2019
5	Diane Titschler	School Kitchen Manager I	$23,010.46	02/11/2019
2	Loreal Frier	School Kitchen Manager II	$22,840.78	02/11/2019
2	Katrina Gooden	School Kitchen Manager II	$23,951.12	02/11/2019
2	Deshaun Howard	School Kitchen Manager II	$23,951.12	02/11/2019
2	Gina Perry	School Kitchen Manager II	$23,900.48	02/11/2019
2	Angel Saffold	School Kitchen Manager II	$23,529.14	02/11/2019
5	Stacy Vanhoff	School Kitchen Manager II	$23,546.02	02/11/2019
2	Betty Veal	School Kitchen Manager II	$22,840.78	02/11/2019
2	Alberto Aranda	Sheet Metal Chargeman	$46.79/hr.	01/28/2019
		Rehires		
2	Joshonia Harris	Children's Health Assistant	$17,602.22	02/06/2019
2	Antoinette Jones	Children's Health Assistant	$17,602.22	02/11/2019
2	Austinua Barnes	Food Service Assistant	$12.94/hr.	02/07/2019
2	Fantashia Hutchins	Food Service Assistant	$12.94/hr.	02/14/2019
2	Sharon Stewart	Food Service Assistant	$12.94/hr.	02/22/2019
2	Peggy Edelen	Para Ed Assistant	$20,970.18	02/25/2019
2	Dominique Lumpkins	Para Ed Assistant	$25,459.20	02/25/2019
2	Camara Tyler	School Secretary I — 10-month	$23,795.52	02/04/2019

Codes

1 Native American
2 African American

3 Asian/Oriental/Pacific Islander
4 Hispanic
5 White
6 Other
7 Two or More Ethnic Codes

Certificated Appointments: Teachers

Codes	Name	Position	Division	Salary	Date
5,nr	Beaupre, Isabella	Kindergarten (four-year-old)	B	$42,360.01	2/18/2019
5,r	Boese, Ashley	AMP Art	B	$42,500.00	2/25/2019
4,r	Guadalupe, Deanna	Bilingual Education	B	$42,360.01	2/4/2019
5,nr	Hines, Autumn	AMP Art	B	$44,313.51	1/28/2019
5,nr	Mattie Moreno, Andres	AMP HPE	B	$42,500.00	2/4/2019
5,r	Olivo, Salina	Speech Pathology	B	$45,874.09	2/5/2019
4,nr	Villegas Rico, Elsa	Fed Head Start — General	B	$42,500.00	2/11/2019
5,r	Whitty, Ashlee	Gen Elem & K8 — All Grades	B	$52,281.57	2/4/2019

Certificated Appointments: Permit Teachers

Codes	Name	Position	Division	Salary	Date
5,nr	Croke, Chloe	Gen Elem & K8 — All Grades	B	$42,360.01	2/4/2019
2,r	Jiles, Heidi	Gen Elem & K8 — All Grades	B	$42,360.01	2/25/2019
2,r	Mcclern, Thomas	Special Ed Multicategorical	B	$42,360.01	2/19/2019

Certificated Appointments: School Counselor

Codes	Name	Position	Division	Salary	Date
3,nr	Thor, Nancy	Guidance	C	$45,500.00	1/28/2019

Certificated Appointments: School Social Worker — Early-start Calendar

Codes	Name	Position	Division	Salary	Date
5,r	Nolan, Ryan	School Social Work	2A	$56,348.71	2/20/2019

Cetificated Appointments: Teachers — Early-start Calendar

Codes	Name	Position	Division	Salary	Date
2,r	Bradley, Richard	SAGE Intervention	B	$42,360.01	1/28/2019
3,nr	Frye, Ryan	AMP HPE	B	$42,500.00	2/4/2019
2,r	Lewis Parks, Candace	Mathematics	B	$42,360.01	2/5/2019
5,nr	Sherry, Taylor	AMP HPE	B	$42,500.00	2/4/2019

Certificated Appointments: Permit Teachers — Early-start Calendar

Codes	Name	Position	Division	Salary	Date
2,r	Davis, Christopher	Foreign Language	B	$42,360.01	2/11/2019
2,r	Phillips, Brandy	Multicategorical Comp Sen	B	$42,360.01	1/15/2019

Codes and Counts

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-residents
(r) Residents
1 Native American 0
2 African American..... 6
3 Asian/Oriental/Pacific Islander 2

4	Hispanic	2
5	White	9
6	Other	0
7	Two or More Ethnic Codes	0
	Males	6
	Females	13

Action on Leaves of Absence

	Present Assignment	Effective From
Personal Leave, February 2019		
Rebecca Armijo	Siefert	02/06/2019
Suzette Allen	Out of Assignment	02/20/2019
Personal Leave, March 2019		
Aaron Wanserski	Rogers Street	03/18/2019
Alethea Stanford	Banner Prep	03/01/2019
Personal Leave, May 2019		
Natascha Nill	Out of Assignment	05/28/2019
Illness Leave, March 2019		
Scott Fields	Manitoba	03/01/2019
Illness Leave, February 2019		
Elise Paris	Thurston Woods	02/05/2019
Rebecca Armijo	Siefert	02/06/2019
Illness Leave, January 2019		
Shannen Webb	Out of Assignment	01/03/2019
Denise Bradshaw	Starms	01/07/2019
Military Leave, February 2019		
Corey Luckett	Milw. Academy of Chinese	02/06/2019

Report on Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Years Service	Code	Name	Position	Location	Date
Retire	28.0	5	William Adam	Teacher	Parkside	06/14/2019
Retire	30.9	5	Luanne Andrews	Teacher	Cass	06/14/2019
Retire	33.0	5	Susan Ayvazzadeh	Teacher	Honey Creek	06/14/2019
Retire	11.0	5	Georgia Becker	Principal	Humboldt Park	06/26/2019
Retire	38.1	4	Francisco Benitez	Teacher	Vieau	06/14/2019
Retire	23.0	5	Jill Boeck	Counselor	Rufus King HS	06/19/2019
Retire	30.0	3	Sombath Bounket	Teacher	South Division	05/24/2019
Retire	33.2	5	Julie Buckholt	Teacher	Fernwood	06/14/2019
Retire	28.6	5	Paul Buckholt	Teacher	Fernwood	06/14/2019
Retire	33.0	5	Lawrence Burns	Teacher	Riverside	05/31/2019
Retire	31.0	2	Wonza Canada	Teacher	Hawthorne	05/24/2019
Retire	35.0	2	Clive Coke	AP	MacDowell	05/27/2019
Retire	32.0	5	Joseph Conti	Teacher	Burdick	06/14/2019
Retire	27.9	5	Charles Davison	Teacher	Grant	06/14/2019
Retire	26.8	5	Laurie Defatte	SSW	Central Svcs	05/27/2019
Retire	20.7	5	Maria DelValle	Teacher	Vieau	06/14/2019
Retire	34.3	5	Anne Desotelle	Teacher	95th Street	06/14/2019
Retire	22.8	2	Sheila DeWalt	Teacher	Gaenslen	06/14/2019
Personal	3.0	5	Laura Doll	Teacher	Cass	06/14/2019
Retire	32.5	5	Beth Dominguez	Teacher	Longfellow	06/14/2019
Other Work	13.0	5	Scot Dragan	Teacher	Audubon	05/24/2019
Retire	33.4	5	Donna Dudenhoefer	Teacher	Manitoba	06/14/2019
Retire	32.0	5	Betsy Duxbury	Lib Med Spec.	Riverside	05/27/2019
Personal	5.0	5	Barbara English	Teacher	MACL	06/14/2019
Retire	11.0	3	Elaine Fernando	Teacher	Emerson	06/14/2019
Retire	27.0	5	Scott Fields	Teacher	Manitoba	06/14/2019
Retire	21.7	5	Julene Flanagan	Teacher	Story	06/14/2019

Reason	Years Service	Code	Name	Position	Location	Date
Retire	18.0	2	Donnie Galloway	Teacher	Bay View	05/24/2019
Retire	6.8	5	Wendy Garman	Teacher	81st Street	06/14/2019
Retire	33.0	5	Jeffrey Geil	Teacher	Bay View	05/31/2019
Retire	28.8	1	Lisa Gonzalez	Teacher	LaFollette	06/14/2019
Personal	1.6	4	Miguel Gonzalez Diaz	Teacher	Doerfler	06/17/2019
Retire	33.8	5	James Gosz	Teacher	Rufus King HS	05/28/2019
Retire	33.8	5	Ellen Grasley	Teacher	Humboldt Park	06/14/2019
Retire	27.0	5	Anne Gregor	Teacher	Bethune	06/14/2019
Retire	33.6	5	Teresa Grinker	Sp Ed Sup	Central Svcs	05/27/2019
Retire	28.7	5	Jane Guensburg	Teacher	South Division	05/24/2019
Retire	24.0	5	Thomas Gundrum	Teacher	MSL	05/24/2019
Retire	27.4	2	Buelah Haddon	Teacher	Roosevelt	05/24/2019
Retire	27.9	2	Kevin Haddon	Teacher	Morse	06/22/2019
Retire	35.6	5	Susan Hembrook	Teacher	95th Street	06/14/2019
Retire	32.5	4	Yolanda Hernandez Garcia	Principal	Hayes	06/26/2019
Personal	28.4	5	Deborah Hill	Teacher	AAL	02/01/2019
Retire	33.7	5	Kathie Hugin	Teacher	MSL	05/24/2019
Retire	29.1	2	Dana Hutchins Watson	Teacher	MSL	05/24/2019
Retire	18.0	5	Lynn Isaacson	Teacher	River Trail	05/24/2019
Retire	21.0	5	Mary Jackson	Teacher	Morgandale	06/14/2019
Retire	28.6	2	Martha Johnson	Teacher	AAL	06/14/2019
Personal	0.1	5	Grace King	Teacher	Hartford	01/10/2019
Retire	30.9	2	Doris Kirkwood	AP	Mac Dowell	05/27/2019
Retire	22.0	5	Debbie Konings	Teacher	Fairview	06/14/2019
Retire	20.4	5	Krystyna Kornilowicz	Teacher	Marshall	05/24/2019
Retire	34.7	5	Susan Lemley	Teacher	Humboldt Park	06/14/2019
Personal	1.4	6	Abigail Levine	Teacher	Brown Street	01/25/2019
Retire	30.2	5	Susan Loesl	Teacher	Central Svcs	06/14/2019
Retire	21.6	5	Jeffrey Mallegni	Teacher	Vincent	05/24/2019
Retire	34.8	5	James Marlega	Counselor	MacDowell	05/27/2019
Retire	29.0	5	Lawrence Martin	Teacher	Pulaski	05/29/2019
Retire	33.8	5	Thomas Matthews	Principal	Trowbridge	06/26/2019
Personal	4.0	5	Lynell Miller	Teacher	Sherman	06/14/2019
Retire	33.6	2	Yvette Moore	AP	JMAC	05/31/2019
Retire	32.5	5	Jeanne Murray	Teacher	Lowell	06/14/2019
Retire	20.0	2	Alisa Nelson	Teacher	Thoreau	06/14/2019
Retire	32.0	5	Betty Nilssen	Teacher	Hi Mount	06/14/2019
Retire	29.0	5	Dawn Nyholm	Teacher	Neeskara	06/14/2019
Retire	33.3	2	Charlotte Patterson	Teacher	Sherman	06/14/2019
Retire	25.0	5	Julianna Perry	Teacher	Spanish Imm	06/14/2019
Retire	22.0	5	Maria Porn	Teacher	MACL	06/14/2019
Personal	0.1	4	Allyson Porrillo	Teacher	Story	01/25/2019
Retire	34.0	5	Kathleen Porter	Teacher	Parkside	06/14/2019
Retire	22.6	2	Harriett Portis Jackson	Teacher	LaFollette	06/14/2019
Retire	33.0	5	James Raasch	Teacher	Neeskara	06/14/2019
Retire	30.9	5	Charla Reetz	Teacher	Holmes	06/14/2019
Retire	33.7	5	Jennifer Reinert	Teacher	Grantosa	06/14/2019
Retire	29.0	5	Lisa Robbins	Teacher	Thurston Woods	06/14/2019
Personal	10.0	5	Annette Robinson	Teacher	Victory	06/14/2019
Retire	33.5	2	Judieth Rockett	Teacher	Hawthorne	05/24/2019
Retire	30.5	4	Maria Rodriguez	Teacher	Grant	06/14/2019
Retire	30.8	4	Rebecca Rolbiecki	Teacher	Greenfield	06/14/2019
Other Work	2.5	5	Courtney Roskos	Teacher	Cass	01/18/2019
Retire	33.0	5	Nancy Rutowski	Teacher	Cooper	06/14/2019
Retire	29.2	5	Jean Rutter Smith	OT	Central Svcs	06/14/2019
Retire	32.5	5	Mary Saindon	Teacher	Riley	06/14/2019
Retire	28.0	5	Michael Saindon	Teacher	Victory	06/14/2019
Retire	26.9	3	Karen Saito	SSW	Central Svcs	05/24/2019
Retire	31.6	5	Janet Sandner	Teacher	Forest Home	06/19/2019
Retire	21.0	5	Denise Sather	Psych	MacDowell	05/27/2019

Reason	Years Service	Code	Name	Position	Location	Date
Personal	7.4	5	Caitlin Schatz	Teacher	Cass	06/17/2019
Retire	21.0	5	Cynthia Shields	Teacher	Hartford	06/14/2019
Retire	22.0	2	Jacqueline Sorrell Richardson	Principal	Hi Mount	06/26/2019
Retire	37.5	5	Jane Spiegel Hoffer	Teacher	Hampton	06/14/2019
Retire	27.0	5	Richard Stauber	Teacher	Westside Acad	06/14/2019
Retire	21.0	5	Peggy Strahan	Teacher	German Imm	06/14/2019
Retire	33.8	5	Lisa Sujecki	Teacher	Neeskara	06/14/2019
Retire	29.5	5	Kristi Tarantino	Teacher	Fairview	06/14/2019
Retire	22.6	5	Jeffry Wagner	Teacher	Clement Ave	06/14/2019
Retire	16.4	5	David Waldheim	Teacher	Pulaski	05/24/2019
Retire	10.4	5	Diane Walker	Teacher	Elm	06/13/2019
Retire	26.8	5	Hope Walker	Teacher	Fairview	06/14/2019
Personal	31.4	5	Rhonda Watts	Teacher	Engleburg	06/14/2019
Other Work	0.4	5	Rachel Whaley	SSW	Maple Tree	01/07/2019
Retire	33.8	5	Rachel Wiegand	Teacher	Westside Acad	06/14/2019
Retire	20.0	5	Diana Wiemer	Teacher	Victory	06/14/2019
Retire	26.0	5	Lanie Wilcox	Teacher	Kluge	06/14/2019
Retire	27.7	5	Larry Woods	Teacher	Central Svcs	05/24/2019

Classified Retirements

Years Service	Code	Name	Position	Location	Date
38.6	5	Tom Beay	Engineer	Cooper	02/23/2019
24.9	2	Annette Fayne	Admin Asst	Governance	01/26/2019
23.7	2	Barbara Fields	Secretary	Recreation	01/26/2019
12.2	5	John Imp	Accountant	Finance	02/09/2019
18.1	5	Lorelei Skeff	Secretary	Facilities & Maint	02/23/2019
30.5	2	Gwendolyn Washington	Paraprofessional	Central Svcs	02/19/2019

Affirmative Action Monthly Report

The Affirmative Action monthly personnel transaction report for February 2019 is attached to the minuters of your Committee's meeting. This is an informational report, 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, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

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

Codes	Name	Position	Location	Salary Sched	Range	Amount
(5)(r)	Martha Kreitzman	Chief Financial Officer	Ofc of the Chief of Finance	03	18A	$148,865
(5)(r)	Sean Kane	Manager III, Design & Construction	Ofc of the Chief of School Admin	03	13A	$110,951
(4)(r)	Juan Badillo	Principal I K-8, Morgandale	Ofc of the Chief of School Admin	03	13T	$93,107

Codes	Name	Position	Location	Salary Sched	Range	Amount
(2)(r)	Qiana Durojaiye	Asst. Principal, Doerfler	Ofc of the Chief of School Admin	03	10C	$89,038
(4)(r)	Eduardo Garcia	Asst. Principal, Hayes	Ofc of the Chief of School Admin	03	10C	$87,941
(1)(nr)	Karl Lusis	Facilities Planning Analyst II	Ofc of the Chief of School Admin	03	06A	$86,324
(5)(r)	Victoria Seewald	Asst. Principal, Milwaukee Spanish Immersion	Ofc of the Chief of School Admin	03	10C	$76,384
(5)(nr)	Michele Scott	Accountant IV	Ofc of the Chief of Finance	03	06A	$72,062
(5)(r)	Casey McEvilly	Asst. Principal, Cass Street	Ofc of the Chief of School Admin	03	10C	$71,966
(2)(r)	Nicole Johnson	Recreation District Coordinator II	Ofc of the Chief of Finance	03	07A	$68,357
(5)(nr)	Samantha Koehn	Asst. Principal III, Bradley Tech	Ofc of the Chief of School Admin	03	12C	$68,077
(5)(r)	Linda Dahl	Procurement Associate III	Ofc of the Chief of School Admin	03	05A	$52,929
(5)(nr)	Ryan Soukup	Associate II, Board Staff	Ofc of Board Governance	03	04A	$49,187
(4)(r)	Claudia Garcia	Fiscal Associate I	Ofc of the Chief of Finance	03	03A	$45,864
(5)(r)	Emily Brown	Planning Asst. III	Ofc of the Chief of Academics	03	02A	$43,900

Recommended Reclassifications

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

Codes	Name	Position	Location	Salary Sched	Range	Amount
(5)(nr)	Quinn Kopplin	Supervisor I, Building Operations	Ofc of the Chief of School Admin	03	09A	$82,541
(2)(r)	Kenneth McIntyre	Supervisor I, Building Operations	Ofc of the Chief of School Admin	03	09A	$73,512

Recommended LTE Contracts
(To be effective upon the Board'sapproval)

Your Committee 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	Position	Location	Hourly Wage	Dates
(5)(nr)	Jessica Buss	School Psychologist	Office of the Chief of Academics	$50.00	01/07/19-06/14/19
(5)(r)	Randie Clark	School Psychologist	Office of the Chief of Academics	$50.00	01/07/19-06/14/19
(2)(r)	Willie Jude	High School Collaborative	Office of the Chief of School Administration	$50.00	01/01/19-06/30/19
(5)(r)	Jennifer Maederer	School Psychologist	Office of the Chief of Academics	$50.00	01/07/19-06/14/19
(5)(r)	Brenda Scharping	School Psychologist	Office of the Chief of Academics	$50.00	01/07/19-06/14/19
(5)(r)	Randall Welniak	School Psychologist	Office of the Chief of Academics	$50.00	01/07/19-06/14/19
(5)(r)	Paul Stawicki	School Bookkeeper Supervisor II	Office of the Chief of Finance	$46.04	02/15/19-04/14/19
(5)(r)	Jennifer Guenthner	Special Education Supervisor	Office of the Chief of Academics	$40.00	01/07/19-05/24/19
(5)(r)	Barbara Hart	Building Coordinator	Office of the Chief of Academics	$40.00	01/07/19-06/14/19

Codes	Name	Position	Location	Hourly Wage	Dates
(5)(r)	Colleen Haubner	Building Coordinator	Office of the Chief of Academics	$40.00	01/07/19-06/14/19
(6)(r)	Kathleen Krug	Project AWARE	Office of the Chief of Communications & School Performance	$40.00	03/01/19-09/01/19
(5)(r)	Ellen Miller	School Nurse	Office of the Chief of Academics	$40.00	01/07/19-06/14/19
(5)(r)	Susan Ratka	Administrator Coach & Mentor	Office of the Chief of School Administration	$40.00	01/02/19-06/30/19
(5)(r)	Patricia Schmeling	School Nurse	Office of the Chief of Academics	$40.00	01/07/19-06/14/19
(5)(r)	Carol Stein	Advanced Academics Expansion Consultant & Support	Office of the Chief of Academics	$40.00	01/01/19-07/01/19
(5)(r)	Brian Wiegand	Apple Support	Office of the Chief of Human Resources	$40.00	12/17/18-06/30/19
(5)(r)	Nina Zealy	InSPIRE Grant RENEW Facilitator	Office of the Chief of Academics	$40.00	01/07/19-06/14/19
(5)(r)	Janice Kosanke	Serv-Safe Proctor	Office of the Chief of Finance	$39.50	02/15/19-08/15/19
(5)(nr)	Mae Beard	Induction Specialist	Office of the Chief of Human Resources	$30.00	02/01/19-06/30/19
(5)(r)	Geoff Carter	Induction Specialist	Office of the Chief of Human Resources	$30.00	02/01/19-06/30/19
(5)(r)	David Caruso	Induction Specialist	Office of the Chief of Human Resources	$30.00	02/01/19-06/30/19
(2)(r)	Khalil Coleman	Project AWARE	Office of the Chief of Communications & School Performance	$30.00	02/01/19-05/23/19
(5)(r)	Amy Craig-Salmon	Fine Arts Assistant	Office of the Chief of Academics	$30.00	01/01/19-06/30/19
(5)(r)	Shelley Craine	Project AWARE	Office of the Chief of Communications & School Performance	$30.00	03/01/19-06/01/19
(5)(r)	Joan Crisostomo	Project AWARE	Office of the Chief of Communications & School Performance	$30.00	03/01/19-06/30/19
(5)(nr)	Amanda Draheim	Piano Accompanist	Office of the Chief of School Administration	$30.00	01/01/19-05/24/19
(5)(nr)	Sheryl Dufek	Induction Specialist	Office of the Chief of Human Resources	$30.00	02/01/19-06/30/19
(2)(r)	Janie Hatton	Induction Specialist	Office of the Chief of Human Resources	$30.00	02/01/19-06/30/19
(2)(r)	Mary Henry	Induction Specialist – Grow Your Own Pipeline	Office of the Chief of Human Resources	$30.00	02/25/19-07/01/19
(2)(r)	Justine Hutchins	Induction Specialist	Office of the Chief of Human Resources	$30.00	02/01/19-06/30/19
(5)(nr)	Debra Jacobsen	Smart Spaces Online Instructor	Office of the Chief of Academics	$30.00	02/01/19-07/31/19
(5)(r)	Debbie Karow	Induction Specialist	Office of the Chief of Human Resources	$30.00	02/01/19-06/30/19
(4)(r)	Jason Orozco	Induction Specialist	Office of the Chief of Human Resources	$30.00	02/01/19-06/30/19
(2)(r)	Linda Smith	Induction Specialist	Office of the Chief of Human Resources	$30.00	02/01/19-06/30/19
(5)(nr)	Barbara Sonnenberg	Induction Specialist	Office of the Chief of Human Resources	$30.00	02/01/19-06/30/19
(5)(r)	Carl Storniolo	Percussion Teacher	Office of the Chief of School Administration	$30.00	01/03/19-05/24/19

Codes	Name	Position	Location	Hourly Wage	Dates
(5)(r)	Robin Waeltz	Induction Specialist	Office of the Chief of Human Resources	$30.00	02/01/19-06/30/19
(5)(nr)	Mary Waldheim	Project AWARE	Office of the Chief of Communications & School Performance	$30.00	03/01/19-06/30/19
(2)(r)	Kelsey Wilkerson	Youth Apprenticeship Program Assistant	Office of the Chief of Academics	$30.00	01/01/19-06/30/19
(2)(r)	Ouida Williams	Induction Specialist	Office of the Chief of Human Resources	$30.00	02/01/19-06/30/19
(5)(r)	Heidi Wylie	Vocal Music Support	Office of the Chief of School Administration	$30.00	01/01/19-05/24/19
(5)(r)	John Zablocki	Induction Specialist	Office of the Chief of Human Resources	$30.00	02/01/19-06/30/19
(5)(r)	Nancy Blumenberg	Accountant Assistant III	Office of the Chief of Finance	$28.44	02/06/19-05/06/19
(5)(r)	Jane Borden	Reading Intervention Teacher	Office of the Chief of School Administration	$28.25	02/28/19-06/12/19
(5)(nr)	Jessica Das	Dietitian Associate	Office of the Chief of Finance	$26.72	02/15/19-08/15/19
(5)(r)	Grace Moone	Student Advisor	Office of the Chief of Academics	$25.00	02/01/19-8/01/19
(2)(r)	Tre'Quan Martin	Student Advisor	Office of the Chief of Academics	$22.00	02/01/19-08/01/19
(5)(nr)	Megan Burk	Community Partnership Grant Associate	Office of the Chief of Communications & School Performance	$21.00	01/01/19-06/30/19
(4)(r)	Rachel Ramirez	Media Coordinator	Office of the Chief of School Administration	$21.00	01/07/19-06/01/19
(2)(r)	Jonitha Brown	Jobs for America's Graduates Program Specialist	Office of the Chief of Academics	$20.00	10/01/18-03/31/19
(2)(r)	Dontrae Coffee	Student Advisor	Office of the Chief of Academics	$20.00	02/01/19-08/01/19
(2)(r)	Earl Ingram	Black Male Intervention Program Assistant	Office of the Chief of School Administration	$20.00	01/08/19-05/15/19
(4)(r)	Ana Lopez-Weins	Secretary II	Office of the Chief of School Administration	$20.00	02/25/19-06/30/19
(4)(r)	Aliza Mendoza	Data Entry Assistant	Office of the Chief of Academics	$16.00	02/01/19-08/01/19
(2)(r)	Joe Albright	Safety Assistant	Office of the Chief of School Administration	$15.00	02/15/19-05/24/19
(2)(r)	Gwenette Bates	Safety Assistant	Office of the Chief of School Administration	$15.00	02/15/19-05/24/19
(2)(r)	LaTunya Bell	Safety Assistant	Office of the Chief of School Administration	$15.00	02/15/19-05/24/19
(2)(r)	Bernadette Blalock	Safety Assistant	Office of the Chief of School Administration	$15.00	02/15/19-05/24/19
(2)(r)	Mattie Redmond	Safety Assistant	Office of the Chief of School Administration	$15.00	02/15/19-05/24/19
(2)(nr)	Kevin Walker	Safety Assistant	Office of the Chief of School Administration	$15.00	02/15/19-05/24/19

Codes

1 Native American
2 African American
3 Asian/Oriental/Pacific Islander
4 Hispanic
5 White
6 Other

r Resident
nr Non-resident

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

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(Item 3) Action on Receipt of the Fiscal Year-End 2018 Audit Reports

Background

Baker Tilly has completed the year-end reports, dated June 30, 2018, which are being presented for the Board's consideration. These reports are attached to the minutes of your committee's meeting.

Baker Tilly considers the District's internal control over financial reporting as a basis for designing ITS auditing procedures for the purpose of expressing an opinion on the district's financial statements. Internal control matters identified by Baker Tilly are reported to the District in the "Communication to those Charged with Governance and Management." While this Communication presents the auditor's observations on, and makes recommendations regarding, various district management and internal control issues, it does not express an opinion on the effectiveness of the District's internal control.

The Communication to those Charged with Governance and Management also includes a report on the status of prior-year issues.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.07, Fiscal Audits

Fiscal Impact Statement

No fiscal impact

Committee's Recommendation

Your Committee recommends that the Board accept the following documents, as attached to the minutes of your Committee's meeting:

1. CAFR 2018 Financial Statements
2. MPS Communication to those Charged with Governance and Management
3. Milwaukee Board of School Directors' Early Retirement Plan
4. Milwaukee Board of School Directors' Early Retirement Plan for Teachers
5. Report on Federal and State Awards

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

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(Item 4) Action on Monthly Finance Matters: Authorization to Make Purchases; 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 deliver clean Smart towels and bakers' pads and pick up dirty Smart towels and bakers' pads to and from designated schools on a weekly basis.

Not all school kitchens have access to onsite washers and dryers; therefore, MPS requires 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 April 1, 2019, through January 31, 2020, (the "First Extension").

The total cost of the contract in the First Extension will not exceed $80,000.

Budget Code: 000-0-0-000-BL-ECTS (Varies by Location).....$80,000

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

B 5767 Authorization to Enter into a Blanket Agreement with Nassco, Inc./San-A-Care, Inc., for Building-operations Supplies for the District

The Administration is requesting authorization to enter into a blanket agreement for building operations supplies with Nassco, Inc., and San-A-Care, Inc. ("Nassco/San-A-Care").

The vendors were chosen pursuant to RFB 5767, which closed on February 5, 2019. In accordance with the terms of the RFB, the vendors chose to submit a joint proposal. Due to the size of the district, each vendor will deliver supplies to its assigned schools and departments.

The blanket agreement will run from April 1, 2019, through March 31, 2022. The total cost of the blanket agreement with Nassco/San-A-Care will not exceed $6,000,000.

Budget Code: BLD-X-A-BDX-XX-ESUP (Building Supplies) (will vary by location placing order).....$6,000,000

Nassco, Inc./San-A-Care, Inc.

Prime Contractor Information
- Certified HUB Vendor? ..... No
- Total # of Employees 71
- Total # of Minorities 4
- Total # of Women 19

HUB Participation
- Required 5%
- Proposed 5%
- $ Value ..... TBD

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 600
- Student Career-awareness Commitment 20

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations Over $5,000			
Bryant School	Lowe's	$5,000.00	Toolbox for Education Grant
German Immersion School	Learning Links	$5,000.00	General School Supplies
Riverwest Elementary	David & Whitney Stearns	$7,500.00	General School Supplies
Sherman School	The Kennedy Center	$5,000.00	First Stage in the Literacy
Vieau School	James Pouros	$5,000.00	ESL Support
	Total Monetary Donations Over $5,000	$27,500.00	
Monetary Donations			
Alliance High School	Michael Kryshak & Loretta Kryshak	$500.00	General School Supplies
Alliance High School	Community Advocates, Inc.	$1,500.00	General School Supplies
Alliance High School	Joshua Robert Solin Rvoc Trustee	$100.00	General School Supplies
Bay View High School	Bay View Neighborhood Association	$419.39	Classroom Dome Project
Bradley Trade & Tech	WePay	$87.50	Boys Basketball
Bradley Trade & Tech	Bradley Tech Alumni Association*	$425.00	Football Program
Bradley Trade & Tech	Anthony Staten*	$1,000.00	Football Program
Bryant School	General Mills/Box Tops For Education	$288.50	General School Supplies
Burbank School	Michelle & Lawrence Jetzer*	$50.00	PBIS Incentive
Congress School	General Mills/Box Tops For Education	$104.50	General School Supplies
Craig Montessori School	The Benevity Community Impact Fund	$485.50	General School Supplies
Craig Montessori School	AAA Vendors & Candy Co	$83.00	School Snacks
Elm Creative Arts School	General Mills/Box Tops For Education	$47.70	General School Supplies
Fernwood School	United Way of Greater Milwaukee & Waukesha County	$357.32	General School Supplies
Forest Home Avenue School	The Meemic Foundation	$500.00	STEM Project
Franklin School	General Mills/Box Tops For Education	$36.40	General School Supplies
French Immersion School	Cultural Services French Embassy	$500.00	Travel Scholarship
Gaenslen School	The Meemic Foundation	$500.00	General School Supplies
Garland School	PTA	$49.18	Art Supplies
German Immersion School	Lowe's	$4,605.00	Toolbox For Education Courtyard Donation
German Immersion School	Your Cause AbbVie*	$12.36	Classroom Supplies
Greenfield School	Target Corporation	$700.00	Target Field Trip Grants
Hamilton High School	Timothy Rodiez	$150.00	Athletic Logo Placement
Hamilton High School	WePay	$63.00	Wrestling Equipment
Hamilton High School	WePay	$38.50	Snap Raise
Hamilton High School	Mary C Fowlkes*	$1,500.00	Boys Basketball
Hamilton High School	Go Fund Me	$143.54	French Class Crepe Party

Location	Donor	Amount	Gift or Purpose
Hamilton High School	Oklahoma Dental	$75.00	Boys Basketball
Hamilton High School	Mary C. Fowlkes*	$100.00	Boys Basketball
Hayes Bilingual School	Target Youth Soccer Grant Program	$1,000.00	Soccer Donation
Holmes School	Target Corporation	$700.00	Target Field Trip Grants
Howard Avenue Montessori	Go Fund Me	$512.53	Nature's Classroom Donation
Kluge School	Capital Data Inc.	$450.00	Field Trip & Classroom Support
Kluge School	Milwaukee Ballaz Elite*	$120.00	Staff Recognition
Kluge School	Milwaukee Ballaz Elite*	$105.00	Staff Support
Kluge School	Anonymous	$109.00	Filed Trip Donation
Kluge School	Milwaukee Ballaz Elite*	$210.00	Staff Support
Maple Tree School	Target Corporation	$700.00	Target Field Trip Grants
Meir School	National Science Teachers Association	$280.00	STEM Project
Milw. Sch. of Languages	Benjamin J. & Michelle L. Anderson	$20.00	Computer Club
Milw. Sch. of Languages	PTSA of Milwaukee School of Language	$200.00	Special Education Classroom Project
Milw. Sch. of Languages	Scoutlt, Inc.	$279.67	PTSA Use
Milw. Sch. of Languages	Ray's Wine & Spirits	$131.37	Filed Trip Donation
Milw. Sch. of Languages	General Mills/Box Tops For Education	$77.00	General School Supplies
Milw. Sign Language School	Professional Interpreting Enterprise	$200.00	Volleyball Donation
Milw. Sign Language School	Kelsey Garcia	$100.00	Volleyball Donation
North Division High School	North Division Athletic Hall of Fame	$250.00	Boys Basketball
North Division High School	Bayshore Shopping Center Property Owner LLC	$250.00	Majorette Support
North Division High School	George Gerharz	$376.00	Dental Lab Donation
North Division High School	NDHS Alumni Association*	$150.00	Soul Food Donation
Parkside School	Bay View Neighborhood Association	$3,000.00	Sensory Room Supplies
Parkside School	The Herb Society of America, Inc.	$300.00	Agricultural Garden Herb Supplies
Pulaski High School	IBC Youth Bowling, Inc.	$2,500.00	Bowling Club Donation
Riley School	General Mills/Box Tops For Education	$568.20	General School Supplies
Riverside High School	Carol Ann Theisen Survivor's Trust	$20.00	Costa Rica Trip
Riverside High School	Erin Bechtel	$20.00	Costa Rica Trip
Riverside High School	Riverside University High School Foundation, Inc.	$1,000.00	Costa Rica Trip
Ronald Reagan High School	Green Bay Packers Foundation	$2,000.00	Football Program
Starms Early Childhood School	Robert Q. Conley	$1,500.00	Playground Donation
Starms Early Childhood School	Hydrite Chemical Company	$1,000.00	Playground Donation
Thoreau School	Brown Deer United Methodist Church	$250.00	Boys Basketball
Trowbridge School	Donors Choose	$800.00	Field Trip Donation
Trowbridge School	The Meemic Foundation	$500.00	Classroom Make Makeover
Victory School	Wisitalia Rolandi	$500.00	Italian Professional Development
Vincent	Dennis P. & Margaret Q. Cahill	$400.00	Agricultural Program
Washington High School of IT	Snap Raise	$609.00	Girls Basketball
Washington High School of IT	Greater Milwaukee Foundation, Inc.	$3,000.00	General School Supplies
Washington High School of IT	South Division High School	$325.00	Boys Basketball
Washington High School of IT	David Erickson	$60.00	Boys Basketball

Location	Donor	Amount	Gift or Purpose
Washington High School of IT	Ron & Georgia Glaser	$300.00	Boys Basketball
Washington High School of IT	Frank Schneiger	$100.00	Boys Basketball
Washington High School of IT	Andrew Livery & Limousine Service, Inc.	$75.00	Boys Basketball
Washington High School of IT	Law Office of Martin J. Greenberg, LLC	$250.00	Boys Basketball
Washington High School of IT	John Fedders	$200.00	Boys Basketball
Washington High School of IT	Robert J. Chmielewski	$100.00	Boys Basketball
Washington High School of IT	Dean Copoulos	$100.00	Boys Basketball
Washington High School of IT	Playground Warriors LTD	$1,000.00	Boys Basketball
Washington High School of IT	Fresh Coast Basketball Classic	$500.00	Boys Basketball
Washington High School of IT	Anonymous	$70.00	Girls Basketball
Washington High School of IT	Thomas & Colleen Donohue	$200.00	Boys Basketball
Washington High School of IT	Community Baptist Church of Greater Milwaukee	$650.00	Honor Luncheon
Washington High School of IT	Gerald Frank	$100.00	Boys Basketball
Washington High School of IT	Brightspark Travel, Inc.	$2,700.00	Washington DC Trip
	Total Monetary Donations	$45,339.16	
Non-Monetary Donations			
Audubon High School	Kingfish Solutions LLC	$220.89	Athletics Donation
Bradley Trade & Tech	Donors Choose	$893.15	Novels
Emerson School	Linda's Kids, Inc.	$70.00	General School Supplies
Hamilton High School	Joseph & Roberta Gayle*	$250.00	Purses
Kluge School	Melinda Chandlier	$200.00	Dorm Size Refrigerator
MacDowell Montessori	Donors Choose	$347.67	Light Table & Desk
MacDowell Montessori	Donors Choose	$198.07	Math Supplies
MacDowell Montessori	Donors Choose	$200.00	Special Education Academy Membership
MacDowell Montessori	Donors Choose	$284.02	Special Education General Supplies
MacDowell Montessori	Donors Choose	$192.31	Math & Reading Supplies
MacDowell Montessori	Donors Choose	$189.91	Pet Supplies
Pulaski High School	Donors Choose	$465.00	General School Supplies
	Total Non-Monetary Donations	$3,511.02	
	Total Value of Donations for March 2019	$76,350.18	
	*Donations from MPS Alumni	$3,922.36	

Routine Monthly Reports

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

Committee's Recommendation

Your Committee recommends that the Board:

1. authorize the purchases as presented in the attachments to the minutes of your Committee's meeting; and
2. accept the donations as listed, 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) Action on the Award of Professional Services Contracts

Background

Recommended for the Board's approval at this meeting are the following professional services contracts:

RFP 996 Authorization to Contract with Edgenuity, Inc., for Remediation and Acceleration of Online Credited or Accredited Courses

The Administration is requesting authorization to enter into a contract with Edgenuity, Inc., to provide a hosted, licensed, and online curriculum-and-learning-management system for the remediation and acceleration of online credited or accredited courses for students in grades 6 through 12 who are currently enrolled in Milwaukee Public Schools.

Contractor was chosen pursuant to RFP 996, which closed on November 15, 2018. The contract will run from July 1, 2019, through June 30, 2020, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed $350,000.

Budget Code: GPS-0-S-SRT-DW-ECTS (Credit Recovery — Contract Services) $350,000

Edgenuity, Inc.

Prime Contractor Information
- Certified HUB Contractor? .....No
- Total # of Employees 704
- Total # of Minorities 163
- Total # of Women 447

HUB Participation
- Required.....NA
- Proposed .....NA
- $ Value.....NA

Student Engagement (hours per 12-month contract)
- Paid Student Employment-hour Commitment 200
- Student Career-awareness Commitment 10

RFP 1000 Authorization to Contract with Chamness Group, Inc., for the Development of an MPS Recreation Marketing Plan

The Administration is requesting authorization to contract with Chamness Group, Inc., to develop a Strategic Marketing Plan for the Recreation Department. The Marketing Plan is part of the Department's efforts to attain accreditation through the Commission for Accreditation of Park and Recreation Agencies (CAPRA). With the Board's approval, Chamness Group will review existing program data, complete independent research as necessary, and partner with Milwaukee Recreation's marketing team to develop a comprehensive and functional plan to achieve three overarching marketing goals:

Goal I: Increase the number of customers using Milwaukee Recreation's programs by retaining existing customers, recapturing lost customers, and recruiting new customers.

Goal II: Evaluate, streamline, and strengthen Milwaukee Recreation's existing marketing processes.
Goal III: Increase brand awareness for Milwaukee Recreation's programs and services.

This contract will run from April 1, 2019, through December 31, 2019. The total cost of the contract will not exceed $60,000.

Budget Code: CSV-0-0-PRC-RC-ECTS (Recreation — Contract Services) $60,000

Chamness Group, Inc.

Prime Contractor Information
Certified HUB Vendor? .....No
Total # of Employees 1
Total # of Minorities 0
Total # of Women 1

HUB Participation
Required..... 8%
Proposed 20%
$ Value.....NG

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 100
Student Career-awareness Commitment 10

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, 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 as indicated in the attachments to the minutes of your Committee's meeting.

Committee's Recommendation

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

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

* * * * *

(Item 6) Action on the Award of Exception-to-Bid Contracts

Background

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

Exception Authorization to Enter into a Contract with the Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin's Milwaukee Center for Urban Population Health for Research Evaluation to Conduct Both Process (Formative) and Outcome (Summative) Evaluation of the Milwaukee Public Schools' AIMing for Quality Arts and Achievement Project

The Administration is requesting authorization to enter into a contract with the Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin's Milwaukee Center for Urban Population Health for Research Evaluation (CUPH) to conduct both process (formative) and outcome (summative) evaluation of the Milwaukee Public Schools' (MPS) AIMing for Quality Arts and Achievement project. The services include:

- Identifying sources for evaluation data and creating data collection systems as needed;
- attending project meetings with stakeholders to stay informed of project changes and progress;
- analyzing qualitative and quantitative data to track project progress and determine the impact on students;
- preparing performance feedback memos and annual reports to inform project staff of evaluation results; and
- providing ongoing support to the project team through a developmental evaluation approach.

The exception from the requirement of a competitive procurement process for this contract (per Administrative Policy 3.09(2)(c)) has been granted on the basis that the services under this contract are required pursuant to a grant.

The contract will run from April 1, 2019, through March 31, 2020, (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 $63,000.

Budget Code: SDV-0-S-QU9-CI-ECTS (AIMing for Quality Arts — Contracted Services) $63,000

Board of Regents of the University of Wisconsin-Milwaukee

HUB Participation
Required.....NA
Proposed .....NA
$ Value.....NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 10

Exception Authorization to Enter into a Contract with The W-T Group, LLC, for Services Related to an ADA Audit of 44 Outdoor Recreation Facilities (Phase 2).

The Administration is requesting authorization to enter into a contract with The W-T Group, LLC, to conduct ADA audits at 44 outdoor recreation facilities (Phase 2).

MPS Recreation is seeking national CAPRA (Commission for Accreditation of Park and Recreation Agencies) accreditation through the National Recreation and Park Association. To obtain accreditation, the agency must satisfy 151 standards, one of which is the completion of an Americans with Disabilities Act (ADA) Existing Facility and Site Access Audit. In July 2018, MPS Recreation retained the services of a consultant to conduct a Site Access Audit of its indoor facilities and to draft a Transition Plan (Phase 1). We are now seeking the services of the same consultant to conduct a Site Access Audit of our 44 outdoor recreation facilities (Phase 2). The ADA audit will supplement the MPS Outdoor Recreation Facilities Master Plan and ultimately be combined with the recently completed ADA audit of indoor facilities, resulting in a comprehensive Transition Plan that will encompass Phase 1 and Phase 2 audits.

The exception from the requirement of a competitive procurement process for this contract (per Administrative Policy 3.09(2)(c)) has been granted on the basis that the services under this contract are based on continuity.

This contract will run from April 1, 2019, through December 31, 2019.

The total cost of the contract will not exceed $66,707. Given the substantial timeframe to complete this project, an extension is not anticipated.

Budget Code: CSV-0-0-PRC-RC-ECTS (Community Recreation — Contracted Services) $66,707

The W-T Group, LLC

HUB Participation
Required..... 0%
Proposed 0%
$ Value.....0

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

UW-Madison Contract Authorization to Purchase Palmer Hamilton Cafeteria and STEM Furniture Items from Duet Resource Group, Inc.

The Administration is requesting authorization to make a one-time purchase from Duet Resource Group, Inc., of Palmer Hamilton cafeteria items, including cafeteria and STEM furniture items for Douglas Middle School.

In accordance with Administrative Policy 3.09(7)(e)1a, the district has not directly engaged in a competitive procurement process for these services; iknstead, these services will be obtained pursuant to the cooperative purchasing agreement with UW-Madison, contract #18-5665, for Miscellaneous Educational Related Furniture, Lot 2: Lounge Furniture.

The total cost of goods purchased will not exceed $70,000.

Budget Code: FAR-0-0-MMQ-DA-ECNC (Major Maintenance — Maintenance Contracts).....$70,000

Duet Resource Group Inc.

HUB Participation
Required..... 0%
Proposed 0%
$ Value.....NA

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

(Item 7) Action on Monthly Facilities Matters: FMS Award of Construction Contracts and Professional Services Contracts

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

Construction Contracts

Upgrades for Montessori Program — PHASE 2: Riley School

Prime Contractor
Burkhart Construction Corporation
P.O. Box 329
Richfield, WI, 53076

Low Bidder, Base Bid of $62,000.00, plus $15,100.00 for Mandatory Alternate Bid #1, to provide all work in Room 018 & 018C, for a total cost of $77,100.00

HUB
- Certified HUB Vendor? .....No
- Total # of Employees 10
- Total # of Minorities 0
- Total # of Women 2
- Required..... 20%
- Submitted..... 22%
- $ Value.....$13,900.00

COIN
- Required..... 15%

Student Engagement (required hours)
- Paid Employment.....100
- Career-education Activity 0

Funds are available for the Upgrades for Montessori Program — Phase 2 project from Regional Development Funds, account code FAR 00 RDC RI ECNC9 (Project No. 5805, Work Order Number 366036). The project's start date is March 29, 2019, and completion date is August 9, 2019.

Stage and Auditorium Sound and Lighting Replacement — South Division High School

Prime Contractor}
Allcon, LLC
12704 West Arden Place
Butler, WI, 54007

Low Bidder, Base Bid $347,238.00

HUB
Certified HUB Vendor? ..... Yes
Total # of Employees 32
Total # of Minorities 6
Total # of Women 4
Required 15%
Submitted 21%
$ Value $75,000.00

COIN
Required 15%

Student Engagement (required hours)
Paid Employment 300
Career-education Activity 10

Funds are available for the Stage and Auditorium Sound and Lighting Replacement project from Major Maintenance QSCB Funds, account code FAR 00 MMQ SD ECNC ELC8 (Project No. 3829, Work Order Number 248840). The project's start date is March 29, 2019, and completion date is July 26, 2019.

Building Renovation

Douglas Community Academy School

Prime Contractor
Platt Construction, Inc.
7407 South 27th Street
Franklin, WI, 53132

Low Bidder, Base Bid $2,149,558.00

HUB
Certified HUB Vendor? ..... Yes
Total # of Employees 53
Total # of Minorities 13
Total # of Women 10
Required 25%
Submitted 25%
$ Value $537,389.00

COIN
Required 20%

Student Engagement (required hours)
Paid Employment 900
Career-education Activity 10

Funds are available for the Building Renovation project from Major Maintenance QSCB Funds, account code FAR 00 MMQ DA ECNC (Project No. 5707, Work Order Number 360867). The project start date is March 29, 2019, and completion date is July 3, 2019.

Total construction contract dollars awarded $2,573,896.00
Total dollars HUB participation $626,289.00
% of HUB participation 24.33%
% Minority employees within company 23.31%
% Women employees within company 17.25%

Professional Services Contracts

RFP #374899 Authorization to Approve a Contract for Asbestos Abatement & Disposal Services at Various MPS Sites.

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide asbestos abatement & disposal services at Various MPS Sites.

Selected firms.....Holian Environmental Cleaning Corp. Insulation Removal, LTD
Integrity Environmental Services, Inc.
KPH Environmental Corporation
Safe Abatement For Everyone Inc.

Amount.....Contracts will be issued on an as-needed basis on pre-approved rate schedule

Requested Expenditure Authority: Not to exceed $450,000.00 annually

Contract Period: March 29, 2019-March 28, 2022

Budget Code: Various

Modification and Extension of Contract

XXX Authorization to Approve a Professional Services Contract Modification and Extension Agreement for Natural-gas Procurement and Supply Services.

A professional services contract for natural-gas procurement and supply services was approved by the Milwaukee Board of School Directors at its regular monthly meeting on May 26, 2016. The approved contract included the option for three possible one-year extensions.

In order to ensure that natural-gas price locks can be executed under the current term of the contract for future deliveries beyond the current term, the proposed modification and extension allows for one additional three-year term.

Firm Selected:.....Constellation NewEnergy — Gas Division, LLC,
formerly known as Constellation Energy Services — Natural Gas, LLC

Transportation cost per dekatherm (Dth).....$0.92

Estimated Expenditure Authority Requested per contract year.....$6,000,000

Total transportation, daily balancing, and basis cost is NYMEX + $0.92/dekatherm (Dth). The fixed contract volume per year is 857,700 dekatherms for the next three (3) years and is estimated not to exceed $6,000,000 per year based on historical usage and consideration of worst-case scenarios. MPS shall be responsible for payment of actual volumes — which may be higher or lower, based on actual use by MPS, and which will be purchased or sold at prevailing market rates.

Contract Period: July 1, 2019, through June 30, 2022

Budget Code: BLD 00 UTL XX EGAS GAS

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

The item authorizes expenditures for:

- Total Construction Contracts Requested $2,573,896.00
- Total Annual Professional Services Contract Requested $6,450,000.00
  for a three-year total of.....$19,350,000.00

Implementation and Assessment Plan

Upon the Board's approval, the construction contracts and professional services contracts, as attacheds to the minutes of your Committee's meeting,shall be executed.

Committee's Recommendation

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

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

* * * * *

(Item 8) Report with Possible Action on Vendors' Compliance with Contract Requirements for Historically Underutilized Business (HUB), Communities in Need (COIN), and Student Engagement Program

Your Committee reports having received the following report from the Office of Accountability and Efficiency. Although this item has been noticed for possible action, no action is required.

Background

The Contract Compliance Services' annual report is designed to provide transparency into its assignments on Milwaukee Public Schools district bids, exceptions to bids, and requests for proposals in accordance with Administrative Policies 3.09, Purchasing and Bidding Requirements; 3.10, Historically Underutilized Business Program; and 3.13, Communities in Need Initiative.

The report provides the Milwaukee Board of School Directors, Milwaukee Public Schools Administration, and its constituents with performance summaries related to HUB, COIN, and student-engagement initiatives. Moreover, these figures capture historical performance benchmarks to guide future participation assignments and programming considerations affecting economic development, workforce development, and diversity-inclusion efforts.

151 contracts were monitored, with $128 million dollars in HUB assignments. Milwaukee is ranked second for dollars paid to HUB firms. For this reporting year, $19 million was paid.

The district's annual COIN goal is 25%, which was met in FY18. There were 27 construction contracts monitored, of which 18 contained COIN assignments. Participants in the COIN program represent 15% of the workforce and 28 skilled trades.

Student employment is centered on four skills focus areas: interpersonal, self-reliance, transferable, and specialist. 142 contracts assigned student-employment requirements and provided an average assignment of 170 hours. 229 student internships were provided as well as 426,000 in wage-earning opportunities.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.10, Historically Underutilized Business Program

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

* * * * *

(Item 9) Quarterly Report with Possible Action on the MPS School Nutrition Program

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

Background

On December 21, 2017, the Board took adopted Resolution 1718R-004, regarding the MPS School Nutrition program, as follows

> RESOLVED, That the Milwaukee Board of School Directors directs the Superintendent or designee to:
>
> 1. create a non-repeating three-week school nutrition menu cycle with hot meals for traditional breakfast and move towards an eleven-day breakfast in the classroom cycle menu that:
>   - limits processed, high-sugar offerings, and
>   - increases the availability of fresh fruits and vegetables, including offering fresh fruit at breakfast at a minimum of two times a week, and maintains the availability of fresh fruits and vegetables at lunch a minimum of three times a week;
> 2. supply compostable/recyclable trays and/or plates, which will decrease food waste during school breakfast and school lunch;
> 3. establish regular communication between community members and school nutrition leadership in order to seek and foster input from students, parents, teachers, and staff on school menus; and
> 4. maximize meal time with lunch away from the desk and breakfast in the classroom .

The Board further directed that quarterly updates on the implementation of the resolution to be brought to the Board through committee.

The following update focuses on three areas: improving healthy menu choices, personnel, and communication and feedback.

Improving Healthful Menu Choices

(1) Menu items were chosen with input from students and resulted in the Milwaukee Board of School Directors approving contracts for food products. Food selection includes intentionally choosing products that meet the nutritional standards of both the United States Department of Agriculture (USDA) and MPS, that meet students' taste-test satisfaction, and that remain within budget.

(2) Menus, USDA compliance, and nutritional value were reviewed with the Wisconsin Department of Public Instruction.

(3) School kitchen staff were provided professional development aimed to ensure meal quality and options.

(4) Staff are identifying products that meet nutritional need specifications for new, more healthful breakfast kits.

(5) MPS is expanding fresh-fruit and hot options for Breakfast-in-the-Classroom schools. This includes evaluating equipment and storage needs to accommodate this expansion. MPS purchased and distributed insulated breakfast bags to additional schools. MPS is surveying schools to ascertain available freezer and refrigerator space in addition to dry-storage availability. This will be used to identify equipment and installation needs for hot breakfast and fruit expansion.

Developing Personnel

(1) In order to recruit and retain staff, shift lengths have been increased, allowing for more benefit-eligible positions.

(2) Professional development has been redesigned and expanded to strengthen technical as well as leadership skills for kitchen-manager positions.

Strengthening Communication and Feedback

(1) Taste tests were conducted at North Division and Greenfield Bilingual during this quarter. The product tested was well received and will be added to next year's menu.

(2) The Department of Nutrition Services staff presented to the District Advisory Committee on March 7. This provided nutrition staff an opportunity to engage with families concerning portion sizes, quality of the food served, nutritional choices, and breakfast in the classroom.

(3) MPS launched an online feedback opportunity located on the MPS Lunch Menu page for students and the community in December 2018. In addition, posters highlighting this link were mailed to kitchens for display in the cafeterias. Feedback will be used to create an online Frequently Asked Questions page with answers and to look for trends to implement necessary changes.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.05, School Nutrition Management

* * * * *

(Item 10) Report with Possible Action on a Local Purchasing Program

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

Background

In January 2019, the Milwaukee Board of School Directors adopted Resolution 1819R-011, regarding a local purchasing program. Through adoption of the Resolution, the Board directed the Administration, in conjunction with the Office of Accountability and Efficiency (OAE), to explore the feasibility of instituting a local purchasing program modeled after the City's program.

The presentation below details the output of this work to date, providing an analysis and summary of the City's program, as well as those of the City of Madison and the School District of Palm Beach County, and other considerations for exploring the institution of a local purchasing program. Such a program would address the creation of jobs, circulation of money in the local economy, alleviating unemployment, and eliminating possible disparities in participation.

A final report will be made no later than May 2019.

Purpose of Local Purchasing Programs

To increase local business participation in the award of contracts to address the following:

- creation of jobs
- circulation of money in the local economy
- alleviation of unemployment
- elimination of possible disparities in participation.

City of Milwaukee

Parameters

- Business must be located in City for one year.
- 5% bid incentive for Local Business Enterprise (LBE).
- 15% bid incentive for LBE and Small Business Enterprise (SBE).
- Incentive capped at $25,000.

Current Condition

- Minimal participation of LBE/SBE bidders.
- Cost of programid low compared with total spend.
- Fiscal impact has been $229k since 2009.

Participation

2013 7
2014 2
2015 0
2016 2
2017 3

City of Madison, WI

Parameters

- Bids: for commodities over $5,000, local vendors are provided 1% bid-preference incentive
- RFPs: over $5,000, local firms are awarded 5% of total available points in the evaluation criteria
- A vendor must provide a physical address
- A vendor must also meet one of the following conditions
  - 50% of employees must reside within local area
  - 15% of businesses sourcing must be local
  - A portion of ownership must be vested in residents of the local area.

School District of Palm Beach County

Parameters

- Applies to construction, professional and non-professional services, and general procurement
- Eligibility is based on size standards and previous engagement awards
- Must be the principal place of business (majority of sales derived there)

Limitations

- State law prohibits local requirements on public works
- Federally-funded programs are also exempt
- Programs must be audited
- Race, gender, and residency must be tracked
- Self-identification by vendors is required

Next Steps

- Examination of current spend (by zip code)
- Certification roles and responsibilities
- Parameters to maintain consistent quality
- Incentives to be dollar- or points-based
- Coordination and integration with existing HUB goals
- Potential policy development and updates

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

No Fiscal Impact

* * * * *

(Item 11) Report with Possible Action on a Performance-based Contracting System

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

Background

On November 29, 2018, the Milwaukee Board of School Directors adopted Resolution 1819R-008, regarding performance-based contracting, as follows:

> RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency, to research and explore the scope and feasibility of implementing a performance-based contracting system; and be it
>
> FURTHER RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency and the Office of Board Governance, to research and explore the policies and procedures that govern the practice of performance-based contracting; and be it
>
> FURTHER RESOLVED, That this review and analysis be reported to the Board no later than the February board cycle, with a recommended plan and policy to be brought to the Board no later than May 2019.

As directed in the Resolution, the Administration, in conjunction with the Office of Accountability and Efficiency, has researched the performance-based contracting method and the feasibility of implementation.

Performance-based Contracting

Performance-based contracting is a results-oriented contracting method that focuses on the outputs, quality, or outcomes of the contract. It can tie a portion of the contractor's payment or contract extension/renewal to the achievement of specific and measurable performance standards or goals. The purpose of performance-based contracting is to ensure that quality performance is achieved and that the desired results of the contract are realized.

Performance-monitoring Activities Currently in Place

Professional Services Contracts

Formal procurements (Requests for Proposals, or RFPs) related to professional services with terms exceeding one year include performance metrics. Performance metrics are developed by the contract's sponsor in collaboration with the Department of Procurement & Risk Management. Contractor must receive a score of 90 or higher to be eligible for renewal or extension.

Contracted Schools

Embedded in each school's contract are specific performance requirements.The Charter School Contract Review Team analyzes the school's data and performance as they relate to the requirements established in the contract.

Performance Evaluation Plan (PEP)

The district has implemented a Performance Evaluation Plan (PEP) for contracts, with the goal of achieving better results through clear alignment of expectations and outcomes, along with progress monitoring. PEP, which is aligned to Administrative Policy 3.09, Purchasing and Bidding Requirements, is suited for a specific subset of district contracts that are

- high-dollar;
- service-based; and
- easily aligned to assessment tools already in place.

Implementation of the plan requires significant effort on the part of MPS staff (Department of Research Assessment and Data, Department of Procurement & Risk Management), and the contract's sponsors)

The evaluation process is geared towards professional services contracts that are intended to move the needle when it comes to student outcomes. Currently, the process is being piloted with a few of the district's professional services contracts.

Process for Evaluating Contracts under the PEP

The contract's sponsor determines the desired outcomes to be achieved through the contract's implementation. MPS and the contractor work together to establish expectations of the services to be received. MPS and the contractor establish a timeline for data needs, meetings, and reporting. Throughout the contract term, data are collected, status meetings occur, and data results are analyzed against the outcomes established for the contract.

Expansion Opportunities for the PEP

Opportunities for the expansion of PEP include the establishment of a threshold for contract eligibility and a phase-in or rotional approach.

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

No Fiscal Impact

* * * * *

(Item 12) Report with Possible Action on an Audit of the District's Excessing Practices

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 December 2018, the Milwaukee Board of School Directors adopted Resolution 1819R-010, regarding an audit of the district's excessing practices, as follows:

> RESOLVED, That the Administration and the Office of Accountability and Efficiency perform an audit of the district's excessing policies, practices, and history through an equity lens; and be it
>
> FURTHER RESOLVED, That a report on the findings of the audit be provided to the Board of School Directors no later than the March 2019 board cycle..

The details the output of this work to date, an overview of practice, roles and responsibilities, and a description of the next steps in the final examination of excessing through an equity lens are presented in the attachments to the minutes of your Committee's meeting.

Historically, teachers were excessed on a voluntary basis, followed by those with the least years of service being reassigned first. In any case, teachers in areas of high need are generally not excessed.

For classified staff, volunteers are excessed first, followed by the least senior staff in the specific job classification. Human Resources is responsible for providing seniority lists to administrators and managing the staff-exchange process, including oversight and training. The administrator is responsible for adhering to his or her budgetary needs and making the decision of whom to excess.

There are two excessing cycles — one in spring (based on 3rd-Friday enrollment) and one in fall (based on the next year's budget). Principals will now have training on how to avoid discrimination and bias and to use consensus to help inform decisions. Enrollment projections will be held to the 3rd-Friday counts to avoid the problem of overly optimistic enrollment projections leading to more need to excess.

In summary, the practice of excessing follows the fundamental parameters as set forth in the historical language of teachers' contracts, with an emphasis on seniority and programming needs. Recent updates in

the way in which enrollment projections are made in the budgeting process will likely impact excessing circumstances in beneficial ways.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.01, General Personnel Policies

Fiscal Impact Statement

No Fiscal Impact.

* * * * *

COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Baéz 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) Communication 1819C-002 Requesting a Hearing Regarding Administrative Policy 8.51, Electronic Communication Devices

Background

On January 22, 2019, the Office of Board Governance received the following communication from eight students from Riverside University High School, Audubon Technology and Communication Center, and Bay View High School requesting a hearing regarding Administrative Policy 8.51, Electronic Communication Devices.

> January 22, 2019
>
> Dear Superintendent Posley and Members of the Board:
>
> On behalf of the student bodies at Riverside University High School, Audubon Technology and communication Center, and Bay View High School, we are reaching out about the District's policy on electronic communication devices – Administrative Policy 8.51. Our focus is on cell phone usage.
>
> Efforts to prevent or control our usage of cell phones are not working, so we are working together to think of ideas that schools can implement. This school year, you have consistently said that you want to hear student voice and ideas. Please consider scheduling an item on this topic for a committee agenda so that we can present our perspectives and ideas for improving the District's cell phone policy.
>
> Thank you and we look forward to hearing from you soon.

At the Board's regular meeting on February 28, 2019, this communication was referred to the Committee on Legislation, Rules and Policies.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.10, Communications, Petitions, Resolutions for Referral

Fiscal Impact Statement

NA

Committee's Recommendation

Your Committee recommends that a public hearing be scheduled to collect input from students on Administrative Policy 8.51, Electronic Communication Devices.

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

* * * * *

(Item 2) Action on Resolution 1819R-013 by Directors Phillips and Sain Regarding Guidelines for the Closure of Schools Due to Inclement Weather

Background

At its meeting on January 24, 2019, the Board referred Resolution 1819R-013 by Directors Phillips and Sain, regarding guidelines for the closure of schools due to inclement weather, to the Committee on Legislation, Rules and Policies. The resolved portion of the resolution reads:

> RESOLVED, That the Milwaukee Board of School Directors direct the Administration to establish and promulgate general guidelines for the closure of schools due to inclement weather, to include a scale or range of temperatures (in relation to heat and cold) that could trigger the closing of school, as well as gauges of such other weather conditions as wind, rain, ice, and snow; and be it
>
> FURTHER RESOLVED, That in establishing these guidelines, the Administration consider the factors upon which the other districts in southeastern Wisconsin base their decisions on; and be it
>
> FURTHER RESOLVED, That such guidelines shall be an advisement tool and shall not infringe upon the discretionary authority already established for the superintendent; and be it
>
> FURTHER RESOLVED, That the Administration investigate whether it would be feasible to designate some sites distributed throughout the district as emergency or contingency shelters that the district would keep open when schools are closed, both for inclement weather and on other non-attendance days, for student who are in need of food and shelter; and be it
>
> FURTHER RESOLVED, That the location of these emergency or contingency shelters be determined by demographic data (e.g., free or reduced lunch, homelessness); and be it
>
> FURTHER RESOLVED, That the Administration bring back to the Board the results of its investigation, as well as any recommendations for implementation, inclusive of parameters being added to current inclement weather policies and procedures no later than two months after the adoption of this resolution.

The Administration is in agreement with the intent of the resolution and already utilizes many of the items included, such as participation in a quadrant model in which MPS and other local districts are convened to discuss the factors associated with potential emergency school closings due to weather.

The Administration is suggesting minor adjustments to the resolved portions of the resolution. This includes updating Administrative Policy and Procedure 4.01, Emergency Closings, to best reflect the Administration's current guidelines associated with emergency school closings due to weather. These guidelines are structured to support the safety and wellbeing of all students in instances of inclement weather. The proposed revisions will be brought before the Board for its consideration.

In addition, the Administration will investigate and report back to the Board regarding the feasibility of designating some sites throughout the district as emergency or contingency shelters in cases in which schools are closed due to inclement weather.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.01, Emergency Plans

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Upon adoption by the Board, the Administration will begin updating Administrative Policy and Procedure 4.01, Emergency Closings.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1819R-013 by Directors Phillips and Sain, regarding guidelines for the closure of schools due to inclement weather, as follows:

RESOLVED, That the Milwaukee Board of School Directors direct the Administration to ~~establish~~ update Administrative Policy and Procedure 4:01, Emergency Closings, to reflect its current ~~and promulgate~~ general guidelines for the closure of schools due to inclement weather, to include a scale or range of temperatures (in relation to heat and cold) that could trigger the closing of school, as well as gauges of such other weather conditions as wind, rain, ice, and snow; and be it

FURTHER RESOLVED, That in ~~establishing~~ updating this policy and procedure to reflect current ~~these~~ guidelines, the Administration continue to communicate with and consider the factors upon which the other districts in southeastern Wisconsin base their decisions on; and be it

FURTHER RESOLVED, That such guidelines shall be an advisement tool and shall not infringe upon the discretionary authority already established for the superintendent; and be it

FURTHER RESOLVED, That the Administration investigate whether it would be feasible to designate some sites distributed throughout the district as emergency or contingency shelters that the district would keep open when schools are closed, both for inclement weather and on other non-attendance days, for student who are in need of food and shelter; and be it

FURTHER RESOLVED, That the location of these emergency or contingency shelters be determined by demographic data (e.g., free or reduced lunch, homelessness); and be it

FURTHER RESOLVED, That the Administration bring back to the Board the results of its investigation, as well as ~~any recommendations for implementation, inclusive of parameters being added to current~~ the updated versions of Administrative Policy and Procedure 4.0,: Emergency Closings, ~~inclement weather policies and procedures~~ no later than ~~two months after the adoption of this resolution~~ September 2019.

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

* * * * *

(Item 3) Action on a Request to Approve Technical Amendments to Administrative Policy 2.03, Administrative Organization Plan, and Board Governance Policy 3.02, Role of the Superintendent

Background

In order to align previous board action with Administrative Policy 2.03, Administrative Organization, and Board Governance Policy 3.02, Role of the Superintendent, technical amendments are required.

The proposed changes are as follows:

ADMINISTRATIVE POLICY 2.03
ADMINISTRATIVE ORGANIZATION PLAN

(1) The legal authority of the Board is transmitted through the school system's major offices under the authority and responsibility of the Superintendent; through the Office of Board Governance under the authority and responsibility of the Director of the Office of Board

Governance/Board Clerk; and under the authority and responsibility of the Managers of the Office of Accountability and Efficiency.

(a) The major offices and staff headed by the Superintendent are as follows:

- Office of the Superintendent
- Deputy Superintendent(s)
- ~~Office of the Chief of Staff~~
- Office of the Chief Communications and School Performance Officer
- Office of the Chief Academic Officer
- Office of the Chief School Administration Officer
- Office of the Chief Human ~~Capital~~ Resources Officer
- ~~Office of the Chief Operations Officer~~
- Office of the Chief Financial Officer
- ~~Office of the Chief Innovation and Information Officer~~

(b) The service areas headed by the Director of the Office of Board Governance/Board Clerk are as follows:

- Audit/Review Services
- Clerk Services
- Contracted Schools Advocacy Services
- Constituent Ombudsperson and Board Information Services
- Legislative Services

(c) The service areas headed by the Managers of the Office of Accountability and Efficiency are as follows:

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

Administrative authority is passed along specific paths as shown in the Board-approved organizational chart of the school system. The lines of authority on the chart represent direction of authority and responsibility and shall be regarded as visual representations of policy.

(2) Any major change in the administrative organization plan of the Milwaukee Public Schools and/or the elimination and creation of positions shall require the Board's approval.

(3) The organizational structure of the school district and position titles are updated each year by the Board's adoption of the annual budget.

(The most recent Board-approved organizational chart is part of this policy and is attached to the minutes of your committee's meeting).

BOARD GOVERNANCE POLICY 3.02
ROLE OF THE SUPERINTENDENT

(1) POWERS AND DUTIES

(a) The Superintendent shall serve as the chief administrative officer and, under the direction of the Board, shall have general supervision of the public schools and of the certificated, business (excluding the Board staff), and recreation and community-education personnel and of the manner of conducting and grading of said schools.

(b) The Superintendent may ~~shall~~ appoint, subject to confirmation by the Board, ~~a Chief of Staff~~ deputy superintendents, ~~and~~ cabinet staff, departmental heads, and such other assistants and supervisors, principals, assistant principals, and teachers as may be authorized by the Board.

(c) The Superintendent shall be an advisory member of every committee of the Board and may participate in its deliberations, except when matters relating to his/her own employment or when an inquiry into his/her acts or conduct are considered.

(d) The Superintendent shall perform such other duties as may be assigned to him/her by the law, by Board rules, or by Board action. He/she shall issue such additional or supplemental rulings and directives for the management and conduct of the schools as he/she may deem proper.

(2) ABSENCE OF SUPERINTENDENT

(a) In the absence of the Superintendent, the duties and powers of the office shall be performed and exercised first by the deputy superintendent(s) ~~Chief of Staff~~, followed by a designated member of the Superintendent's cabinet.

(b) The Board president shall be advised if the Superintendent and the deputy superintendent(s) ~~Chief of Staff~~ plan to be absent from duty at the same time.

(c) In the event of the death or incapacity of the Superintendent while in the service of the Board, the deputy superintendent ~~Chief of Staff~~ shall have the title of Acting Superintendent until a successor is elected by the Board and takes office. If more than one individual holds the title of deputy superintendent, the Board shall appoint an Acting Superintendent.

(3) DELEGATION OF AUTHORITY

(a) All of the Board's authority that is delegated to administrative staff is to be delegated through the Superintendent, so that all authority and accountability of staff, as far as the Board is concerned, is considered to be the authority and accountability of the Superintendent.

(b) The Board shall direct the Superintendent to achieve certain results through the establishment of goals and standards. Through the establishment of executive-limitations policies, the Board shall limit the latitude with which the Superintendent may exercise the practices, methods, conduct, and other means used to achieve the goals and standards.

(c) As long as the Superintendent uses any reasonable interpretation of the Board's goals and standards and executive-limitations policies, the Superintendent is authorized to establish all further policies, make all decisions, take all actions, establish all practices, and develop all activities relative to the Office of the Superintendent. The Board delegates to the Superintendent the function of specifying required procedures and designing detailed arrangements under which the public schools and their respective departments will be operated in accordance with Board policy. These detailed arrangements shall constitute the administrative procedures governing the school system.

(d) The Board reserves authority unto itself to change its goals and standards and executive-limitations policies, thereby shifting the boundary between the domains of the Board and of the Superintendent. By so doing, the Board changes the latitude of choice given to the Superintendent. But so long as any particular delegation is in place, the Board and its members will respect and support the Superintendent's choices. This does not prevent the Board from obtaining information in the delegated areas.

(e) Only decisions of the Board acting as a body are binding upon the Superintendent.

1. Decisions or instructions of individual board members, officers, or committees are not binding on the Superintendent, except in instances when the Board has specifically authorized such exercise of authority.
2. In the case of board members' or committees' requesting information or assistance without the Board's authorizations, the Superintendent can refuse such requests that, in the Superintendent's judgment, require a material amount of staff time or funds or are disruptive.

(4) MONITORING ORGANIZATIONAL PERFORMANCE

(a) Monitoring executive performance is synonymous with monitoring organizational performance against Board goals and standards and on executive-limitations policies. Any formal or informal evaluation of the performance of the Superintendent or organization may be derived only from these monitoring data.

(b) The purpose of monitoring is simply to determine the degree to which Board policies are being fulfilled. Monitoring will be as automatic as possible, using a minimum of Board time, so that meetings can be used to create the future rather than to review the past.

(c) A given policy may be monitored in one or more of three ways:

1. Internal Report: Documentation of compliance information to the Board from the Superintendent;
2. External Report: Documentation of compliance information by a disinterested, external auditor, inspector, or judge who is selected by and reports directly to the Board. Such reports must assess performance against policies of the Board only, not against those of the external party, unless the Board has previously indicated that party's opinion is to be the standard;
3. Direct Board Inspection. Documentation of compliance information by a board member, a committee, or the Board as a whole. This is the Board's inspection of documents, activities, or circumstances directed by the Board which allows a test of policy compliance.

(d) At the choice of the Board, any policy may be monitored by any method at any time. For regular monitoring, however, each policy regarding goals and standards and executive limitations will be classified by the Board according to frequency and method. Monitoring of the organization's health, however, should be done continually by the Superintendent and, periodically, by the Board. Consequently, monitoring/evaluation is going on all the time, not just once or twice a year. There should be no surprises to the Board or to the Superintendent.

(5) GENERAL EXECUTIVE CONSTRAINT

(a) The Superintendent shall not cause or allow in the organization any practice, activity, decision, or circumstance which is imprudent, discriminatory, unethical, or in violation of federal, state, or local laws, regulations, or ordinances;

(b) The Superintendent shall not fail to work for passage of legislation designed to advance the cause of good schools;

(c) The Superintendent shall not permit any deviation from the Board-adopted employee code of ethics and employee rules of conduct.

(6) STAFF TREATMENT

Dealings with staff and volunteers will be humane, fair, and dignified. Accordingly, the Superintendent shall:

(a) operate with personnel procedures that clarify personnel rules for classified, certificated, and exempt staff; which provide for effective handling of grievances; and which provide for at least annual feed-back on performance;

(b) uphold contractual agreements or other ~~Board~~ Administrative policies, district regulations, or legal requirements pertaining to employee hours, wages, working conditions, and equal employment opportunities;

(c) not prevent staff from grieving to the Board when:

1. internal grievance procedures have been exhausted;
2. the employee alleges either that a policy of the Board has been violated to his/her detriment or that a policy of the Board does not adequately protect his/her human rights;

(d) acquaint staff with their rights under this policy.

(7) COMMUNICATION AND COUNSEL TO THE BOARD

With respect to providing information and counsel to the Board, the Superintendent shall not permit the Board to be uninformed. Accordingly, the Superintendent shall:

(a) submit monitoring data required by the Board in a timely, accurate, and understandable fashion using appropriate process-improvement tools and addressing provisions of the Board's policies being monitored;

(b) keep the Board abreast of relevant trends, anticipated adverse media coverage, significant external and internal changes, and community attitudes and staff reactions;

(c) provide a mechanism for official communication with the Board, its officers, or its committees;

(d) deal with the Board as a whole, except when:

fulfilling individual requests for information;

responding to officers or committees duly charged by the Board.

(e) acquaint staff with their rights under this policy;

(f) report in a timely manner any actual or anticipated noncompliance with any policy of the Board;

(g) clearly identify information given to the Board as information for decision making, pertinent information, or monitoring information.

(8) STAFF COMPETENCY

To operate effectively and efficiently, the Superintendent must have competent employees, appropriate documentation, and at least annual evaluations, which shall include clarity of expectations, feedback, and a plan for continual improvement.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 2.03, Administrative Organization Plan

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make the technical amendments to the policies.

Committee's Recommendation

Your Committee recommends that the Board approve the technical amendments to Administrative Policy 2.03, Administrative Organization, and Board Governance Policy 3.02, Role of the Superintendent.

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

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Harris 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) Action on a Request to Adopt Resolution 1819R-012 by Director Woodward Regarding Regional Reports

Background

At its meeting on January 24, 2019, the Board referred Resolution 1819R-012 by Director Woodward, regarding monthly regional reports, to the Committee on Parent and Community Engagement. The Resolved portion of the resolution reads:

> RESOLVED, That, on a rotating basis, each regional superintendent is to bring a monthly report to the Board on their current activities; and, be it
>
> FURTHER RESOLVED, That the report shall include, but not be limited to, a description of the region's overall:
>
> - compliance with special education requirements within the region;
> - attendance in the region;
> - suspension and other disciplinary data for the region;
> - parental involvement within the region's schools;
> - the regional superintendent's goals for the region and their progress towards goal attainment;
> - strategies that are working successfully in the region that may be duplicated elsewhere in the district; and, be it
>
> FURTHER RESOLVED, That the report be a regularly scheduled item on the agenda of the appropriate committee, as determined by the committee's charge; and, be it
>
> FURTHER RESOLVED, That the first of these reports be presented in the April 2019 Board cycle.

The Administration is in agreement with the intent of the resolution and is recommending its adoption.

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

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon adoption of the resolution, the Administration will begin the monthly reports.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 1819R-012 by Director Woodward, regarding monthly regional reports, as amended:

RESOLVED, That, on a rotating basis, each regional superintendent is to bring a monthly report to the Board on their current activities; and, be it

FURTHER RESOLVED, That the report shall include, but not be limited to, a description of the region's overall:

- compliance with special education requirements within the region;
- attendance in the region;
- suspension and other disciplinary data for the region;
- parental involvement within the region's schools;
- the regional superintendent's goals for the region and their progress towards goal attainment;
- strategies that are working successfully in the region that may be duplicated elsewhere in the district; and, be it

FURTHER RESOLVED, That the report be a regularly scheduled item on the agenda of the appropriate committee, as determined by the committee's charge; and, be it

FURTHER RESOLVED, That the first of these reports be presented in the ~~April~~ May 2019 Board cycle.

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

* * * * *

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

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

Administration's Report

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

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

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

LRE for Higher Outcomes

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

LRE Data

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

Indicator 5A	Percent of students with IEPs ages 6 through 21 served inside the regular class 80% or more of the day
Indicator 5B	Percent of students with IEPs ages 6 through 21 served inside the regular class less than 40% of the day
Indicator 5C	Percent of students with IEPs ages 6 through 21 served in separate schools, residential facilities, or homebound/hospital placements.

5. The information below compares MPS's LRE data-relative services to the projection in DPI' s 2016 Annual Performance Report Summary for Wisconsin school districts. The MPS percent includes all students who have IEPs, including for speech and language services.

	5A:	5B:	5C:
State of Wisconsin's Target, 2017-18	70.00%	7.90%	0.95%
MPS May 2018*	76.04%	18.57%	0.58%
MPS August 2018†	76.76%	22.79%	0.45%
MPS September 2018	76.68%	17.93%	0.44%
MPS October 2018	77.12%	18.03%	0.46%
MPS November 2018	77.11%	18.07%	0.48%
MPS December 2018	77.19%	17.82%	0.36%
MPS January 2019	77.35%	17.86%	0.35%
MPS February 2019	77.31%	17.83%	0.34%

*Please note, when the data for May was reported at the June PACE meeting, there were 14,445 students with disabilities enrolled age 6 through 21 years of age.

†The numbers for MPS's August LRE are from the schools on the Early Start Calendar. At the time of the August report, there were 6,538 students with disabilities enrolled in Milwaukee Public Schools.

The reports included in the attachments to the minutes of your Committee's meeting present the district's information as well as each school's percentage.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.01, Student Nondiscrimination, Complaints and Appeals

Fiscal Impact Statement

No Fiscal Impact

* * * * *

(Item 3) Report with Possible Action Regarding Safe and Orderly Learning Environments

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

Background

On October 25, 2018, the Board approved Resolution 1819R-005 by Directors Voss and Baéz, regarding a district plan to maintain safe and orderly environments in schools and classrooms:

> RESOLVED, That the Board direct the Administration to develop a systemic, district-wide plan to maintain safe and orderly environments in our schools and classrooms, inclusive of the tiered interventions and strategies whose use is to be documented prior to the use of seclusion or restraint; and be it
>
> FURTHER RESOLVED, That, in developing the plan, consideration be given to strategies that make use of trauma-informed alternatives to interventions, to include, but not be limited to, research-based use of mindfulness, de-escalatory techniques, social-emotional learning practices, and Positive Behavioral Interventions and Supports (PBIS); and be it
>
> FURTHER RESOLVED, That, in developing the plan, the Administration work to ensure that families of the Milwaukee Public Schools are involved and informed about the varying strategies to be used prior to consideration and use of seclusion or physical restraint; and be it
>
> FURTHER RESOLVED, That the plan be provided to the Board no later than the December 2018 board cycle.

The Administration has drafted the following plan for safe and orderly environments inclusive of tiered interventions and strategies.

Definitions

Wisconsin Act 125

- defines *physical restraint* as a restriction that immobilizes or reduces the ability of a student to freely move his or her torso, arms, legs, or head.
- defines *seclusion* as the involuntary confinement of a student in a room or area apart from other students, from which the student is physically prevented from leaving.

Applicable Uses

Applies to school staff, including independent contractors and their employees, and student teachers. Does not apply to law-enforcement officers working in the school.

Seclusion

Prohibits use of seclusion in public schools, including charter schools, except when:

- a student's behavior presents a clear, present, and imminent risk to the physical safety of the student or to others, and it is the least restrictive intervention feasible;
- constant supervision of the student is maintained;
- the student has adequate access to the bathroom, drinking water, required medications, and regularly scheduled meals; and
- seclusion is used no longer than necessary to resolve the risk to the physical safety of the student or others.

A room or area may not be used for seclusion unless:

- it is free of objects or fixtures that may cause injury;
- there are no locks on the door, including hold-down-type mechanisms that immediately release when pressure is removed, and
- it meets all applicable school building-code requirements.

What is not considered seclusion?

- Directing a disruptive student to temporarily separate himself or herself from the activity in the classroom to regain control is not considered seclusion unless the student is confined to an area from which she or he is prevented from leaving.

- Directing a student to temporarily remain in the classroom to complete tasks while other students participate in activities outside of the classroom is not considered seclusion unless the student is confined to an area from which she or he is prevented from leaving.

Physical Restraint

Prohibits the use of physical restraint in public schools, including charter schools, except when:

- a student's behavior presents a clear, present, and imminent risk to the physical safety of the student or to others, and it is the least restrictive intervention feasible;
- there are no medical contra-indications to its use;
- the degree of force and duration used do not exceed what is necessary and reasonable to resolve the risk to the physical safety of the student or others; and
- no prohibited maneuver is used.

Prohibits maneuvers or techniques that:

- do not give adequate attention and care to protecting the pupil's head;
- cause chest compression by placing pressure or weight on the student's chest, lungs, sternum, diaphragm, back, or abdomen;
- place pressure or weight on the student's neck or throat, on an artery, or on the back of the student's head or neck, or that otherwise obstruct the student's circulation or breathing; or
- constitute corporal punishment.

The Act prohibits mechanical or chemical restraints. *Supportive equipment that properly aligns a student's body, assists in maintaining balance, or assists in mobility under the oversight of appropriate medical staff is not mechanical restraint.*

Briefly touching a student's hand, arm, shoulder, or back to calm, comfort, or redirect the pupil is not considered physical restraint.

Timeline: July through September

Provide all principals, school leaders, and special education supervisors training that covers the following items:

Individualized Education Program (IEP) Requirements

The first time that seclusion or physical restraint is used on a student, the student's IEP team must meet as soon as possible after the incident.

- The IEP team must review the student's IEP to make sure that it contains appropriate positive behavioral interventions, supports, and other strategies to address the behavior, and revise if necessary.
- At any time if the IEP team determines that the use of seclusion or restraint may be reasonably anticipated for the student, the IEP must include:
  - appropriate positive interventions and supports and other strategies that address the behavioral concerns based on a functional behavioral assessment; and
  - clear statements that the use of restraint and/or seclusion may be used as an intervention.

Notification and Reporting Requirements

If seclusion and/or physical restraint is used on a student at school, the school administrator or designee must:

- as soon as possible, but no later than one business day after the incident, notify the student's parent of the incident and of the availability of the written report; and
- within two business days after the incident, after consulting with school staff who were present, prepare a written report containing all the following information:
  - the student's name,
  - the date, time, and duration of the incident,
  - a description of the incident, including a description of the student's behavior before and after the incident, and
  - the names and titles of school staff present during the incident.

The written report must be kept at the school and made available for review by the student's parents within three business days of the incident.

Each year, by September 1, the school administrator or designee must submit to the school board a report on:

- the number of incidents of seclusion and physical restraint in the previous year,
- the total number of students involved in the incidents, and
- the total number of students with disabilities involved in the incidents.

Training Requirements

Except as discussed below, no school staff may use physical restraint unless he or she has received training that includes:

- methods of preventing the need for physical restraint;
- instruction in the identification and description of dangerous behavior indicating the need for physical restraint and in methods of evaluating risk of harm to determine whether physical restraint is needed;
- experience in administering and receiving various types of physical restraint;
- instruction on the effects of physical restraint on the person restrained, methods of monitoring signs of physical distress, and techniques for determining when medical assistance may be needed;
- instruction in documenting and reporting incidents of physical restraint; and
- demonstration of proficiency in administering physical restraint.

Each school where physical restraint may be used must have at least one staff member who has received training. The school must keep a record of the training received by the staff member(s), including information regarding how long the training is considered valid by the training program.

More than 1,800 staff members have been trained in restraint and seclusion policy and procedure over the past five years by the Department of Student Services.

Unforeseen Emergency Exception

School staff who have not received the prescribed training in physical restraint may use physical restraint on a student at school:

- only in an emergency, and
- only if school staff members who have received training are not immediately available.

Timeline: September through June

District's Restraint & Seclusion Monitoring

The District and all MPS schools will monitor student restraints and seclusions using the Infinite Campus reports:

- MPS — Behavior Response Error Report: Addresses mistakes or required documentation that is missing. This report should be run each month to ensure that all restraint and seclusion documentation is accurate and up to date.
- MPS — Restraint and Seclusion Report: Lists all restraints and seclusions that have been performed during the current calendar school year. This report should be run each month to continue to assess the restraints and seclusions, along with discussions about how to avoid potential student restraints and seclusions

On-Going as Needed

Crisis Prevention Intervention (CPI)/De-escalation Training

The CPI and De-escalation training is a two-day certification course which is valid for 12 months after the certification date. This training presents multiple methods to calm a student before having to resort to either a restraint or seclusion. Certified employees must take a refresher after the year ends to keep the certification.

From July 2018 through February 2019, Milwaukee Public Schools has hosted 39 CPI/De-escalation professional development and refresher sessions, providing guidance on crisis prevention and de-escalation to 577 MPS employees.

If a Milwaukee Public Schools employee is involved in a restraint or seclusion that does not conform with the standards of Wisconsin Act 125, then the employee will be directed to be certified or recertified with the two-day CPI and De-escalation training to ensure that all appropriate techniques are applied before and during any restraint and seclusion.

Review of Restraint and Seclusion Policies and Procedures

During the school year, MPS staff will review current policy and procedure on restraint and seclusion, and suggest changes and modifications to meet the requirement of a safe and orderly classroom environment.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.17, Student Rights, Responsibilities, and Discipline

Fiscal Impact Statement

No Fiscal Impact.

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(Item 4) Report with Possible Action on Family & Community Engagement Activities

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

Background

MPS operates within a family-and-community-engagement framework which includes six standards that provide districtwide support to schools for partnering with families to increase student outcomes:

(1) Schools are welcoming and culturally relevant environments
(2) Schools are connected to the community
(3) Schools have tools and knowledge needed to build relationships with families and the community
(4) Families have avenues to serve as leaders
(5) Families have opportunities to build peer networks
(6) Families have tools and knowledge needed to be active in their children's education.

This report attached to the minutes of your Committee's meeting provides an update on the work currently being done relative to standards 5 and 6. The District Advisory Council (DAC) and the Families and Schools Together (FAST) program are both examples of ongoing efforts aligned to these two standards.

- The DAC was developed to ensure that MPS families have a voice in the district's decision making. In January, the DAC's meeting topics were shared. This month, DAC attendance is provided to highlight the number of family members, community member,s and schools represented across the district.
- The FAST program, which is funded through the Wisconsin Department of Children and Families, is a nationally recognized, research-based program which has been implemented in the following five MPS schools: Auer Avenue Community School, Brown Street Academy, Engleburg, Hopkins-Lloyd Community School and Keefe Avenue School. Since 2018, the FAST program, in partnership with the Department of Strategic Partnerships and Customer Service, has graduated 52 families in total.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.03, Parent Empowerment

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(Item 5) Report with Possible Action on Regional Showcase — Transformation

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 Transformation Region comprises 12 schools, including K5, K8, and high schools, with 591 staff members working with 5,286 scholars. Each school was identified to participate in a tiered system of support, which aligns to our Superintendent's Five Priorities for Success. Our focus is on collaboratively assisting schools with implementation and support of rigorous academic and behavioral interventions that radically shift academic outcomes. The focus is on data-driven instruction, cycles of feedback, and, establishing staff and student culture. The region uses differentiated professional development, distributive leadership, and effective team management.

The spotlight this month is on Riverwest School. Riverwest boasts an 88.2% attendance rate and a 7.2% suspension rate. It is proud of its successful Compliment Challenge and the designation of "safe space" in every classroom.

The Riverwest community recently advocated for a name change for the school from the former Pierce Elementary. They are proud of being a legacy school, with generational attendance, their recent wins at the 2018 Stem Fair, and the expansion of their athletic program.

Project Prevent, a grand-funded program, is bringing trauma-sensitive training, an in-house family therapist, and support from Project Ujima to work with students and families. Project Ujima describes itself as "a grassroots community engagement organization that teaches and facilitates Discussion Circle processes that enable diverse citizens to come together, discuss issues of shared concern, develop relationships of trust, discover common ground, and go from talk to action."

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01, Teaching and Learning Goals.

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Voss 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 Request to Approve the Agreement with Milwaukee Area Technical College for At-Risk Students, as Defined in Wisconsin Statutes, Section 118.15, for the 2019-2020 School Year.

Background

In accordance with Wisconsin State Statutes, Section 118.153(1)(b), Milwaukee Public Schools (MPS) has partnered with Milwaukee Area Technical College (MATC) to serve students who are 16 years of age or older and at risk of not graduating from high school. This statute allows students to attend a technical college in lieu of attending high school and to participate in programs leading to high-school graduation. MPS has partnered with MATC since 2000 to serve students who are defined as at-risk under the state statute and to help these students work towards earning high-school diplomas.

On June 28, 2018, the Milwaukee Board of School Directors approved a one-year agreement with MATC and authorized 45 full-time-equivalent pupils for the 2018-2019 school year. Based on the review of data for the 2018-19 school year, Administration recommends a one-year agreement renewal with MATC for the 2019-2020 school year.

Contingent upon the Milwaukee Board of School Directors' approval, representatives from MATC, the Office of the City Attorney, and the MPS Administration have agreed to the following:

a. MATC will provide a program named the MATC Emerging Scholars Program to serve a maximum of 45 full-time-equivalent (FTE) pupils as set forth in the agreement attached to the minutes of your Committee's meeting;
b. MATC will serve at-risk students who are 16 years of age or older seeking high-school diplomas through the credit-earning system;
c. MATC will serve students who are 17 years of age or older seeking high-school-equivalency diplomas; and
d. students completing the program will receive MPS diplomas.

Technical revisions have been made throughout the agreement to reflect current practices.

The proposed agreement 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
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06, Fiscal Accounting and Reporting

Fiscal Impact Statement

MPS will be charged an hourly per-pupil rate for the 2019-2020 school year. This rate is charged to the local school district by the Wisconsin Technical College System as required by Wis. Stat., Sec. 118.15. Funding for the agreement will be included as part of the FY20 budget process.

Implementation and Assessment Plan

Upon the Board's approval, the agreement will become effective for the 2019-2020 school year.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed agreement with Milwaukee Area Technical College for At-Risk Students, as defined in Wisconsin Statutes, Section 118.15, for the 2019-2020 school year.

Director Voss left the auditorium.

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

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, and President Sain — 6.
Recused — Director Voss — 1.
Noes — None.

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(Item 2) Action on a Request to Approve the Contracts for Behavioral Reassignment and At-Risk Seats with Banner Prep, Southeastern Education Center, and Lad Lake Synergy for the 2019-2020 School Year

Background

Milwaukee Public Schools (MPS) provides a continuum of services, including placements for students who have significant emotional, behavioral, and social needs. The behavioral-reassignment (BR) schools were created to serve students who have been expelled through a Central Office hearing process and have received placements in BR schools for specified periods of time.

In June 2018, the Milwaukee Board of School Directors approved one-year contracts for educational services with the following BR schools:

- Banner Prep, currently located at 3517 W. Courtland Ave. The current contract specifies that Banner Prep will serve 115 BR seats and an additional 10 special education comprehensive behavioral seats in grades 9 through 12, for a total of 125 seats. The mission of Banner Prep is to provide an alternative small-school setting for secondary-level students when academic and/or behavioral issues have become major barriers in their success in school.
- Southeastern Education Center, located at 4200 N. Holton Street. The current contract specifies services for 85 BR seats in grades 6 through 8. The mission of Southeastern is to provide students with a safe and secure environment within which they can strengthen their academic skills, develop effective work/school habits, and improve interpersonal relationships.
- Lad Lake Synergy, located at 2820 W. Grant Street. The current contract specifies services for 90 BR seats in grades 6 through 12 and 20 at-risk seats in grades 9 through 12, for a total of 110 seats. The mission of Synergy is to guide growth, to reach potential, and to live responsibly.

MPS continues to have a need to partner with community-based agencies to serve students that have been reassigned for designated periods of time due to violations of the MPS code of conduct.

In March 2019, a team met to review the data for each of the BR schools. The review included a presentation by school representatives and student and staff focus groups. The team was provided the opportunity to discuss the findings, to consider additional input from schools, and to provide feedback.

Based on the review of data, the outcome of the review process, and the needs of the district, Administration recommends one-year contract renewals with Banner Prep, Southeastern Education Center, and Lad Lake Synergy for behavioral reassignment seats and at-risk seats for the 2019-2020 school year.

The proposed recommendation is for Banner Prep to serve 125 BR seats in grades 9 through 12, Southeastern to serve 85 BR seats in grades 6 through 8, and Lad Lake Synergy to serve 90 BR seats in grades 6 through 12 and 20 at-risk seats in grades 9 through 12, for a total of 110 seats.

Representatives from the partnership schools, the Office of the City Attorney, and Administration collaborated to update the contract for BR and at-risk seats. The representatives agree with the contract modifications for the Board's approval, as outlined in the attachment 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 3.06, Fiscal Accounting and Reporting

Fiscal Impact Statement

School allocations are approved annually by the Milwaukee Board of School Directors as part of the budget process.

Implementation and Assessment Plan

The contract term for behavioral reassignment schools is one year and may be renewed for subsequent years, based on the outcome of the contract review, availability of funds, and the needs of MPS.

Upon the Board's approval, the contracts will become effective for the 2019-20 school year.

Committee's Recommendation

Your Committee recommends that the Board approve the contracts for behavioral reassignment and at-risk seats with Banner Prep, Southeastern Education Center, and Lad Lake Synergy for the 2019-2020 school year.

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

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(Item 3) Action on a Request to Adopt the MPS Montessori Strategic Plan

Background

At its meeting on September 27, 2018, the Board adopted Resolution 1819R-004, which called for the development of a district-established MPS Montessori Strategic Plan Advisory Committee to begin work on the MPS Montessori Strategic Plan (MPSMSP). The MPSMSP was to include long- and short-term planning. In February 2019, an informational report and draft plan was shared with the Board.

Through the continued collaborative effort of parents, principals, teachers, central staff, Board members, and community members, a final draft of a strategic plan has been created. It offers a strategy to protect, to enhance, and to expand Montessori education within Milwaukee Public Schools.

The Montessori Strategic Plan's timeline is organized with activities which are prioritized in years one, three, and five. The recommendations in the plan could be implemented by 2024. They include the following:

- adoption of Montessori Essential Elements,
- identification of a Montessori coordinator,
- a new teacher training pathway,
- adolescent professional development, and
- the expansion of program offerings with equity.

The Plan also describes how efforts will be made to reverse enrollment decline, current practices and standards for Montessori education in MPS, and the Montessori Essential Elements. Recommendations for budgetary and systemic priorities are described. Future plans for full Montessori implementation are also explained. Finally, estimated yearly costs to implement the MPSMSP plan are outlined.

The entire plan and presentation 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 2.12, Advisory Committees: Administration-originated

Fiscal Impact Statement

This item does not provide budget authority. There are estimated preliminary costs not to exceed $380,580, beginning with FY20. The Administration will conduct a needs assessment and budget analysis to bring specific funding recommendations to the Milwaukee Board of School Directors for approval each year during the budget process.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will begin implementation of the plan in alignment with the yearly budget process.

Committee's Recommendation

Your Committee recommends that the Board adopt the proposed MPS Montessori Strategic Plan as attached to the minutes of your Committee's meeting, with funding recommendations to be brought to the Board for approval as part of each fiscal year's budget process.

Director Phillips moved to approve the Administration's recommendations, except for a modification to change "certification" to "certification and/or training" throughout the plan. The motion passed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, and President Sain — 7.
Noes — None.

* * * * *

(Item 4) Action on a Request to Approve the MPS FY19 Head Start Federal Continuation Grant Application

Background

The existing five-year non-competitive grant requires Head Start to provide annual updates. Each year, these progress monitored updates are reflected within a continuation grant that is submitted to the Office of Head Start.

In addition, this continuation grant requires, per the Administration for Children and Families (ACF), the participation — through review, feedback, and approval — of the Milwaukee Public Schools Head Start Policy Council and the Milwaukee Board of School Directors.

The Head Start federal grant-application information was presented to, discussed, and approved by the Policy Council on February 27, 2019.

The funded enrollment for federal MPS Head Start grant is 1,370 students.

The FY19 Head Start federal continuation grant application was due March 1, 2019.

The application and budget narrative 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 1.01, Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

This does not authorize expenditures. The federal grant is expected to be in the amount of $8,974,184.00

Committee's Recommendation

Your Committee recommends that the Board approve the submission of the 2019-20 Head Start federal application.

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

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(Item 5) Update with Possible Action on the MKE Early Childhood Initiative

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

Background

The Milwaukee Public Schools' Early Childhood Initiative is aligned to the Five Priorities for Success.

Our mission is to ensure that all educators 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.

Our vision is that all students participating in MPS's early childhood programs will be adequately prepared to achieve grade-level proficiency in reading, writing, and math by third grade.

Elements of the initiative include high-quality, research-based instruction, family support as students transition, social/emotional learning coupled with cultural and linguistic needs, early childhood staff development, and the equitable distribution of resources.

To date, the scope of the initiative has been developed, weekly and monthly meetings are occurring, and research into best practices is underway. Frog Street professional development is providing additional resources.

Next steps include workgroup collaborations, executing the Strategic Plan, and ongoing monitoring.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

No Fiscal Impact

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(Item 6) Action on a Request to End the Educational Program of the Non-Instrumentality Charter School Contract with TransCenter for Youth, Inc., for NOVA Tech, as Requested, to be Effective on the Last Regularly Scheduled Day of the 2018-2019 School Year

Background

NOVA Tech was established as a non-instrumentality charter school beginning with the 2014-2015 school year. The current contract with TransCenter for Youth, Inc., (TransCenter) for NOVA Tech is for up to a maximum of 100 full-time-equivalent (FTE) pupils in grades 9 through 12. NOVA TECH is located at 225 W. Capitol Drive.

On January 14, 2019, the Department of Contracted School Services received written communication from TransCenter's representatives notifying MPS of TransCenter's request for non-renewal of the non-instrumentality charter school contract, to be effective on the last regularly scheduled day of the 2018-2019 school year. Administration concurs with TranCenter's request for non-renewal of its non-instrumentality charter school contract.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Administration will work with NOVA Tech to ensure a strong finish to the school year. Administration will also assist families in finding new school placements for fall as needed.

The non-instrumentality charter school contract with TransCenter for Youth, Inc., for NOVA Tech will expire effective on the last regularly scheduled day of the 2018-2019 school year.

Administration will notify Wisconsin Department of Public Instruction of the non-renewal of the non-instrumentality charter school contract.

Committee's Recommendation

Your Committee recommends that the Board approve the request to end the educational program of the non-instrumentality charter school contract with TransCenter for Youth, Inc., for NOVA Tech, as requested, to be effective on the last regularly scheduled day of the 2018-2019 School Year.

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

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(Item 7) Action on a Request to Close Daniel Webster Secondary School Program at the End of the 2018-19 School Year

Background

In accordance with Resolution 1819R-007 by Directors Sain and Falk, as adopted on September 27, 2018, it is proposed to close the current Daniel Webster Secondary School program:

> RESOLVED, That Daniel Webster Secondary School be reconfigured to serve grades six through twelve, beginning with the expansion to ninth grade during the 2019-2020 school year and expanding by one grade level each school year thereafter until full expansion to serve grades six through twelve in the 2022-2023 school year; and be it
>
> FURTHER RESOLVED, That Daniel Webster Secondary School's traditional program be redesigned to include a high-school-preparatory program for middle-school students; and be it
>
> FURTHER RESOLVED, That — in direct alignment with the district's mission to prepare students for success in higher education, post-educational opportunities, work, and citizenship — the redesign of Daniel Webster Secondary School also include the following three high-school academies from which high-school students will be able to choose their academic focus:
>
> - a college-preparatory academy in which students shall engage in rigorous collegepreparatory courses, including access to early-college high school (ECHS) and dual-enrollment programs;
> - a science, technology, engineering, and math (STEM) academy in which students shall engage in an interdisciplinary, hands-on, and project-based learning curriculum, including access to apprenticeships and internships; and
> - a leadership, business, law, and social justice academy in which students shall engage in a sequence in business, law, and social justice, including access to community projects, service learning, and internships; and be it
>
> FURTHER RESOLVED, That the Board direct the Administration to establish a steering committee inclusive of representation from Webster's leadership, staff, students, parents, and partners, as well as representation from MPS's central administration and the broader community, to work on the redesign and growth of Webster Secondary School; and be it

FURTHER RESOLVED, That the Board direct the Administration, in consultation with the steering committee, to bring an update on the reconfiguration and redesign of Webster Secondary School to the Board no later than the October November 2018 board cycle and quarterly thereafter through the end of the 2019-2020 school year; and be it

FURTHER RESOLVED, That the Board direct the Administration to explore the establishment of feeder patterns to Webster Secondary School.

Closing the program will allow for the redesign and reconfiguration of the program as outlined in the adopted resolution. The resolution sought to establish programming that aligns to the district's mission to prepare students for success in higher education, post-educational opportunities, work, and citizenship. The resolution called for an inclusive steering committee to facilitate the reconfiguration and redesign of programming at this site. The established steering committee included representation from Webster's leadership, staff, students, parents and partners, as well as MPS central services staff and the community.

The committee's exploration resulted in an instrumentality charter school petition that was approved by the Board on December 21, 2018. The petition outlines an education program to serve up to 420 students in grades six through nine beginning with the 2019-20 school year and scheduled to ramp up to 870 students in grades six through twelve beginning with the 2022-23 school year. The proposed instrumentality charter school will provide a rigorous academic program to prepare students for post-educational opportunities. The high-school programming will include three academies from which high-school students will be able to choose their academic focus.

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

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will work with families to ensure school placements for current Daniel Webster Secondary School's students.

Committee's Recommendation

Your Committee recommends that the Board close the Daniel Webster Secondary School program at the end of the 2018-19 school year.

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

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the monthly reports of the Board's delegates to the District Advisory Council (DAC), to the MPS Head Start Policy Council, to the Milwaukee Public Library's Board of Trustees, and to CESA #1.

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

In an effort to support the goals that have been identified by the Board as essential to the accomplishment of the MPS Vision and Mission, the President's activities during the month of March 2019 included the following:

Academic Achievement

- Participated in Read Across America at Gaenslen & Westside Academy
- Attended the Principals' Institute
- Attended the Mentor Milwaukee's mentor-recruitment fair at City Hall
- Visited Thurston Woods School with Superintendent Posley
- Met with JMAC students at the Wisconsin Restaurant Show
- Met with Brenda Campbell, President and CEO of Secure Futures
- Met with Gerard Randall, Executive Director of the Milwaukee Education Partnership
- (MEP)
- Attend the Summit on Black Male Youth Milwaukee at UWM
- Meeting w/Danae Davis, Executive Director of Milwaukee Succeeds
- Attending a meeting of the City of Milwaukee Black Male Achievement Council
- Attended Insights into Young People's Mental Health at Marquette

Student, Family and Community Engagement

- Met with Sara Meaney, Wisconsin Secretary of Tourism, at Hawley
- Attended MPS Youth Basketball at Morse
- Participated in the MMABSE Bowl-a-thin
- Attended the Mayor's State of the City Address
- Met with County Executive Chris Abele
- Attended the Milwaukee Urban League's Annual Meeting
- Met with Paula Kiley, Director of Milwaukee Public Library
- Attended the State High School Basketball Championship
- Attended the Milwaukee Public Library's Building Development Committee
- Attended the meeting of the Milwaukee Public Library's Board of Trustees
- Attended the staff/student basketball game at Rivertrail

Effective and Efficient Operations

Met with Mark Thomas, Wisconsin Region CEO and Southeast Wisconsin Chapter Executive of the American Red Cross

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RESOLUTIONS

Resolution 1819R-017

By Director Phillips

WHEREAS, Administrative Policy 8.52(1) recognizes that bullying obstructs the school district's mission to maintain the safety or welfare of students and threatens the safe environment for students and adults, while disrupting productivity both inside and outside of the classroom; and

WHEREAS, Administrative Policy 8.52(2) defines bullying as "…deliberate or intentional behavior using words or actions intended to cause fear, humiliation, intimidation, harm, or social exclusion; and

WHEREAS, Administrative Policy 8.52(3) prohibits bullying by students (either individually or as a group) and adults (including employees and non-employees of MPS) in "…all schools, in school-district buildings, in educational environments, and on school district property, including any property or vehicle owned, leased, or used by the school district," and in activities conducted under the supervision of schools or the district; and

WHEREAS, Administrative Policy 8.53(3) also prohibits the bullying and harassment of students or employees via telephones, computers, and other electronic devices, as well as through speech or behavior that occurs outside of school; and

WHEREAS, Administrative Policy 8.53(4) lays out procedures for the reporting and investigation of allegations of bullying at the school level; and

WHEREAS, Bullying is not contained within the walls of a school, but can permeate and spread through a community, especially in the age of social media; and

WHEREAS, When parents and youth are involved in developing and implementing solutions to bullying:

- schools are better able to develop more responsive responses because students are more likely to see or hear about bullying than are adults;
- school climate improves because students, who likely have more immediate and personal experience with bullying and its effects than do school and district administrators, become part of the solution, resulting in greater buy-in to anti-bullying efforts; and
- parents can support their schools' messages about bullying at home and also are more likely to recognize signs that their children have been bullied or are bullying others; and

WHEREAS, Although MPS has developed a number of programs and strategies to address bullying, more work needs to be done to include teachers, staff, parents, students, and the community at large in the battle to combat bullying; and

WHEREAS, The District Advisory Council's Ad Hoc Committee for Bullying Prevention has developed the following suggestions to assist the district in its anti-bullying efforts:

- focus on proactive practices and restorative practices to build community in schools and to increase positive relationships throughout schools (adults-to-adults, adults-to-students and students-to-students);
- designate at least one half-day a year to focus on bullying-prevention education and team building for all staff in schools;
- build time into each week to allow for student, family, and staff relationship building;
- integrate bullying-prevention education into all student activities;
- create an avenue, such as a student council, through which students may participate in identifying issues and in developing strategies and solutions to prevent bullying in their schools;
- create a replicable student peer-leader program (such as school cadets) that schools may implement as an extra-curricular option;
- increase the availability of mental health services to students;
- increase communication to families about bullying prevention;
- create a clear flowchart for families to understand the steps that happen after suspected bullying has been reported and who to contact if these steps are not being followed;
- develop a clear way for students and families to report concerns about bullying, both anonymously and with a way to receive follow-up from the school within a designated amount of time;
- offer training around bullying prevention to all MPS bus drivers that includes what to do if bullying occurs and how families are to be notified;
- create a system for buses that experience consistent behavior or bullying issues to receive ride-along assessments of the situation and to provide strategies and recommendations for improvements;
- establish a formal partnership with the City of Milwaukee to address bullying as a citywide issue;
- ensure that all K-8 classrooms implement Second Step with fidelity and use the family links letters and information to share with families and to help reinforce what is being taught in the classroom;
- require that all teachers make two positive phone calls about peer relationships per student to the students' respective families each year and document those calls in Infinite Campus;
- establish a program for home visits that are focused on relationship building between home and school;
- encourage family participation in schools' PBIS committees and add bullying prevention to each agenda; and

- conduct an annual bullying prevention audit to monitor fidelity to Second Step, implementation of the health curriculum's bullying requirements, and progress on each of these activities; now, therefore, be it

RESOLVED, That the Board direct the Administration to review and analyze each of the suggestions of the District Advisory Council's Ad Hoc Committee for Bullying Prevention and prepare a comprehensive report to the Board of the feasibility of their implementation within the Milwaukee Public Schools, said report to include, but not be limited to, estimated costs, human-resources implications, and timelines for implementation; and be it

FURTHER RESOLVED, That the Administration be directed to explore, as part of its report, the concept of establishing a safety committee in each school, as recommended by StopBullying.gov, under the following guidelines:

- Each committee would comprise a small group of people focused on school-safety concerns, to include
  - — administrators who can answer basic questions about budget, training, curriculum, and Family Educational Rights and Privacy Act (FERPA);
  - — innovative teachers with strong school based relationships with students and families, and staff, who have strong classroom and interpersonal skills and who can offer insights;
  - — other school staff — such as school psychologists, counselors, school nurses, librarians, and bus drivers — who can bring diverse perspectives on bullying;
  - — parents who can share the family viewpoint and keep other parents in the loop on the committee's work;
  - — students who can bring fresh perspectives and help identify real-life challenges to prevention; and
  - — other community stakeholders — such as clergy members, elected officials, and healthcare providers — who can provide broader insights.
- The primary activities of the safety committees would be to:
  - — assist in the planning of bullying-prevention and intervention programs with measurable and achievable goals;
  - — assist in the implementation of bullying-prevention efforts;
  - — develop and communicate, bullying-prevention policies and rules;
  - — educate the school community about bullying to ensure that everyone understands the problem and their role in stopping it;
  - — evaluate bullying-prevention efforts and refine the plan if necessary;
  - — advocate for the school's work in bullying prevention to the entire school community; and
  - — sustain the effort over time.
- These committees are not to serve as forums for discussing the behavior of individual students, which would be a violation of student privacy under FERPA; and be it

FURTHER RESOLVED, That the Administration bring forward this report no later than 90 days from the adoption of this resolution; and be it

FURTHER RESOLVED, That the Administration be directed to revisit existing policies and procedures that address bullying and harassment to ensure that they adequately address the needs of our students and the community and to bring any necessary proposed revisions to the Board as soon as is feasible.

Referred to the Committee on Legislation, Rules and Policies.

ITEMS DEFERRED

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

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

The Board received the following report from its Legislative Policy Specialist.

Background

The budget debate is accelerating at the state level, with assertions being made that the Governor's budget may be a non-starter. At the same time, there remains strong and clear support for many of the proposals put forward in the budget. Those tensions have been at play during recent discussions over the Blue Ribbon Commission's report on K-12 Education. The question remains whether the Legislature will adopt the blue-ribbon-worthy options in the report or go in a direction that will offer less support to students in Wisconsin.

A number of important issues were raised and discussed at the Legislative Conference of the Council of the Great City Schools. Key among the points raised is the importance of the upcoming census: Historically, children have been undercounted during the census process, particularly those in the range of birth to four years old. A combined community effort to support an accurate count will be needed to help to ensure that the federal and state resources that follow are made available to the children of Milwaukee and Wisconsin.

The Wisconsin Policy Forum has issued another education-related report that highlights Wisconsin's last-in-nation levels of support for English-language learners. Wisconsin's level of funding for students in this area has been described by a national expert as "pitiful."

Disparities and unfairness in per-pupil revenue limits continue to be a growing concern. Currently, by law, the State of Wisconsin values the students of Milwaukee Public Schools as worth $1,159.65 less than students in Whitefish Bay. If, as a group, MPS students were valued at Whitefish Bay's level, they would have access to an additional $89 million of support and programming on an annual basis. Simply funding MPS students in a fair manner and increasing support for students with disabilities to the 60% reimbursement level would provide $154 million worth of resources to the children of Milwaukee.

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(Item 2) Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved

Background

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy 2.01, General Governance Commitment

Fiscal Impact Statement

NA

Recommendation

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

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

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, and President Sain — 7.
Noes —None — 0.

The Board retired to Executive Session at 7:50 PM.

The Board adjourned from Executive Session at 8:21 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

* * * * *

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 9, 2019

Special meeting of the Board of School Directors called to order by President Sain at 5:36 PM.

Present — Directors Baéz, Falk, Harris, Phillips, Voss, Woodward, and President Sain — 7.
Absent and Excused — Director Miller — 1.

The Board Clerk read the following call of the meeting:

April 4, 2019

To the Members of the Board of School Directors:

At the request of President Mark Sain, a special meeting of the Board of School Directors will be held at 5:30 PM on Tuesday, April 9, 2019, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of deliberating and of taking action in the matter of an appeal of disciplinary action under Appendix A of the Rules of the Milwaukee Board of School Directors.

The Board may retire to closed session pursuant to Wisconsin Statutes, §19.85(1)(f), which allows a governing body to consider disciplinary data of specific persons, preliminary consideration of specific personnel problems, or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations, and §19.85(1)(g), which allows a governing body to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The Board may reconvene in open session to take action on matters discussed in closed session.

JACQUELINE M. MANN, Ph.D.
Board Clerk

(Item 1) Action on an Appeal of Disciplinary Action under Appendix A of the Rules of the Milwaukee Board of School Directors

Background

Relative to this item, the Board may retire to closed session pursuant to Wisconsin Statutes, §19.85(1)(f), which allows a governing body to consider disciplinary data of specific persons, preliminary consideration of specific personnel problems, or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations, and §19.85(1)(g), which allows a governing body to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The Board may reconvene in open session to take action on matters discussed in closed session.

Recommendation

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

Director Voss moved to retire to executive session, pursuant to Wis. Stats., §19.85(1)(f) and 19.85(1)(g). The motion passed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Phillips, Voss, Woodward, and President Sain — 7.
Noes — None — 0.

The Board retired to executive session at 5:43 PM.

Director Harris left the meeting at 6:39 PM.

The Board reconvened in open session at 7:07 PM.

Director Baéz moved reinstatement of the employee, with a 30-workday unpaid suspension and a contingency to complete the requirements of an EAP (Employee Assistance Program) counselor prior to returning to work. The motion passed, the vote being as follows:

> Ayes — Directors Baéz, Falk, Phillips, Voss, Woodward, and President Sain — 6.
> Noes — None — 0.

The Board adjourned at 7:09 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 25, 2019

Regular meeting of the Board of School Directors called to order by President Sain at 6:33 PM.

Present — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Absent and Excused — None.

Before commencing with the agenda, President Sain asked for a moment of silence to commemorate the passing of:

- Kathleen Thornton, a retiree who had worked in the Finance Department, who passed away on March 24, 2019;
- Ruth Oldson, a teacher at Craig School, who passed away on April 4, 2019;
- Karen Simmons Watson, a retired teacher who had worked at River Trail, who passed away on April 5, 2019;
- Dieter Kowalski, an alumni of Riverside University High School, who passed away on April 22, 2019;
- Renee L. Robinson, a retired teacher who had worked at Hartford Avenue School; and
- Joe Bartolotta, a long-time partner with MPS in its culinary arts program.

AWARDS AND COMMENDATIONS

(Item 1) Recognition of the Washington High School Boys' Basketball Team

MPS congratulates the boys' basketball team at Washington High School of Information Technology for advancing to the State finals for the third year in a row! The Purgolders earned second place in Division 2. Their season record of 22-5 placed them within striking distance of the state championship. The team and coaches will be present at the Board's regular April Board to be formally recognized.

The team played La Crosse Central on Friday, March 15, to earn the right to compete for the top spot. After the Purgolders rallied from a 14-point deficit, the score was tied at the buzzer, and the game was forced into overtime. Strategy put the team on top, with a final score of 72–71. On Saturday, March 16, the Purgolders ended the season as the state runner-up after playing Nicolet High School.

Coach Freddie Riley praised the boys for their determination and hard work. "I'm so proud of these boys for how far they've come," he said. "They fought hard this season and it paid off."

The 2019 boys join the elite ranks of Washington basketball teams who finished in second place in 1997, 2000, and 2018. Washington boys were State Champions in 1985, 1990, and 1993.

Congratulations to the entire Washington basketball program!

* * * * *

(Item 2) Action on the Waiver of Board Rule 1.10(1) and Adoption of a Proclamation in Honor of Mark A. Sain, Departing Member of the Milwaukee Board of School Directors, for His Years of Service to the Milwaukee Public Schools

Background

Director Mark A. Sain, who was elected to the Board in April 2011 as Director of District 1, will be retiring from the Board at the end of this current board year. A Proclamation honoring Director Sain for his service to the Milwaukee Public Schools, its children and families, and its staff is presented below for the Board's consideration and adoption:

PROCLAMATION
IN HONOR OF
MARK SAIN
FOR HIS SERVICE ON THE
MILWAUKEE BOARD OF SCHOOL DIRECTORS

WHEREAS, MARK SAIN was elected to the 1st District seat on the Milwaukee Board of School Directors in April 2011; and

WHEREAS, MARK SAIN served as Chair of the Milwaukee Board of School Directors' Committee on Legislation, Rules and Policies from 2013 through 2015; and

WHEREAS, MARK SAIN has served as President of the Milwaukee Board of School Directors from 2016 through 2018; and

WHEREAS, MARK SAIN has promoted parental engagement in the Milwaukee Public Schools by proposing a Parent/Guardian Involvement Pledge through which parents/guardians would promise to make their children's education a priority; to partner with their children's schools to ensure that they remain informed and involved in all aspects of their children's education; and to do everything to nurture their children's ability to learn, and

WHEREAS, MARK SAIN also proposed an MPS Engagement Center that would encourage student engagement through early childhood education opportunities; family engagement through family learning opportunities, including family time, service-learning activities, and family mentoring; and community engagement through social and recreational opportunities and services that wrap around families; and

WHEREAS, MARK SAIN has worked to ensure a broad spectrum of educational opportunities for students residing on the north side of Milwaukee by proposing that new middle-school and high-school programs be established at under-utilized or vacant MPS sites in that area of the city; and

WHEREAS, MARK SAIN has championed MPS's increased contribution to the economic growth and development in Milwaukee by proposing a local purchasing program, similar to that of the City of Milwaukee, through which MPS would give priority in purchasing to those goods or services manufactured or produced in the city or county of Milwaukee; now, therefore, be it

RESOLVED, That the MILWAUKEE BOARD OF SCHOOL DIRECTORS extend its sincere appreciation and gratitude to MARK SAIN for his years of dedicated service to the Milwaukee Public Schools, its students, and the community; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent proceedings of the Board of School Directors; and be it

FURTHER RESOLVED, That the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to MARK SAIN in tribute to his record of dedicated public service to the citizens of Milwaukee and to the children of the Milwaukee Public Schools.

In order to adopt this resolution immediately, the Board will have to suspend Board Rule 1.10(1), which states,

> Unless otherwise provided in these rules, all communications…petitions, resolutions, and new business shall be referred without action to the appropriate committee for consideration and report to the Board….

Suspension of a Board Rule requires a two-thirds affirmative vote of the Board.

Recommendation

That the Board waive Board Rule 1.10(1) and adopt the Proclamation in recognition and appreciation of Director Mark A. Sain and his service to the Milwaukee Public Schools and to the citizens of Milwaukee.

The gavel was passed to Vice President Miller at 6:48 PM.

Director Baéz moved to waive Board Rule 1.10(1) and adopt the Proclamation in recognition and appreciation of Director Mark A. Sain and his service to the Milwaukee Public Schools and to the citizens of Milwaukee. The motion passed, the vote being as follows:

> Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
> Noes — None — 0.

The gavel was returned to President Sain at 7:04 PM.

* * * * *

Director Wendell J. Harris, Sr., who was elected to the Board in April 2015 as Director of District 2, will be retiring from the Board at the end of this current Board year. A Proclamation honoring Director Harris for his service to the Milwaukee Public Schools, its children and families, and its staff is presented below for the Board's consideration and adoption:

PROCLAMATION
IN HONOR OF
WENDELL J. HARRIS, SR.,
FOR HIS SERVICE ON THE
MILWAUKEE BOARD OF SCHOOL DIRECTORS

WHEREAS, WENDELL J. HARRIS, SR., was elected to the 2nd District seat on the Milwaukee Board of School Directors in April 2015; and

WHEREAS, WENDELL J. HARRIS, SR., served as Chair of the Milwaukee Board of School Directors' Committee on Parent and Community Engagement from 2017 through 2018; and

WHEREAS, WENDELL J. HARRIS, SR., served as the Board's delegate to the MPS Head Start Policy Council from 2015 through 2018; and

WHEREAS WENDELL J. HARRIS, SR., served as the Board's delegate to the Title I District Advisory Council in 2015 and 2016; and

WHEREAS, WENDELL J. HARRIS, SR., has based his tenure on the Board on strengthening parental and community involvement in the schools, in the district, and in the Board's policy making; and

WHEREAS, WENDELL J. HARRIS, SR., has championed the creation — through partnerships with non-profit organizations, with community and faith-based entities, with institutions of higher education, and with the City of Milwaukee — of a Community Resource Center to provide exceptional education, social services, family support, healthcare, and community-building programs, as well as either short-term or long-term community housing for homeless students and their families; and

WHEREAS, WENDELL J. HARRIS, SR., has proposed the creation of programs in MPS's underused or vacant buildings to provide a holistic experience for students who have experienced repeated behavioral challenges and to serve students in grades

4 through 12 who are at risk of or have been given out-of-school suspensions; and

WHEREAS, WENDELL J. HARRIS, SR., has encouraged the Milwaukee Public Schools to explore and to implement fair and effective alternatives to out-of-school suspensions; and

WHEREAS, WENDELL J. HARRIS, SR., has advocated for policies to increase educational equity in the Milwaukee Public Schools; now, therefore, be it

RESOLVED, That the MILWAUKEE BOARD OF SCHOOL DIRECTORS extend its sincere appreciation and gratitude to WENDELL J. HARRIS, SR., for his years of dedicated service to the Milwaukee Public Schools, its students, and the community; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent proceedings of the Board of School Directors; and be it

FURTHER RESOLVED, That the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to WENDELL J. HARRIS, SR., in tribute to his record of dedicated public service to the citizens of Milwaukee and to the children

In order to adopt this resolution immediately, the Board will have to suspend Board Rule 1.10(1), which states,

> Unless otherwise provided in these rules, all communications…petitions, resolutions, and new business shall be referred without action to the appropriate committee for consideration and report to the Board….

Suspension of a Board Rule requires a two-thirds affirmative vote of the Board.

Recommendation

That the Board waive Board Rule 1.10(1) and adopt the Proclamation in recognition and appreciation of Director Wendell J. Harris, Sr., and his service to the Milwaukee Public Schools and to the citizens of Milwaukee.

Director Phillips moved to waive Board Rule 1.10(1) and adopt the Proclamation in recognition and appreciation of Director Wendell J. Harris, Sr., and his service to the Milwaukee Public Schools and to the citizens of Milwaukee. The motion passed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — None — 0.

* * * * *

(Item 4) Action on the Waiver of Board Rule 1.10(1) and Adoption of a Proclamation in Honor of Carol Voss, Departing Member of the Milwaukee Board of School Directors, for Her Years of Service to the Milwaukee Public Schools

Director Carol Voss, who was elected to the Board in April 2015 as Director of District 8, will be retiring from the Board at the end of this current Board year. A Proclamation honoring Director Voss for her service to the Milwaukee Public Schools, its children and families, and its staff is presented below for the Board's consideration and adoption:

PROCLAMATION
IN HONOR OF
CAROL VOSS
FOR HER SERVICE ON THE
MILWAUKEE BOARD OF SCHOOL DIRECTORS

WHEREAS, CAROL VOSS was elected to the 8th District seat on the Milwaukee Board of School Directors in April 2015; and

WHEREAS, CAROL VOSS has served as Chair of the Milwaukee Board of School Directors' Committee on Student Achievement and School Innovation from 2017 through 2019; and

WHEREAS, CAROL VOSS has served as the Board's representative on the MPS Foundation's Board of Directors, on the Policy and Resolutions Committee of the Wisconsin Association of School Boards (WASB), and on the Milwaukee Arts Board, as well as the Board's delegate to the Milwaukee City Council of PTAs/PTSAs from 2015 through 2017 and as the Board's delegate to the MPS Head Start Policy Council in 2017; and

WHEREAS, CAROL VOSS has championed the expansion of high-performing seats for Montessori by the expansion of the Fernwood program, of the dual-campus at Bay View Montessori School, and of Riley bilingual Montessori, as well as having co-sponsored a resolution to create an advisory committee to collaborate on the MPS Montessori Strategic Plan; and

WHEREAS, CAROL VOSS has promoted full transparency and accountability in measuring the educational progress of our students by calling for the triannual reporting to the Board of the results of district-wide assessments; and

WHEREAS, CAROL VOSS has made the wellbeing and safety of our students a priority and has called for a district-wide plan to reduce the use of seclusion and restraints as interventions with disruptive students and to make use of trauma-informed alternatives such as mindfulness, de-escalatory techniques, social-emotional learning practices, and Positive Behavioral Interventions and Supports (PBIS); and

WHEREAS, CAROL VOSS has championed the healthful nutrition of our students by co-sponsoring a resolution to ensure that MPS's meal programs limit processed, high-sugar offerings; increase the availability of fresh fruits and vegetables; seek and foster input from students, parents, teachers, and staff on school menus; and maximize meal time with lunch away from the desk and breakfast in the classroom; and

WHEREAS, CAROL VOSS has sought to ensure that the district and the Board appropriately recognize the achievements, contributions, and service of its staff members in accordance with Administrative Policy 1.05, Recognition for Accomplishment, including the allocation of funds to support full implementation of Administrative Policy 1.05; and

WHEREAS, CAROL VOSS, in order to cut costs and to reduce waste, proposed the development of a district-wide composting and recycling program that would include composting and recycling curriculum and learning activities for our students and participation in food-share programs and community partnership opportunities; now, therefore, be it

RESOLVED, That the MILWAUKEE BOARD OF SCHOOL DIRECTORS extend its sincere appreciation and gratitude to CAROL VOSS for her years of dedicated service to the Milwaukee Public Schools, its students, and the community; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent proceedings of the Board of School Directors; and be it

FURTHER RESOLVED, That the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to CAROL VOSS in tribute to her record of dedicated public service to the citizens of Milwaukee and to the children of the Milwaukee Public Schools.

In order to adopt this resolution immediately, the Board will have to suspend Board Rule 1.10(1), which states,

> Unless otherwise provided in these rules, all communications…petitions, resolutions, and new business shall be referred without action to the appropriate committee for consideration and report to the Board….

Suspension of a Board Rule requires a two-thirds affirmative vote of the Board.

Recommendation

That the Board waive Board Rule 1.10(1) and adopt the Proclamation in recognition and appreciation of Director Carol Voss and her service to the Milwaukee Public Schools and to the citizens of Milwaukee.

Director Harris moved to waive Board Rule 1.10(1) and adopt the Proclamation in recognition and appreciation of Director Carol Voss and her service to the Milwaukee Public Schools and to the citizens of Milwaukee. The motion passed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, and President Sain — 7.
Noes — None — 0.
Temporarily Absent — Director Woodward — 1.

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(Item 5) Action on the Waiver of Board Rule 1.10(1) and Adoption of a Proclamation in Honor of Terrence Falk, Departing Member of the Milwaukee Board of School Directors, for His Years of Service to the Milwaukee Public Schools

Director Terrence Falk, who was elected to the Board in April 2007 as Director of District 8, and to the At-large seat in 2011, will be retiring from the Board at the end of this current Board year. A Proclamation honoring Director Falk for his service to the Milwaukee Public Schools, its children and families, and its staff is presented below for the Board's consideration and adoption:

PROCLAMATION
IN HONOR OF
TERRENCE FALK
FOR HIS SERVICE ON THE
MILWAUKEE BOARD OF SCHOOL DIRECTORS

WHEREAS, TERRENCE FALK was elected to the 8th District seat on the Milwaukee Board of School Directors in April 2007; and

WHEREAS, TERRENCE FALK was then elected to the At-large seat of the Milwaukee Board of School Directors in April 2011; and

WHEREAS, TERRENCE FALK served as Chair of the Milwaukee Board of School Directors' Committee on Strategic Planning and Budget from 2008 through 2017; and

WHEREAS, TERRENCE FALK served as the Board's delegate to the Board of Control of the Cooperative Educational Service Agency #1 (CESA #1) in 2007, 2017, and 2018; and

WHEREAS TERRENCE FALK served as the Board's delegate to the Wisconsin Association of School Board (WASB) from 2008 through 2017; and

WHEREAS, TERRENCE FALK has made supporting good teachers, keeping class sizes manageable, and fostering a well-rounded education of basics skills, critical thinking, and creativity within safe and nurturing school environments the foundations of his tenure on the Board; and

WHEREAS, TERRENCE FALK has promoted the use of the ACT exams to help MPS students measure the progress of their education and to become competitive in getting into the colleges and universities of their choice; and

WHEREAS, TERRENCE FALK has championed the use of emerging technologies, such as ebooks, online courses, telecommuting for employees, and apps for smart phones and computers, to increase efficiencies, to enhance communication with parents, and to reduce costs to the district; and

WHEREAS, TERRENCE FALK has advocated for changes in MPS's policies regarding the discipline of students to reduce expulsions and suspensions and to ensure that students who are suspended or expelled continue to receive educational services; and

WHEREAS, TERRENCE FALK has worked to develop policies that will aid the district in attracting and retaining high-quality teachers, particularly in hard-to-fill schools; now, therefore, be it

RESOLVED, That the MILWAUKEE BOARD OF SCHOOL DIRECTORS extend its sincere appreciation and gratitude to TERRENCE FALK for his years of dedicated service to the Milwaukee Public Schools, its students, and the public; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent proceedings of the Board of School Directors; and be it

FURTHER RESOLVED, That the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to TERRENCE FALK in tribute to his record of dedicated public service to the citizens of Milwaukee and to the children of the Milwaukee Public Schools.

In order to adopt this resolution immediately, the Board will have to suspend Board Rule 1.10(1), which states,

> Unless otherwise provided in these rules, all communications…petitions, resolutions, and new business shall be referred without action to the appropriate committee for consideration and report to the Board….

Suspension of a Board Rule requires a two-thirds affirmative vote of the Board.

Recommendation

That the Board waive Board Rule 1.10(1) and adopt the Proclamation in recognition and appreciation of Director Terrence Falk and his service to the Milwaukee Public Schools and to the citizens of Milwaukee.

Director Baéz moved to waive Board Rule 1.10(1) and adopt the Proclamation in recognition and appreciation of Director Terrence Falk and his service to the Milwaukee Public Schools and to the citizens of Milwaukee. The motion passed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, and President Sain — 7.
Noes — None — 0.
Temporarily Absent — Director Woodward — 1.

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APPROVAL OF MINUTES

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

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report of the Superintendent of Schools

Background

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

- Increasing academic achievement and accountability
- Improving district and school culture

- Developing our staff
- Ensuring fiscal responsibility and transparency
- Strengthening communication and collaboration.

School Visits

School visits remain a priority and serve as an excellent mechanism for gathering feedback to support the district's improvement efforts. This month, the schools I visited include Ninety-Fifth Street School; Andrew Douglas, where Director Woodward, my staff, and I had a "hard hat" walk-through of the nearly renovated building; and Bay View High School, where I attended our Ice Cream Challenge event. Students from our culinary arts programs at Bay View, along with their peers from Madison, Vincent, and Washington, created original ice cream flavors, and local community judges participated in taste testing!

Events/Programs/Announcements

MPS Hosted the United Nations Schools of International Learning (UNSIL) World Fair

More than 2,500 students in grades four through eight celebrated diversity by presenting projects at the third annual United Schools of International Learning (UNSIL) World Fair, which was held at the UW-Milwaukee Panther Arena. The students did an excellent job of showcasing inquiry, research, and service learning. I applaud the students and staff for demonstrating a deep understanding and appreciation that transcends social studies.

The UNSIL program is now implemented in 13 schools across the district: Academy of Accelerated Learning, Bethune Academy, Burbank School, Garland School, Humboldt Park School, Milwaukee Academy of Chinese Language, Parkview School, Milwaukee German Immersion, Story School, Gilbert Stuart School, Victory Italian Immersion School, U.S. Grant School, and Zablocki School.

Awards/Recognition

MPS Chess Teams Advance to State Tournaments

Chess teams from six MPS schools qualified to compete at the state level this spring. High-school teams from Milwaukee High School of the Arts, Milwaukee School of Languages, Ronald Wilson Reagan College Preparatory High School, Rufus King International School, and Washington High School of Information Technology traveled to Oshkosh to square off against students from across the state. Middle-school students from Morse Middle School journeyed to Wisconsin Dells to test their skills.

After multiple rounds of competition over two days, Morse Middle School took third place in their division! Congratulations to Dionna Addison, Charon Chang, Jonathan Evans, Arionna Harris, Alejandro Johnson, Leon Scott, ChaNon Chang, Justin Hart, Ethan Vang, and Coach Cathleen Pollock.

Dionna Addison was undefeated after her first three rounds playing against high-school players and then competed for the title against two undefeated high-schoolers. She received an honorable mention for placing in the top percentage of all competitors.

Charon Chang, a sixth-grader, earned 2nd place for Most Improved Player based on his score from his first meet through the state tournament.

Student Scientists Exhibit at STEM Fair

This April, more than 400 MPS students from 42 schools hopped off yellow school buses carrying display boards, science experiments, inventions, and equipment to compete in the annual MPS STEM Fair. A team of 50 volunteers and 130 judges was ready to help them set up displays and to judge their projects.

Student work ranged from practical inventions to solve everyday problems to experiments designed around scientific principles.

Projects were divided into three categories: Science Inquiry (traditional), Engineering Design (solving a problem), and Research Study (high school only, for complex projects).

A contest was held for students to design a logo for this year's STEM Fair. One winner and three honorable mentions were recognized during the awards ceremony.

STEM Fair was made possible by numerous community partners, including Discovery World.

2019 STEM Fair Winners			
	School	Title	Student(s)
K-2 Science			
1st	ALBA	Soak It Up	Maximiliano Vallejo Ariannah Ordonez
2nd	Morgandale	Water Filtration	Maison Zayas Leilani Kirkendoll-Taper
3rd	Metcalfe	Which activity will make our heart beat the fastest?	Lana Powers
3-5 Science			
1st	Golda Meir	5-Second Rule	Grace Pagel
2nd	Bryant	Lava Lamp	Robert Edwards Adonis Allison
3rd	Milw.Spanish Immersion	Flooding Issues	Gwen Trollier
6-8 Science			
1st	La Causa	Hydraulic Drlll	Francisco Ramirez
2nd	Golda Meir	Green Insulation Project	Toby W. Morris
3rd	Manitoba	The Stroop Effect: A Prime Example of Your Brain's Deception	lyanna Davis
High-school Science			
1st	Reagan	Effect of Social Pressure on Kindness	Magdalyn Rowley-Lange
2nd	Golda Meir	Social Conformity	Devon Pawlak
3rd	Reagan	Population and the Milwaukee River	Audre Young-Huggins
K-2 Engineering			
1st	Curtin	Helping Dr. Jenny	Lexi Santana Skylar Howard
2nd	Thurston Woods	Jack and the Parachute	My'Asia Burns Aquaveeion Miller
3rd	Cass St.	Cottonball Launcher	Sophie Milan
3-5 Engineering			
1st	Milw. Spanish Immersion	Pick-a-Poop Drone	David Ojeda
2nd	Golda Meir	Natural Hair Helmets	Brie Newell
3rd	Golda Meir	Ways to Reduce Methane in the Environment	Bernadette Carey Henry Martin
6-8 Engineering			
1st	Curtin	Oh, There Go the Crops	Sandra Medina-Chavez Jasleen Braich
2nd	Golda Meir	Keeping You in Suspension	Dineska Soto
3rd	Golda Meir	Earthquake Retaining Walls	Alexa Hernandez
HS Research Study			
1st	Golda Meir	Polystyrene Worms	Gabriela Bastardo
2nd	Marshall	Filter Design of Chemical and Biological Contaminants	Reana Smith
3rd	Marshall	Solar Photoelectrocatalytic Destruction of Methylene	Samari Price Malik Hamilton
Science Spirit Award			
K-5	Golda Meir	Natural Hair Helmets	Brie Newell
6-12	Longfellow	Recyclable Helmet	Vaseline Sixteco

2019 STEM Fair Winners			
	School	Title	Student(s)
Student-created STEM Button Contest			
Winner	Garland		Isabel Bello
Honorable Mention	Bethune		Emily Cha
Honorable Mention	Golda Meir		Anyla King
Honorable Mention	Gaenslen		Ashley Boyce

Summer Academy Boosts All Students

Students who read and learn in the summer start stronger in the fall. Summer Academy is for everyone! MPS offers art, rnusic, field trips, science, and more through summer programs. All students living in the city of Milwaukee are eligible. This summer, MPS will offer two sessions for learning: June Session from June 3 to 28, and July Session from July 1 to 26. Students can attend one or both sessions. All city of Milwaukee residents, grades K5 to 12, are eligible and can enroll at select sites.

Both sessions are designed for summer fun and will include science, technology, engineering, art, and math (STEAM), field trips, and more! Summer classes help students strengthen and retain skills so they start strong in the fall. High-school students can earn up to one credit in each session through credit recovery (retaking a course to earn credit), credit acceleration (taking a course for credit the first time), or internships.

Summer Academy sessions are packed with music, art, science, outdoor activities, field trips, and more. The June Session provides learning for students on the early start calendar, since their school year ends in mid-May. The July Session is available for students on both the traditional and early start calendars. Locations, dates, and times can be found on the Summer Academy's web page.

Families looking for additional options in June are encouraged to look at the variety of summer enrichment camps listed on the Enrichment Camp's web page. Summer enrichment camps allow students to explore new ideas and to develop new skills. The summer program has many community partners that deliver art, coding, music, theater, outdoor education, STEM, and other offerings. Field trips to local museums and nature centers will allow students to discover their community. Afternoon childcare is provided through the MPS Recreation Department — fees may apply. Summer childcare provides educational activities in a safe environment with caring, trained instructors.

Update and Report-out on the Collaborative Efforts between the School Communities Located at the Walker Campus and the Pulaski Campus

During the January 2019 board cycle, the Milwaukee Board of School Directors requested additional information with respect to the sharing of space at the Walker Campus and the Pulaski Campus. After public testimony was provided and discussion took place during this board cycle, it was determined that regular meetings at the campuses would be facilitated in order to strengthen and to develop culture and climate relative to current campus relationships and space utilization. In order to accomplish this, the Administration secured a facilitator for this important work. The facilitator will be present to provide an update on progress during the April 2019 full board meeting.

Increasing Opportunities for Student Voice

A shared goal of the Milwaukee Board of School Directors and the Administration is providing increased opportunities for student voice throughout the district and at the monthly board meetings. With that goal in mind, I have continued my listening sessions with students. Through these sessions, I learn a lot about what is important to students, including what makes them most proud about MPS and what their ideas are for increasing student voice in district decision making.

President Sain and I had the opportunity of meeting with students at James Madison Academic Campus (JMAC). We engaged in a thoughtful conversation about what they enjoy about their experience as MPS students, and about what would improve their experience. Students shared that they are proud of the resources available to them, and they provided several ideas for improving their experience.

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

The presentation of the Reports and Communications from the Board Clerk/Director, Office of Board Governance, was deferred to the end of the agenda.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Contract Compliance Services (CCS)

The CCS team, in collaboration with the Administration and with assistance from the Office of Board Governance, will host Milwaukee Public Schools' 3rd Annual Business Symposium on April 26, 2019, from 8:00 a.m. until 2:00 p.m. at the Italian Community Center. The collaborative effort provides attendees with resources to enhance, to support, and to navigate public-sector contracting opportunities. Over 250 participants, representing 175 organizations, will have the opportunity to meet one-on-one with departmental and school-based staff for competitive procurement opportunities. Feedback from the event can help inform best practices on doing business with the district.

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

The Board Clerk presented 15 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Miller moved to accept the reports of the Independent Hearing Officers of March 29 and April 2, 4, 8, 9, 10, 11, and 23, 2019. The motion to accept the reports prevailed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — None — 0.

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REPORTS OF STANDING COMMITTEES

Pursuant to Board Rule 1.09(1), which states, "The Board may, at the regular April and July Board meetings, give public hearing on all regular items of business, which shall replace the reports of standing committees…", the Board accepted public testimony on the following Regular Items of Business.

REGULAR ITEMS OF BUSINESS

(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

Code	Name	Position	Salary	Date
		New Hires		
2	Rickie Guerin	Accounting Assistant II	$49,902.34	03/04/2019
2	Davion Brown	Building Service Helper I	$13.12/hr.	03/11/2019
2	James Cunningham	Building Service Helper I	$13.12/hr.	03/18/2019
2	Yolanda Turntine	Building Service Helper I	$13.12/hr.	03/25/2019
2	Devairo Wilson	Building Service Helper I	$13.12/hr.	03/11/2019
2	Craig Ninham	Boiler Attendant Trainee	$33,698.08	03/11/2019
5	Valerie Tillman	Children's Health Assistant	$17,602.22	03/05/2019
4	Carla Hamelin	Food Service Assistant	$12.94/hr.	03/26/2019
2	Lakesha Sturkey	Food Service Assistant	$12.94/hr.	03/26/2019
5	Laura Bolling	Para Ed Assistant	$18,315.98	03/25/2019
2	Mercedes Buck	Para Ed Assistant	$18,315.98	03/06/2019
5	Robert Doucette	Para Ed Assistant	$18,315.98	03/11/2019
2	Lillie Jackson	Para Ed Assistant	$18,315.98	03/11/2019
2	Martina Milton	Para Ed Assistant	$18,315.98	03/14/2019
2	Cedric Owens	Para Ed Assistant	$18,315.98	03/13/2019
4	Ibis Pacheco	Para Ed Assistant	$18,315.98	03/18/2019
2	Jeromy Savage	Para Ed Assistant	$18,315.98	03/18/2019
5	Amanda Unger	Para Ed Assistant	$18,315.98	03/28/2019
4	Jessica Aguirre	School Secretary I — 10-month	$23,795.52	03/06/2019
2	Audreannia Ball	School Secretary I — 11-month	$26,175.07	03/29/2019
4	Irma Maldonado	Social Work Aide II	$20,492.70	03/26/2019
		Promotions		
2	Wilbert Williams Jr.	Building Service Helper I	$13.12/hr.	03/25/2019
2	Michael Rhinehart	Building Service Helper II	$33,826.41	03/04/2019
2	James Tyler	Building Service Helper II	$33,826.41	03/04/2019
4	Thomas Orosco	Food Service Assistant — In Charge	$15.01/hr.	03/11/2019
2	Brandy Washington	Human Resources Assistant	$33,604.00	03/04/2019
5	Jane Janicki	Para Ed Assistant	$18,318.98	03/18/2019
2	Jermaine McCallister	School Engineer III	$50,373.21	03/04/2019
2	LaTanya Rushing	Secretary II	$39,020.47	03/25/2019
2	Michelle Thornton	Secretary II	$33,998.50	03/13/2019
		Rehires		
2	Ganon Coates	Building Service Helper I	$13.12/hr.	03/25/2019
2	Kenneth Taylor	Para Ed Assistant	$18,315.98	03/11/2019

Certificated Appointments

Teachers

Codes	Name	Position	Division	Salary		Start Date
5, r	Ceballos, Caitlin	Gen Elem & K8 — All Grades	B	$44,313.51		4/1/2019
5, r	Hastert, Caitlin	AMP Art	B	$42,500.00		3/19/2019
4, r	Melendez, Gabriela	Multicategorical Comp Sen	B	$42,500.00		2/6/2019
5, r	Meyer, Elizabeth	AMP Art	B	$42,500.00	$64,018.98	3/18/2019
5, nr	Taylor, Palmer	AMP HPE	B	$42,500.00		3/13/2019

Permit Teachers

Codes	Name	Position	Division	Salary	Start Date
2, r	Ballard, Latha	Multicategorical Comp Sen	B	$42,360.01	3/13/2019

Teachers, Early-start Calendar

Codes	Name	Position	Division	Salary	Start Date
5, r	Campbell, Kacey	CAT ENG High	B	$42,500.00	3/18/2019
5, nr	Lauber, Justin	AMP HPE	B	$42,500.00	4/2/2019
5, nr	Paulson, Tracy	Multicategorical Comp Sen	B	$68,000.00	4/1/2019

Permit Teachers, Early-start Calendar

Codes	Name	Position	Division	Salary	Start Date
5, r	Spade, Carol	Mathematics	B	$42,360.01	3/11/2019

Codes and Counts

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-Residents
(r) Residents
(1) Native American 0
(2) African American 1
(3) Asian/Oriental/Pacific Islander 0
(4) Hispanic 1
(5) White 8
(6) Other 0
(7) Two or More Ethnic Codes 0
Males 1
Females 9

Leaves of Absence

	Present Assigment	Effective Date
Personal Leave, March 2019		
Cynthia Cuellar-Rodriguez	Central Services	03/13/2019
Personal Leave, August 2019		
Nicole Seiler	Rufus King	08/06/2019
Stephanie Heinen	Hopkins-Lloyd	08/27/2019
Illness Leave, March 2019		
Julia Hill	Central Services	03/06/2019
Lisza Johnson	High School of Arts	03/12/2019
Tanya Airoldi	Roosevelt M.S.	03/18/2019
Robert Hooks	Washington H.S.	03/26/2019
George Weinman	Fifty-Third Street	03/27/2019
Heidi LaBute	Mitchell	03/29/2019
Illness Leave, April 2019		
Fabiola Melendez-Calderon	ALBA	04/01/2019
Mollie Baranowski	Parkside	04/23/2019

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Effective Date
			Certificated Resignations			
Personal	2.0	5	Chloe Anderson	Teacher	Holmes	06/14/2019
Personal	3.0	5	Sarah Atkinson	Teacher	ALBA	05/24/2019
Personal	5.0	5	Sydney Bonn	Teacher	Milw Sign Lang	06/14/2019
Retire	34.5	5	Patricia Broderick	Teacher	Jackson	03/29/2019
Personal	5.2	5	Theresa Dobbs	Teacher	Milw School Lang	05/24/2019
Retire	27.8	5	Julie Draeger	Teacher	Clement Ave	06/14/2019
Retire	10.0	5	Jill Eannelli	Teacher	Bradley Tech	05/24/2019

Reason	Yrs Svc	Code	Name	Position	Location	Effective Date
Personal	0.4	2	Mary Edwards	Teacher	Grantosa	02/14/2019
Retire	33.0	5	Linda Eisenzimmer	Teacher	Riverside	05/24/2019
Retire	27.0	5	Cynthia Eldien	Teacher	Audubon	05/24/2019
Personal	4.3	5	Katherine Fex	Teacher	Bethune	06/14/2019
Personal	0.1	5	Autumn Hines	Teacher	53rd Street	03/01/2019
Personal	1.0	5	Arcadia Katzenberger	Teacher	Meir	05/24/2019
Personal	3.7	5	Audra Kresinske	Teacher	Ronald Reagan	06/14/2019
Personal	0.6	5	Lauren Leverty	Teacher	Elm	03/01/2019
Personal	2.5	5	Joshua Linton	Teacher	Rufus King HS	02/22/2019
Retire	21.6	2	Rhenetta Martin	Lib Med Sp	Congress	05/24/2019
Personal	5.6	5	Kristin McCrory	Teacher	Thurston Woods	06/14/2019
Retire	27.5	2	Francine McNeil Harris	Teacher	MacDowell	05/22/2019
Personal	5.9	5	Ashley Michaels	Teacher	Pierce	06/14/2019
Personal	3.5	5	Barry Nelson	Teacher	Milw Sign Lang	02/22/2019
Personal	6.0	5	Melissa Obukowcz	Teacher	Franklin	06/14/2019
Personal	3.1	5	Casey Silkwood	Teacher	Rogers Street	06/14/2019
Retire	20.5	5	Stephen Sinclair	Sch Psych	Elm	06/14/2019
Personal	2.8	5	Kaitlyn Steffenhagen	Teacher	Thoreau	06/14/2019
Personal	1.8	5	Aaron Taylor	Teacher	Riverside	05/31/2019
Personal	1.6	5	Morgan Tonner	Teacher	Carver	03/08/2019
Personal	0.1	5	Ashlee Whitty	Teacher	Victory	02/08/2019
Retire	6.0	5	Gretchen Wick	Teacher	South Division	05/24/2019
Retire	33.9	5	Thomas Wild	Teacher	Riverside	05/25/2019
Retire	21.0	5	Patricia Zbichorski	Teacher	Central Svcs	05/24/2019
			Classified Retirements			
Retire	33.0	5	Jeffrey Brauch	Engineer IV	ALBA	03/23/2019
Retire	17.5	2	Mary Brown	CHA	Marshall	03/01/2019
Retire	29.6	5	Glen Edman	Chargeman	F&M	03/01/2019
Retire	12.2	5	Paul Janicki	Para	Central Svcs	03/29/2019
Retire	17.0	2	Runnie Lee	Boiler Att	Roosevelt	03/16/2019
Retire	27.3	5	John Linn	Manager III	F&M	03/01/2019
Retire	33.5	5	Richard Pluta	Engineer III	Parkside	03/02/2019
Retire	5.0	5	Susan Reeseman	Secretary I	Parkside	03/02/2019
Retire	40.8	5	Brian Rolbiecki	Manager III	F&M	03/23/2019
Retire	30.0	5	Timothy Rowe	Painter	F&M	03/09/2019
Retire	20.4	5	Curtis Schell	Dupl Op II	Central Svcs	03/09/2019
Retire	32.4	2	Emma Wright	Safety Asst	School Safety	03/01/2019

Monthly Affirmative Action Report

The Affirmative Action monthly personnel transaction report for March 2019 has been provided under separate cover. This is an informational report, and no action is required.

Administration's Recommendation

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

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

Ayes — Directors Falk, Miller, Phillips, Woodward, and President Sain — 5.
Noes — None — 0.
Recused — Director Harrs — 1.
Temporarily Absent — Directors Baéz and Voss — 2.

The gavel was passed to Vice-President Miller at 9:35 PM.

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

Recommended Appointments

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

Codes	Name	Position	Location	Salary	
(5)(r)	Lynn Ruhl	Director II, Financial Planning & Budget	Office of the Chief of Finance	Schedule 03, Range 15A	$112,068
(5)(r)	Renee Dudley	Director I, School Nutrition	Office of the Chief of Finance	Schedule 03, Range 14A	$109,391
(2)(r)	Cheryl Crosby	Assistant Principal III-HS IB, Golda Meir	Office of the Chief of School Administration	Schedule 03, Range 12C	$87,941
(5)(nr)	William Wondrachek	Supervisor II, Maintenance & Repair Projects	Office of the Chief of School Administration	Schedule 03, Range 10A	$86,500
(5)(r)	Angeline Koch	Specialist III, Sustainability Projects	Office of the Chief of School Administration	Schedule 03, Range 10A	$85,166
(5)(nr)	Sean Lees	Employment Relations Specialist III	Office of the Chief of Human Resources	Schedule 03, Range 10A	$85,000
(5)(r)	Katie Seitz	Recreation District Coordinator II	Office of the Chief of Finance	Schedule 03, Range 07A	$78,303
(2)(r)	Danita Tyler	Assistant Principal III-HS IB, MacDowell	Office of the Chief of School Administration	Schedule 03, Range 12C	$76,174
(5)(r)	Troy Clarke	Community Recreation Supervisor II	Office of the Chief of Finance	Schedule 03, Range 10A	$72,115
(2)(r)	Ja'Rahn Leveston	Coordinator I, Turnaround Arts	Office of the Chief of Academics	Schedule 03, Range 06A	$59,553
(2)(r)	Robert Perry	Recreation Supervising Associate II	Office of the Chief of Finance	Schedule 03, Range 04A	$54,705
(5)(r)	Rebecca Smessaert	Dietitian Associate III	Office of the Chief of Finance	Schedule 03, Range 05A	$52,929

Recommended Reclassification

The following individual is recommended for appointment to the classification indicated, to be effective upon approval by the Board.

Codes	Name	Position	Location	Salary	
(2)(r)	Devona Blount	School Nutrition Training Assistant I	Office of the Chief of Finance	Schedule 03, Range 01A	$42,268

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

Codes	Name	Position	Location	Hourly Wage	Dates
(5)(r)	Grace Thomsen	Principal Collaborative	Office of the Chief of School Administration	$50.00	02/25/19-06/30/19
(5)(r)	Dare Boling	InSPIRE Grant Manager	Office of the Chief of Academics	$50.00	01/07/19-06/14/19
(5)(nr)	Brian Spielman	Accountant IV	Office of the Chief of Finance	$40.63	04/01/19-09/30/19
(2)(r)	Jeri Agee	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00	03/01/19-06/30/19
(5)(nr)	Julia D'Amato	Implementer	Office of the Chief of School Administration	$40.00	02/01/19-07/31/19
(5)(r)	John Linn	Design & Construction Manager	Office of the Chief of School Administration	$40.00	03/01/19-06/30/19

Codes	Name	Position	Location	Hourly Wage	Dates
(2)(r)	Jamella Acosta	Project AWARE	Office of the Chief of Communications & School Performance	$30.00	03/01/19-06/30/19
(5)(r)	Tom Beay	School Engineer	Office of the Chief of School Administration	$30.00	03/18/19-09/18/19
(6)(r)	Adam Carr	Radio Club Advisor	Office of the Chief of School Administration	$30.00	01/01/19-05/24/19
(5)(r)	David Chilinski	Trade & Tech Teacher	Office of the Chief of School Administration	$30.00	03/04/19-06/12/19
(2)(r)	Heather Harper	Induction Specialist	Office of the Chief of Human Resources	$30.00	02/01/19-06/30/19
(2)(nr)	Chiffon King	Project AWARE	Office of the Chief of Communications & School Performance	$30.00	04/01/19-06/15/19
(5)(r)	Robin Kitzrow	Induction Specialist	Office of the Chief of Human Resources	$30.00	02/01/19-06/30/19
(5)(r)	Heinrich Kunsman	Piano Coach	Office of the Chief of School Administration	$30.00	01/03/19-05/24/19
(4)(r)	Sylvia Leal	Induction Specialist	Office of the Chief of Human Resources	$30.00	02/01/19-06/30/19
(5)(r)	Therese Meurer	Induction Specialist	Office of the Chief of Human Resources	$30.00	02/01/19-06/30/19
(4)(r)	Lourdes Ocampo-Lewis	Project AWARE	Office of the Chief of Communications & School Performance	$30.00	03/01/19-06/30/19
(2)(r)	Ronnie Polk	Project AWARE	Office of the Chief of Communications & School Performance	$30.00	03/01/19-06/30/19
(2)(r)	Henry Pullom	School Engineer	Office of the Chief of School Administration	$30.00	03/18/19-09/18/19
(2)(r)	Toni Straughter	Independent Hearing Officer	Office of the Chief of School Administration	$30.00	12/03/18-05/01/19
(6)(nr)	Rochell Williams	Project AWARE	Office of the Chief of Communications & School Performance	$30.00	03/01/19-06/30/19
(2)(r)	Louise Young-Benson	Project AWARE	Office of the Chief of Communications & School Performance	$30.00	03/01/19-06/30/19
(5)(r)	Erin Dentice	Agriculture Program Coordinator	Office of the Chief of School Administration	$28.25	02/28/19-09/12/19
(2)(r)	Ayanna Bost	Smart Spaces Classroom Facilitator	Office of the Chief of Academics	$25.00	02/01/19-07/31/19
(4)(r)	Blanca Aviles	Special Project Assistant	Office of the Chief of Academics	$23.90	04/02/19-10/02/19
(2)(r)	Rachel Ramirez	Artistic Director	Office of the Chief of School Administration	$21.00	01/03/19-05/24/19
(5)(nr)	Anne Kiefer	Secretary	Office of the Chief of School Administration	$18.11	03/18/19-06/24/19
(5)(r)	Nancy McGrew	K4/K5 Assistant	Office of the Chief of School Administration	$15.00	07/01/19-12/31/19
(5)(nr)	Zoe Braun	Online Design Student	Office of the Chief of Academics	$14.00	02/15/19-07/15/19
(6)(r)	Aissatou Lo	French Intern	Office of the Chief of School Administration	$200.00*	02/06/19-05/24/19

**Stipend, not hourly*

Administration's Recommendation

The Administration recommends that the Board:

1. authorize the individuals to be promoted, reassigned or reclassified; decreases or increases in salary, and appointments to the classifications as indicated, to be effective as indicated; and
2. approve the LTE contracts exceeding 60 days, pursuant to Administrative Policy 6.23 (4)(b), to be effective as indicated.

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

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, and Woodward — 6.
Noes — None — 0.
Temporarily Absent — Director Voss and President Sain — 2.

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(Item 3) Action on Monthly Finance Matters: 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

Routine Monthly Reports

The report on revenues and expenses, the monthly expenditure control report, the report on administrative and school fund transfers, the monthly report on contracts awarded with a value under $50,000 and cumulative total report, and the report on monthly grant awards have been provided under separate cover. These are informational items, and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Alliance High School	Brightspark Travel, Inc.	$1,680.00	General School Supplies
Alliance High School	Julilly W. Kohler	$500.00	General School Supplies
Alliance High School	Evan R. Schmidt	$100.00	General School Supplies
Alliance High School	Martin J. Huennekens & Nicholas Lemus	$100.00	General School Supplies
Alliance High School	Rudolph M. Kluiber	$100.00	General School Supplies
Alliance High School	Black Health Coalition of Wisconsin	$600.00	Food for Black History Program
Alliance High School	Stefanovich Insurance Agency	$150.00	Food For Students ACT Assessment
Alliance High School	Wisconsin Center For Education Research	$5.00	Survey incentive
Audubon High School	Kingfish Solutions, LLC.	$203.23	Athletic Donation
Audubon High School	Kingfish Solutions, LLC.	$294.44	Athletic Donation
Auer Avenue School	Donna M. Seigworth	$10.00	3rd-grade Field Trip
Auer Avenue School	Nathen A. Kontny	$20.00	3rd-grade Field Trip
Auer Avenue School	Mark C. Steffke	$20.00	3rd-grade Field Trip
Auer Avenue School	Donna M. Siegworth	$25.00	3rd-grade Field Trip
Auer Avenue School	David & Linda J Horne	$200.00	3rd-grade Field Trip
Auer Avenue School	Hans E. Myklebust & Lisa Myklebust	$200.00	3rd-grade Field Trip
Auer Avenue School	Barry C. Fies	$200.00	3rd-grade Field Trip
Auer Avenue School	Jeffery M. & Angela A. Kjorlien	$25.00	3rd-grade Field Trip

Location	Donor	Amount	Gift or Purpose
Bay View High School	Milwaukee School of Engineering Project	$500.00	Supplies for Robotics
Bethune Academy	Milwaukee Police Department, District 3	$102.36	Black History Program
Bradley Trade & Tech	Michael & Helen Jupka Scholarship Fund	$4,358.00	Scholarship Donation
Burbank School	Sarah & Curley Harris*	$50.00	PBIS Dance Donation
Cass Street School	Gary Marci Taxman	$100.00	Field Trip Donation
Clemens School	C P Vending	$65.00	General School Supplies
Clemens School	Milwaukee Metropolitan Sewerage District	$109.20	General School Supplies
Douglas School	Milwaukee Interdenominational Sisterhood of Ministers' Wives and Ministers Widows	$150.00	General School Supplies
Fernwood School	Wisconsin Bowhunters Association	$300.00	Archery Supplies
French Immersion	Anonymous Donor	$50.90	5th-grade Field Trip
German Immersion	Your Cause AbbVie*	$8.24	General School Supplies
Green Bay Avenue School	Educators Credit Union	$650.00	Field Trip Donation
Gwen T. Jackson School	Northwestern Mutual	$400.00	Spring and Math Programs
Hamilton High School	Mary C. Fowlkes*	$100.00	Boys Basketball
Hamilton High School	WePay	$407.80	Boys Basketball
Hamilton High School	Guthrie & Frey Water Conditioning, LLC	$150.00	Scholarship Donation
Hamilton High School	Concurrency, Inc.	$350.00	Scholarship Donation
Hamilton High School	Educators Credit Union	$250.00	Scholarship Donation
Hamilton High School	Kingfish Solutions, LLC.	$150.00	Scholarship Donation
Hamilton High School	Nick Elert	$2,000.00	Wrestling Donation
Hampton School	The Meemic Foundation	$500.00	Classroom Makeover
Hayes Bilingual School	Target Corporation	$1,000.00	Target Field Trip Grants
Holmes School	American Cancer Society	$1,000.00	Healthy Food Choices Donation
Howard Avenue Montessori	GoFundMe	$512.53	Nature Donation
Kagel School	Josh Evert	$4,592.88	Art Classroom Donation
Kagel School	United Way	$1,000.00	My Very Own Library
Keefe Avenue School	Milwaukee Interdenominational Sisterhood of Ministers' Wives and Ministers Widows	$150.00	General School Supplies
Keefe Avenue School	St. Mark AME Church	$100.00	PBIS Donation
King High School	Milwaukee Public Schools Foundation, Inc.	$200.00	PBIS Tennis Donation
Kluge School	General Mills/Box Tops For Education	$40.70	General School Supplies
Kluge School	Milwaukee Ballaz Elite*	$120.00	Staff Support Donation
Kluge School	Milwaukee Ballaz Elite*	$120.00	Staff Recognition Donation
Kluge School	Milwaukee Ballaz Elite*	$120.00	Staff Support Donation
Lloyd Barbee Montessori	Action for Healthy Kids	$250.00	General School Supplies
Marshall High School	Remnant Fitness LLC	$1,000.00	Special Education & General School Use
Meir School	Donors Choose	$1,200.00	Hamilton tour
Milw High Sch of Arts	Forever Friends	$1,000.00	Classroom Project Donation
Milw. Sch. Of Languages	Rafael Pavon Lopez	$25.00	Math Club Donation

Location	Donor	Amount	Gift or Purpose
Morse Middle School	Robert Klein	$150.00	Volleyball Donation
Parkview School	Roettgers Company, Inc.	$500.00	Math And Science Donation
Riverside High School	GoFundMe	$350.00	Costa Rica Field Trip
Riverside High School	Carol Ann Theisen Survivor's Trust	$20.00	Costa Rica Field Trip
Ronald Reagan High School	Clement Avenue PTO	$100.00	DJ Club Donation
Ronald Reagan High	MPS Cooper School	$50.00	Music Donation
Ronald Reagan High School	Victory & Italian Immersion School	$125.00	Music Donation
Siefert School	Target Corporation	$700.00	Target Field Trip Grants
Siefert School	Cream City Foundation	$612.05	Art Supplies
South Div High School	Sojourner Family Peace Center	$130.00	Youth Summit Transportation
Stuart School	The Benefit Companies, Inc.	$230.00	Field Trip Donation
Stuart School	General Mills/Box Tops For Education	$142.10	General School Supplies
Stuart School	Tamela L. Perushek	$180.00	Reading Program
Victory School	Jacqueline Lyons	$800.00	K5 Field Trips
Vincent High School	Pauline Redmond Coggs Foundation	$500.00	General School Supplies
Washington High School Of I.T.	Gerald Frank	$100.00	Boys Basketball Donation
Washington High School Of I.T.	Brightspark Travel, Inc.	$2,700.00	Washington D.C. Field Trip
	Total Monetary Donations	*$35,004.43*	
Non-Monetary Donations			
ALBA School	Donors Choose	$923.11	Books
Bryant School	Donors Choose	$487.23	Learning Materials
Emerson School	H&R Block	$150.00	General School Supplies
Goodrich School	Donors Choose	$426.84	Learning Materials
Hampton School	ALDI	$499.00	School engagement/Parent Workshop
Honey Creek Elementary School	Donors Choose	$93.95	Indoor Recess Game
King High School	Donors Choose	$380.00	Classroom Library Supplies
MacDowell Montessori	Donors Choose	$314.85	Adaptive Seating for Special Education
MacDowell Montessori	Donors Choose	$246.58	Science Supplies
Meir School	Donors Choose	$797.46	Weights/ Gym Equipment
Meir School	Donors Choose	$384.63	Golda's Ground Café
Meir School	Donors Choose	$659.89	Art Supplies
Meir School	Donors Choose	$321.74	Books & Clothing
Ronald Reagan High School	Donors Choose	$2,337.19	Music Supplies
Ronald Reagan High School	Donors Choose	$2,227.62	Music Supplies
Siefert School	Half Price Books	$300.00	Books
Thoreau School	Lisa Turner*	$59.37	Fundraiser Supplies
Vincent High School	Donors Choose	$527.81	Craft Supplies
Wisconsin	Donors Choose	$293.11	General School Supplies
Wisconsin	Donors Choose	$251.39	Hand Sanitizer, Lysol & Tape
Total Non-Monetary Donations		*$11,681.77*	
Total Value of Donations for April 2019		*$46,686.20*	

Administration's Recommendation

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

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

Ayes — Directors Baéz, Falk, Harris, Miller, Voss, and Woodward — 6.
Noes — None — 0.
Temporarily Absent — Director Phillips and President Sain — 2.

* * * * *

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

Background

Recommended for the Board's approval at this meeting are professional services contracts with the following vendors for transportation:

- Durham School Services, LP
- First Student, Inc.
- Lakeside Buses of Wisconsin, Inc.
- Lamers Bus Lines, Inc.

RFB 5763 Authorization to Enter into Contracts with Four Contractors for Transportation Services for Summer Programs

The Administration is requesting authorization to enter into contracts with the following contractors for transportation services for summer programs: Durham School Services, LP; First Student, Inc.; Lakeside Buses of Wisconsin, Inc.; and Lamers Bus Lines, Inc.

These contractors were chosen pursuant to RFB 5763. The original contract provided for two one-year options to extend upon mutual agreement. This will be the first extension of this contract. This contract extension will run from June 1, 2019, through May 31, 2020. The total cost of the contract in this extension year will not exceed $704,500.

The following table provides information on the amount not to exceed for each contract:

Program	Contractor	Amount
Extended School Year (ESY) with Club Recreation Program	First Student, Inc.	$165,500
	Lamers Bus Lines, Inc.	$199,500
Club Recreation Field Trips, J- Term Field Trips, Summer Academy Field Trips, Summer Recreation Enrichment Camps Field Trips and Summer Arts Intern Program	Durham School Services, LP	$15,000
	First Student, Inc.	$53,000
	Lakeside Buses of Wisconsin, Inc.	$3,500
Summer Academy Super Site	Lamers Bus Lines, Inc.	$184,000
Devin Harris Playground	Lamers Bus Lines, Inc.	$3,000
Summer CLC Excel Program	First Student, Inc.	$1,000
	Lakeside Buses of Wisconsin, Inc.	$19,000
Summer Stars Teen Program	Lamers Bus Lines, Inc.	$52,000
Summer Playground Travelling Adventures	Durham School Services, LP	$8,000
	First Student, Inc.	$1,000

Budget Codes:
TPH-0-A-SSE-DW-EPPT.....$365,000
CMS-0-0-SUR-DW-EPPT.....$220,000
RPW-0-0-PRC-RC-EPPT.....$12,000
RSR-0-0-PRC-RC-ECTS.....$25,000
RXW-0-0-PRC-DW-ECTS.....$9,000
RTW-0-0-MCC-RC-ECTS.....$52,000

000-0-0-W2C-RC-ECTS $20,000
CSV-0-0ETL-RC-ECTS $1,500

Durham School Services, LP

Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees ..... NG
Total # of Minorities ..... NG
Total # of Women ..... NG

HUB Participation
Required 5%
Proposed 5%
$ Value ..... TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 300
Student Career-awareness Commitment 0

First Student, Inc.

Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees 57,000
Total # of Minorities 25,372
Total # of Women 32,031

HUB Participation
Required 5%
Proposed 5%
$ Value $830,000

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 300
Student Career-awareness Commitment 0

Lakeside Buses of Wisconsin, Inc.

Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees 287
Total # of Minorities 273
Total # of Women 189

HUB Participation
Required 5%
Proposed 5%
$ Value ..... TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 300
Student Career-awareness Commitment 0

Lamers Bus Lines, Inc.

Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees 186
Total # of Minorities 65
Total # of Women 68

HUB Participation
Required 5%
Proposed 5%
$ Value ..... TBD

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 300
Student Career-awareness Commitment 0

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 the following expenditures, by budget code, as indicated below and in the attachments provided under separate cover:

Budget Codes	TPH-0-A-SSE-DW-EPPT	$365,000
	CMS-0-0-SUR-DW-EPPT	$220,000
	RPW-0-0-PRC-RC-EPPT	$12,000
	RSR-0-0-PRC-RC-ECTS	$25,000
	RXW-0-0-PRC-DW-ECTS	$9,000
	RTW-0-0-MCC-RC-ECTS	$52,000
	000-0-0-W2C-RC-ECTS	$20,000
	CSV-0-0ETL-RC-ECTS	$1,500

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments provided under separate cover.

Administration's Recommendation

The Administration recommends that the Board authorize the professional services contracts as set forth in the attachments provided under separate cover.

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

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — None — 0.

The gavel was returned to President Sain at 9:48 PM.

* * * * *

(Item 5) Action on the Award of Professional Services Contracts

Background

Recommended for the Board's approval at this meeting are the following professional services contracts:

RFP 1006 Authorization to Contract with SWT Design, Inc., for the Development of an MPS Recreation Maintenance Management Plan

The Administration is requesting authorization to contract with SWT Group, Inc., for the development of a Recreation Maintenance Management Plan for MPS's Department of Recreation and Community Services ("Recreation Department"). The Recreation Maintenance Management Plan is part of the Recreation Department's effort to attain accreditation through the Commission for Accreditation of Park and Recreation Agencies (CAPRA).

Maintenance-management planning services include:

- observation of current maintenance operations;
- analysis of task times and recommendations for operational efficiencies;
- review of organizational functionality and structure (e.g., staffing levels, reporting structure) and recommendations for improvement;
- assessment of current inventory and development of equipment-replacement plan; and
- establishment of maintenance goals and objectives

This contract will run from May 1, 2019, through January 31, 2020. The total cost of the contract will not exceed $188,670.

Budget Code: CSV-0-0-PRC-RC-ECTS (General Recreation — Contract Services) $188,670

SWT Design, Inc.

Prime Contractor Information
Certified HUB Vendor? .....NO
Total # of Employees 19
Total # of Minorities 2
Total # of Women 6

HUB Participation
Required..... 5%
Proposed 17%
$ Value.....$28,690

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 100
Student Career-awareness Commitment 10

RFP 929 Authorization to Extend Contract with Achieve 3000, Inc., for Tier 2 and Tier 3 Interventions

The Administration is requesting authorization to extend a contract with Achieve 3000, Inc., to continue to provide evidence-based interventions for Tier 2 and Tier 3 instruction for students in grades K5 through 12 as part of its Response to Intervention (RtI).

Students need to have access to Tier 2 and 3 interventions. The District also needs to provide a second level of intervention if the student does not respond after increased intensity and individualization of the initial intervention.

The intervention will support English reading comprehension for students in grades K5 through 3 (Achieve 3000, Inc.).

This contractor was chosen pursuant to RFP 929. The original contract provided for two one-year options to extend if certain performance metrics were met. The contractor has met the performance metrics codified in the contract; therefore, MPS is exercising the second option year for the contract.

The contract extension will run from May 1, 2019, through April 30, 2020. The total cost of the contract in this extension year will not exceed $87,000.

Budget Codes: 0SC-0-S-1F9-RH-ECTS (Interventions — Contracted Services).....$87,000

Achieve 3000, Inc.

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

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 0
Student Career-awareness Commitment 20

RFP 975 Authorization to Contract with Five Vendors for Tier 2 and Tier 3 Interventions

The Administration is requesting authorization to enter into contracts with Curriculum Associates, LL; Edgenuity Inc.; Imagination Station; McGraw-Hill School Education LLC; and MIND Research Institute for Tier 2 and Tier 3 Interventions.

The following computer-based interventions are being purchased as Tier 2 and Tier 3 academic supports to meet requirements of Response to Intervention ("RtI"). The purchase of this software meets the District's need to meet the Every Student Succeeds Act ("ESSA") for evidence- and research-based interventions, to align with WI DPI's vision for RtI, and to support DPI special education corrective action compliance. The software allows students, families, teachers, school administrators, and district administrators to monitor individual student and school use and progress within the software. Interventions, which are based online, are available for students to access during the school's identified intervention time, as well as at home, in afterschool programs, or in other settings.

The interventions are all research-based interventions used by a variety of school districts across the country, in a wide range of settings in kindergarten through 12th grade. The interventions provide additional support to identified students performing below target in the area of math and reading in kindergarten through 12th grade. Use of the intervention with individualized instruction and activities for students based on their individual needs will provide additional support to close academic achievement gaps.

The contractors were chosen pursuant to RFP 975, which closed on February 28, 2018. The original contracts provided for two one-year options to extend if certain performance metrics were met. The contractors have met the performance metrics codified in the contracts; therefore, MPS is exercising the first option year for the contracts.

The contract extensions will run from July 1, 2019, through June 30, 2020. The total cost of these contracts in this first year will not exceed $812,600 as itemized below:

Budget Code: 0SC-0-S-1F9-RH-ECTS (Interventions — Contract Services) $812,600

Contractor	Intervention	Category/Grade Band	Up-to Amount
Curriculum Associates, LLC	i-Ready Math i-Ready Reading/ELA	Math, K-8 ELA/Reading, K-8	$360,000
Edgenuity Inc.	MyPath ELA Reading MyPath Math	ELA/Reading; 6-12 Math; 6-12	$175,000
Imagination Station, Inc., d/b/a Istation	Istation	Spanish, K-8	$39,000
McGraw-Hill School Education LLC	ALEKS	Math, 6-12	$30,600
MIND Research Institute	ST Math	Math, K-8	$208,000

Curriculum Associates, LLC

Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees 1,028
Total # of Minorities 208
Total # of Women 696

HUB Participation
Required....NA
Proposed....NA
$ Value....NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment....NA
Student Career-awareness Commitment....20

Edgenuity Inc.

Prime Contractor Information
Certified HUB Vendor?....No
Total # of Employees....655
Total # of Minorities....152
Total # of Women....430

HUB Participation
Required....NA
Proposed....NA
$ Value....NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment....NA
Student Career-awareness Commitment....20

Imagination Station, Inc., d/b/a Istation

Prime Contractor Information
Certified HUB Vendor?....No
Total # of Employees....NG
Total # of Minorities....NG
Total # of Women....NG

HUB Participation
Required....NA
Proposed....NA
$ Value....NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment....NA
Student Career-awareness Commitment....20

McGraw Hill School Education, LLC

Prime Contractor Information
Certified HUB Vendor?....No
Total # of Employees....3,616
Total # of Minorities....2,204
Total # of Women....687

HUB Participation
Required....NA
Proposed....NA
$ Value....NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment....NA
Student Career-awareness Commitment....20

MIND Research Institute

Prime Contractor Information
Certified HUB Vendor? ..... No
Total # of Employees 150
Total # of Minorities 43
Total # of Women 72

HUB Participation
Required ..... NA
Proposed ..... NA
$ Value ..... NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment ..... NA
Student Career-awareness Commitment 20

RFP 982 Authorization to Contract with Renaissance Learning, Inc., for Universal Screening Assessment

The Administration is requesting authorization to enter into a contract with Renaissance Learning, Inc., ("Renaissance") for STAR 360 universal screening for students in K5-12 (optional K4). Renaissance provides assessments in early literacy, reading, and math. Norm-referenced assessments are available in English for early literacy, reading, and math. User-norm assessments are available in Spanish (grades K-8) for early literacy, reading, and math.MPS will be part of a pilot/field test for grades 9-12 Spanish, reading, and math.

All STAR 360 assessments are aligned to the Common Core State Standards. STAR 360 may also be utilized as a progress-monitoring tool for students in Tier 2 interventions at no additional cost. Additionally, Renaissance will provide customer support and up to 20 professional development hours.

Contractor was chosen pursuant to RFP 982, which closed on May 8, 2018. The original contract provided for two one-year options to extend if certain performance metrics were met. The contractor has met the performance metrics codified in its contract; therefore, MPS is exercising the first option year for the contract.

The contract extension will run from July 1, 2019, through June 30, 2020. The total cost of the contract in this first extension year will not exceed $720,000.

Budget Code SYS-0-0-AMT-RH-ECTS (Assessment Systemology — Contract Services) $720,000

Renaissance Learning, Inc.

Prime Contractor Information
Certified HUB Contractor? ..... No
Total # of Employees 1,000
Total # of Minorities 112
Total # of Women 603

HUB Participation
Required ..... N/A
Proposed ..... N/A
$ Value ..... N/A

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 200
Student Career-awareness Commitment 10

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 provided under separate cover.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments provided under separate cover.

Administration's Recommendation

The Administration recommends that the Board authorize the professional services contracts as set forth in the attachments provided under separate cover.

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

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — None — 0.

* * * * *

(Item 6) Action on the Award of Exception-to-Bid Contracts

Background

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

Exception Authorization to Contract with Bicycle Federation of Wisconsin for Bicycle and Walking Safety Programs

The Administration is requesting authorization to contract with Bicycle Federation of Wisconsin in furtherance of a grant obtained from the State of Wisconsin Department of Transportation. Contract coordinator and staff will teach MPS children at MPS sites how to walk and bike safely within the school community. The coordinator will schedule and teach biking and walking units entitled "Walking Wisdom" and "Bike Driver's Ed," which include both in-class and outdoor components and rides. The contractor will also coordinate the repair and maintenance of a fleet of used bikes through the Valid Bike Shop Program, currently located inside North Division High School.

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

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

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

The contract will run from July 1, 2019, through June 30, 2020 ("Initial Term"), with one additional one-year option to extend upon mutual consent.

The total cost of the contract in the initial term will not exceed $203,940.

Budget Code: CSV-0-S-SA0-OW-ECTS (Fine Arts — Contracted Services).....$163,152
GN6-0-0-AME-CI-ECTS (Fine Arts — Contracted Services).....$40,788

Bicycle Federation of Wisconsin

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

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

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

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

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

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

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

This Contract extension will run from May 1, 2019, through April 30, 2020. The total cost of the Contract in this extension year will not exceed $65,000.

Budget Code: GAT-P-S-2R9-CI-ECTS (Gifted and Talented — Contracted Services).....$65,000

Board of Regents of the University of Wisconsin System

HUB Participation
Required..... 0%
Proposed .....NA
$ Value.....NA

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment.....100
Student Career-awareness Commitment.....10

Exception Authorization to Purchase Phonological Awareness Literacy Screening from Cooperative Educational Service Agency

The Administration is requesting authorization to issue a purchase order to Cooperative Educational Service Agency ("CESA") for the Phonological Awareness Literacy Screening (PALS). From 2012 through 2016, the Wisconsin Department of Public Instruction (DPI) required that school districts assess the reading readiness of all students enrolled in four-year-old kindergarten to second grade using PALS. Beginning in the 2016-2017 school year, DPI provided districts the opportunity either to continue using PALS or to select a different assessment of reading readiness.

The exception from the requirement of a competitive procurement process for this purchase has been granted on the basis of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)). Based on strong positive teacher feedback, the Administration has decided to continue to use PALS due to its usefulness in informing instruction, for continuity purposes, and because of the ability to receive added benefits at no additional charge through CESA. By purchasing from CESA, the District will receive professional development tailored to MPS's needs. This purchase also includes PALS Español for bilingual students in K5 through second grade. PALS K4 Español is not yet available, but the district has received a waiver from DPI, as the field testing of PALS K4 Español qualifies for the testing requirement.

The DPI'a Office of Assessment has indicated that this purchase will be fully reimbursed if the assessment rate per student is at or below $8.00 to $9.00. The Administration is purchasing sufficient assessments to assess 18,657 students at the rate of $7.25 per student. A total of 158 licenses purchased in 2018-2019 will be rolled over to the 2019-2020 school year.

The total cost of this purchase will not exceed $135,263.25.

Budget Code: SYS-0-0-AMT-RH-ECTS (Assessment — Contracted Services) $135,263.25

CESA

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

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

Exception Authorization to Issue a Purchase Order to Houghton Mifflin Harcourt Publishing Company for English Curriculum Licenses

The Administration is requesting authorization to issue a purchase order to Houghton Mifflin Harcourt Publishing Company ("HMH") to purchase licenses for HMH's Literature eEdition (grades 6-8) and ThinkCentral (K-5) for use throughout the district. These are the digital resources for the current MPSboard-adopted instructional resources. These online digital resources are needed to continue implementation of "Journeys" and "McDougal Littell Literature," which were previously adopted by MPS and remain part of the classroom curriculum.

The digital resources will allow access to all components of the program by all teachers and students and will allow for specialized use of adaptive technology (e.g., audio text, enlarged or enhanced text). Additionally, students can take online assessments, view digital resources that accompany the program, and have access to all leveled readers. Teachers can use the digital resources for large group settings, use online assessments, and obtain standards-aligned reports indicating student achievement.

The exception from the requirement of a competitive procurement process for this purhase has been granted on the basis of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)). The agreement must be extended to maintain continued access to resources until a new English language arts adoption can occur.

The licensing period will be from August 1, 2019, through July 31, 2020. The total cost will not exceed $162,000.

Budget Code: GEN-0-0-INV-DW-ECTS (Curriculum and Instruction — Contract Services) $162,000

Houghton Mifflin Harcourt Publishing Company

HUB Participation
Required.....N/A
Proposed .....N/A
$ Value.....N/A

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

State Contract Authorization to Purchase Hewlett Packard Enterprise Servers from Paragon Development Systems, Inc.

The Administration is requesting authorization to make a one-time purchase from Paragon Development Systems, Inc., ("PDS") of 28 Hewlett Packard Enterprise servers. This purchase will be used to replace existing servers housed in district data centers supporting Infinite Campus and various Microsoft Windows Services (Active Directory, DNS, ADFS, SCCM and DHCP), wireless authentication, and security log storage/processing. The equipment that is being replaced varies in age from 5-10 years old, with most servers being eight years old. The existing equipment will no longer run current server operating systems, is out of warranty, and has become unsupported for hardware replacement and support.

In accordance with Administrative Policy 3.09(7)(E)1a, the District has not directly engaged in a formal bid competitive procurement process for these items. Instead, these items will be obtained pursuant to the piggyback agreement #PB-19003 under the state of Wisconsin contract # 505ENT-O16-NASPOCOMPUT-03, which is a participating contract under Hewlett Packard's Enterprise (HPE) NASPO agreements # MNNVP-134 and MNWNC-115. Milwaukee Public Schools did issue quote requests to seven fulfillment subcontractors available under this state contract. PDS was the lowest respondent.

The total cost of goods purchased will not exceed $189,752.94.

Budget Code: TSV-0-0-PSU-DW-EEQ5 (Tech Services — Equipment) $189,752.94

Paragon Development Systems, Inc.

Prime Contractor Information
Certified HUB Vendor? ..... NO
Total # of Employees 284
Total # of Minorities 53
Total # of Women 86

HUB Participation
Required ..... N/A
Proposed ..... N/A
$ Value ..... N/A

Student Engagement (hours per 12-month contract)
Paid Student Employment-hour Commitment 200
Student Career-awareness Commitment 10

Exception Authorization to Issue a Purchase Order to Learning A-Z, LLC, for Online Resource Licenses

The Administration is requesting authorization to issue a purchase order, on the basis of continuity, to Learning A-Z, LLC, for 3,580 online resource licenses for the following products:

- Reading A-Z
- RAZ-Kids (RAZ Plus)
- Science A-Z; and
- Vocabulary A-Z.

Learning A-Z resources (Reading A-Z, RAZ-Kids [RAZ Plus], Science A-Z, and Vocabulary A-Z) are impactful for a broad range of students, encompass best practices in education, and support key instructional elements such as the Wisconsin Common Core State Standards (CCSS), differentiated instruction, personalized learning, and tiered instruction. Learning A-Z addresses these key instructional resources for the district to save teachers time and to increase students' performance.

- Reading A-Z provides differentiated reading instruction during all parts of the instructional block to supplement and align to adopted resources; differentiated leveled practice to support

independent work for all learners; differentiated homework practice that motivates and builds better readers and writers; and progress-monitoring tools for teachers to monitor student achievement and plan for explicit small-group instruction.

- Raz-Kids is an award-winning resource that provides a library of differentiated books at 29 levels of difficulty which students use to practice reading in school, at home, or on the go. Digital and mobile access means that students get the personalized reading practice they need anytime, anywhere. With easy-to-use online controls, teachers can quickly manage and track their students' reading progress in a matter of minutes. It provides meaningful online reading practice on computers and mobile devices with hundreds of leveled books and corresponding quizzes offered at 29 levels of reading difficulty. Raz-Kids encourages close reading skills and the reading and writing connection with interactive tools and constructed-response quiz questions. Raz-Kids makes practicing reading fun with the engaging Kids A-Z eLearning environment, which includes built-in motivational rewards and allows parents, students, and teachers to easily track individual and class-wide progress with digital reports.
- Science A-Z provides embedded literacy in the content-area classroom science instruction and provides content-area teachers with differentiated resources to provide instruction and to reinforce literacy skills and strategies that are effective for their subject areas to have students read like subject-area experts.
- Vocabulary A-Z provides differentiated vocabulary and word-work instruction during the small-group teacher-led reading group that aligns to adopted resources and differentiated vocabulary and word work leveled practice for independent work at the vocabulary and word-work literacy work station.

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

The license period will be from July 15, 2019, through July 15, 2020. Included with the cost of the licenses are onsite and webinar trainings, as needed.

The total cost of this purchase will not exceed $715,642.

Budget Code: GEN-0-0-INV-DW-ENTB (Instructional Resources — Non-textbooks).....$715,642

Learning A-Z, LLC

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

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

Exception Authorization to Issue Purchase Orders to the US Postmaster and the US Postal Service for Meter Postage

The Administration is requesting authorization to issue purchase orders to the US Postmaster and the US Postal Service (USPS) for meter postage throughout the 2019-20 fiscal year.

US Postmaster meter postage is used to fund MPS’s permit imprint, which is a preprint that is overlaid on district mailings and referenced at USPS facilities when weighing and delivering. USPS meter postage is used to fund internal mailroom equipment when MPS weighs and meters mail being processed for distribution.

The exception from the requirement of a competitive procurement process for these purchases have been granted on the basis that the goods have no available product alternatives and are one-of-a-kind (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The total cost of goods purchased from USPS will not exceed $400,000. The total cost of goods purchased from the US Postmaster will not exceed $221,000.

Budget Code: MAL-00-MAL-MM-EPST (Mailroom — Postage) $621,000

Exception Authorization to Renew Virtual Library Services with Various Vendors

The Administration is requesting authorization to purchase one-year renewal subscriptions for district-wide virtual library services. The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)): The current virtual-library databases, which offer continuity in the District's overall plan to invest in library staffing and technology, continue to be a core resource for the library skills (research and inquiry) curriculum. Digital resources allow students to engage in research/inquiry, to investigate topics, andto provide experiences for self-directed, real-life investigations.

These purchases will be paid for with Common School Funds, which provide annual library aid support to all Wisconsin public school districts. Each district must spend its total Library Aid allocation for appropriate library materials by June 30 of that same year. Digital, video-streamed, or web-based resources are earmarked materials that support the school library media program.

The District's collection of digital resources provides equity to all MPS sites. Additionally, full access to all databases is available from home on a 24/7 basis. On-site and online professional development is available to all MPS educators for all resources. The database renewal costs are outlined below:

Vendor	Products	Subscription Period	Area of Focus	Amount
BrainPOP	BP, JR, ELL, Español, Creative Coding	Sept. 22, 2019 Sept. 21, 2020	K4-12	$277,937.25
Defined Learning	Defined STEM	July 31, 2019 July 31, 2020	K-12	$277,860.00
Discovery Education	DE Curriculum Services (Streaming)	July 1, 2019 June 30, 2020	K4-12	$326,537.50
Flocabulary	Flocabulary	August 1, 2019 August 2, 2020	K4-12	$121,500.00
Follett	Library Manager	August 30, 2019- August 31,2020	K4-12	$151,672.74
Follett	Resource Manager	August 30, 2019 August 31, 2020	K4-12	$51,302.09
Cengage Learning	Biography in Context	June 30, 2019 June 29, 2020	7-12	$45,894.92
Cengage Learning	Research in Context/Opposing Viewpoints in Context	June 30, 2019 June 29, 2020	7-12	$39,300.00
OverDrive	Digital Library, eBooks, Video, and Audio	August 1, 2019 August 1, 2020	K-12	$70,000.00
Proquest	SIRS Discoverer/SIRS Issues Researcher	August 1, 2019 July 31, 2020	6-12	$21,084.10
Proquest	Culture Grams Online	July 1, 2019 June 30, 2020	3-12	$55,208.00
Texthelp, Inc.	Read & Write Google/Snapverter	August 1, 2019 August 1, 2020	K4-12	$104,689.50
World Book Inc.	Digital Subscription	July 30, 2019 July 1, 2020	K4-12	$33,406.80
Xello {Career Cruising}	CCSpark	Oct. 1, 2019 Sept. 30, 2020	K-12	$49,875.00

The subscription renewals (including Follett's Destiny Library Manager) will be paid for with Common School Funds, and the total cost will not exceed $1,574,965.81. The renewal for Follett's Destiny Resource Manager will be paid with textbook funds, and the total cost will not exceed $51,302.09. The total cost of subscription services will not exceed $1,626,267.90.

Budget Codes: SLB-0-S-CSF-DW-ESWR (School Library — Non-textbooks) $1,574,965.81
GEN-0-0-INV-DW-ESWR (Textbook Funds —Resource Manager) $51,302.09

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 provided under separate cover.

Bicycle Federation of Wisconsin for Bicycle and Walking Safety Programs		
CSV-0-S-SA0-OW-ECTS	$	163,152
GN6-0-0-AME-CI-ECTS	$	40,788
Board of Regents (WCER) for Grant Evaluation Services		
GAT-P-S-2R9-CI-ECTS	$	65,000
Cooperative Educational Service Agency (CESA) for Phonological Awareness Literacy Screening		
SYS-0-0-AMT-RH-ECTS	$	135,263.25
Houghton Mifflin Harcourt Publishing Company for English Curriculum Licenses		
GEN-0-0-INV-DW-ECTS	$	162,000
Paragon Development Systems, Inc. for Hewlett Packard Enterprise Servers		
TSV-0-0-PSU-DW-EEQ5	$	189,752.94
Learning A-Z, LLC, for Online Resource Licenses		
GEN-0-0-INV-DW-ENTB	$	715,642
US Postmaster and the US Postal Service for Meter Postage		
MAL-00-MAL-MM-EPST	$	621,000
Virtual Library Services:		
BrainPOP	$	277,937.25
Defined Learning	$	277,860
Discovery Education	$	326,537.50
Flocabulary	$	121,500
Follet Library Manager	$	151,672.74
Follett Resource Manager	$	51,302.09
Cengage Learning Biography in Context	$	45,894.92
Cengage Learning Biography Research in Context	$	39,300
OverDrive	$	70,000
ProQuest SIRS	$	21,084.10
ProQuest Culture Grams	$	55,208
Texthelp, Inc.	$	104,689.50
World Book Inc.	$	33,406.80
Xello {Career Cruising}	$	49,875
SLB-0-S-CSF-DW-ESWR	$	1,574,965.81
GEN-0-0-INV-DW-ESWR	$	51,302.09
Total	$	1,626,267.90

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments provided under separate cover.

Administration's Recommendation

The Administration recommends that the Board authorize the exception-to-bid requests as set forth in the attachments provided under separate cover.

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

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — None — 0.

* * * * *

(Item 7) Action on Monthly Facilities Matters: FMS Award of Construction Contracts Recommendation

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

Construction Contracts

Modifications for ADA Accessibility — Hamilton High School

Prime Contractor
Burkhart Construction Corporation
P.O. Box 329
Richfield, WI 53076

Low Bidder, Base Bid of.....$556,500.00

HUB Participation
Certified HUB Vendor?.....No
Total # of Employees.....12
Total # of Minorities.....1
Total # of Women.....3
Required..... 10%
Submitted..... 11%
$ Value.....$65,300.00

COIN
Required..... 10%

Student Engagement
Paid Employment (Required Hours).....200
Career Education Activity (Required Hours).....0

Funds are available for the Modifications for ADA Accessibility project from OSHA & Safety Mandate Funds, account code FAR 00 OSM HA ECNC, and from Major Maintenance Funds, account code FAR 00 MM2 HA ECNC (Project No. 5355, Work Order Number 361386). The project start date is scheduled for April 26, 2019, and completion date is July 26, 2019.

Modifications for ADA Accessibility — Riverside University High School

Prime Contractor
Burkhart Construction Corporation
P.O. Box 329
Richfield, WI 53076

Low Bidder, Base Bid of.....$72,000.00

HUB Participation
Certified HUB Vendor? ..... No
Total # of Employees 12
Total # of Minorities 1
Total # of Women 3
Required 0%
Submitted 0%
$ Value $0.00

COIN
Required 0%

Student Engagement
Paid Employment (Required Hours) 0
Career-education Activity (Required Hours) 0

Funds are available for the Modifications for ADA Accessibility project from OSHA & Safety Mandate Funds, account code FAR 00 OSM RS ECNC, and from Major Remodeling, account count FAR 00 MRP DW ECNC MIS3 (Project No. 5357, Work Order Number 361388). The project start date is scheduled for April 26, 2019, and completion date is July 26, 2019.

Modifications for ADA Accessibility — Washington High School

Prime Contractor
Burkhart Construction Corporation
P.O. Box 329
Richfield, WI 53076

Low Bidder, Base Bid of $524,100.00

HUB Participation
Certified HUB Vendor? ..... No
Total # of Employees 12
Total # of Minorities 1
Total # of Women 3
Required 10%
Submitted 10.5%
$ Value $59,456.00

COIN
Required 10%

Student Engagement
Paid Employment (Required Hours) 200
Career-education Activity (Required Hours) 0

Funds are available for the Modifications for ADA Accessibility project from OSHA & Safety Mandate Funds, account code FAR 00 OSM WA ECNC (Project No. 5358, Work Order Number 361389). The project start date is scheduled for April 26, 2019, and completion date is July 26, 2019.

Tot Lot Replacement — Westside Academy 1

Prime Contractor
Bluemel's Maintenance Service, Inc.
4930 West Loomis Road
Greenfield, WI 53220

Low Bidder, Base Bid of $159,555.00

HUB Participation
- Certified HUB Vendor? ..... No
- Total # of Employees 45
- Total # of Minorities 23
- Total # of Women 3
- Required 5%
- Submitted 9%
- $ Value $15,775.00

COIN
- Required 0%

Student Engagement
- Paid Employment (Required Hours) 100
- Career-education Activity (Required Hours) 10

Funds are available for the Modifications for the Tot Lot Replacement project from Major Maintenance Construction Funds, account code FAR 00 MM2 W1 ECNC (Project No. 5738, Work Order Number 362886). The project start date is scheduled for April 26, 2019, and completion date is August 23, 2019.

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

Total construction contract dollars awarded $1,312,155.00
Total dollars HUB participation $140,531.00
% of HUB participation 10.71%
% Minority employees within company 13.23%
% Women employees within company 22.69%

Implementation and Assessment Plan

Upon the Board's approval, the construction contracts, as provided under separate cover, will be executed.

Administration's Recommendation

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

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

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — None — 0.

* * * * *

(Item 8) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Blanket Contract with Paragon Development Systems, Inc., for MS Windows-based Computers

Background

The Administration is requesting authorization to waive the three-year term limits of Administrative Policy 3.09(9)(e) and to extend its blanket agreement with Paragon Development Systems, Inc,. to provide MS Windows-based computers to all MPS schools and departments.

This vendor was chosen pursuant to RFB 5600. The original blanket agreement was authorized by the Board in November of 2011 for a five-year initial term, with the option to extend for up to two additional one-year terms, the first of which was authorized by the Board in December of 2016, and the second in December 2017. This extension will run through June 30, 2019, while the Administration finalizes its review of RFP 5769, with an award recommendation anticipated by the end of the fiscal year.

Originally authorized for an estimated spend of $21 million over all seven possible contract years, the Administration returned to the Board in July of 2013 to request additional funds. At that time, the amount authorized against the blanket agreement was increased to $33 million. The Administration is not requesting any increase in funds.

This extension term will run from February 13, 2019, through June 30, 2019.

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

There shall be no fiscal impact associated with this extension due to funds that were previously approved by the Board remaining on this blanket contract.

Paragon Development Systems, Inc.

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

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

Implementation and Assessment Plan

Upon approval by the Board, the extension will begin as indicated in the attachment provided under separate cover.

Administration's Recommendation

The Administration recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the extension with Paragon Development Systems, Inc., as set forth in the attachment provided under separate cover.

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

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — None — 0.

* * * * *

(Item 9) Action on Request to Petition the Wisconsin Department of Public Instruction to Transfer an Achievement Gap Reduction (AGR) Program Contract from Andrew S. Douglas School to Elm Creative Arts School

Background

The Achievement Gap Reduction (AGR) Program was established in the 2015-16 school year after being authorized by State legislation (Wisconsin Acts 53 and 71). It fully replaced the Student Achievement Guarantee in Education program (SAGE) at the end of the 2017-18 school year.

Schools in the AGR program have renewable five-year contracts with the state and receive state aid for each third-Friday-countable low-income student in five-year-old kindergarten through third grade. For the 2018-19 school year, the Milwaukee Public Schools' AGR program generated a total of $24,689,442 in state aid. Currently, MPS has 63 traditional schools and one non-instrumentality charter school participating in the program. These schools leverage instructional coaching and small class, 18:1 or 30:2, in five-year-old kindergarten to close the achievement gap within grades kindergarten through third.

The Wisconsin Department of Public Instruction (DPI) does not have statutory authority to enter into any additional AGR contacts; however, a participating school district may transfer an AGR contract with approval from DPI. In the past, MPS was granted approval to transfer SAGE contracts, when necessary.

In 2019-2020, Andrew S. Douglass will transition to a middle school; thus, an AGR contract is available for transfer. After conducting an analysis of interested and eligible school programs, it was determined that Elm Creative Arts School would receive the remainder of the AGR contract, which expires at the end of the 2020-21 school year.

The 2019-20 AGR projected enrollment for Elm Creative Arts Schools is 168 students within grades five-year-old kindergarten through third grade. The projected low-income percentage is 91%, which would generate an anticipated aid amount of $382,704.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

The Fall FY19 amended budget will include the AGR funding expected to be generated from the AGR contract's transfer to Elm Creative Arts Schools. AGR aid is distributed three times throughout the school: one-third in November, one-third in February, and one-third in June.

This item does not authorize expenditures beyond the revenue generated by the elementary school.

Implementation and Assessment Plan

Upon the Board's approval of this item, the petition will be forwarded to the Wisconsin Department of Public Instruction. Upon authorization, the AGR office will provide advisement to Elm Creative Arts School relative to contractual expectations and requirements.

Administration's Recommendation

The Administration recommends that the Board petition the Department of Public Instruction to approve the transfer of the current AGR contract from Andrew S. Douglass to Elm Creative Arts School (900 West Walnut Street) for implementation beginning in 2019-2020.

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

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — None — 0.

* * * * *

(Item 10) Report with Possible Action on the Achievement Gap Reduction Program's End-of-Semester Report

The Board received the following report from the Administration.

Background

The Student Achievement Guarantee in Education (SAGE) program began in the 1996-1997 school year and was subsequently expanded in 1998-1999 and 2000-2001 due to the successes demonstrated by those schools that had begun the program in 1996. Wisconsin Statutes, Section 118.43, authorized the program, which is administered by the Wisconsin Department of Public Instruction (DPI).

State legislation was passed in 2015 that concluded the SAGE program and authorized the Achievement Gap Reduction program (Wisconsin Acts 53 and 71). School districts were given the option to continue SAGE for an additional year (2015-16). Effective FY17, all schools transitioned to the Achievement Gap Reduction (AGR) program.

MPS has 63 traditional schools and one non-instrumentality charter school that currently participate in the AGR program.

Milwaukee Public Schools leverages the following strategies:

- instructional coaching for teachers provided by a licensed teacher in grades K5 through third; and
- maintenance of 18:1 or 30:2 classroom rations in K5 and provision of professional development in small-group instruction.

The AGR program requires that each school describe its implementation of the program and report its objectives and success in achieving them to the school board every semester. Additional information may be found in the attachments provided under separate cover.

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

Does not authorize expenditures.

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(Item 11) Report and Possible Action on a District-wide Assessment of Diversification of Workforce

The Board received the following report from the Office of Accountability and Efficiency.

Background

In January 2018, the Milwaukee Board of School Directors adopted Resolution 1718R-011 regarding a district-wide assessment of diversification of workforce.

In January 2019, the Office of Accountability and Efficiency (OAE) presented its report to the Committee on Accountability, Finance, and Personnel, and the Committee directed the OAE to analyze and report back on the comparison of the diversification of school staff to that of the student body in the schools. The comparison for fiscal year 2019 follows:

Distribution of Differences between Staff and Student by School by Demographic in District (FY 2019)			
Demographic	Minimum	Median	Maximum
White	8%	40%	74%
Black	0%	23%	59%
Hispanic	0%	6%	58%
Asian	0%	2%	37%
	Least Difference between Staff and Students by Demographic in District	Median Difference between Staff and Students by Demographic in District	Most Difference between Staff and Students by Demographic in District

Comparing the Demographics of Staff and Students by School (Fiscal Year 2019)										
	% White		% Black		% Hispanic		% Asian		% Other	
School Name	Staff	Student	Staff	Student	Staff	Student	Staff	Student	Staff	Student
Acad of Accelerated Learning	69%	32%	11%	10%	3%	27%	16%	23%		8%
ALBA	27%	1%	12%		61%	99%				
Alcott School	76%	38%	12%	16%	6%	34%	3%	5%	3%	7%
Allen-Field School	41%	3%	8%	8%	41%	87%	2%		7%	2%
Alliance School	60%	15%	24%	67%	4%	14%	4%		8%	3%
Audubon HS	68%	18%	11%	13%	19%	62%		3%	3%	5%
Audubon Tech & Comm Ctr MS	56%	5%	21%	19%	16%	69%		3%	7%	4%
Auer Avenue School	32%	1%	58%	95%	8%	2%			3%	1%
Barbee Montessori School	46%	5%	49%	81%		6%		2%	5%	6%
Barton School	40%	3%	60%	83%		4%		5%		5%
Bay View HS	70%	11%	19%	51%	8%	30%	1%	3%	1%	5%
Bay View Montessori School	74%	66%	11%	2%	4%	22%	4%	1%	7%	8%
Bethune Academy	52%		39%	62%	1%	2%	7%	35%		1%
Bradley Technology and Trade	62%	4%	27%	78%	5%	14%	2%	2%	3%	3%
Brown Street Academy	49%	1%	42%	96%	4%	1%	2%		2%	3%
Browning School	27%	2%	67%	89%	2%	4%		2%	4%	4%
Bruce School	35%	4%	56%	81%	3%	4%	3%	6%	3%	5%
Bryant School	47%	1%	50%	88%		3%	3%	3%		5%
Burbank School	65%	13%	16%	36%	5%	18%	5%	27%	9%	5%
Burdick School	85%	51%	8%	9%	4%	32%	2%	5%		4%
Carson Academy	28%		69%	94%	2%	2%		1%	2%	3%
Carver Academy	38%	1%	54%	95%		3%	2%		6%	2%
Cass Street School	50%	3%	46%	83%		8%	2%	1%	2%	4%
Clarke Street School	35%		57%	95%	2%	2%	2%		4%	3%
Clemens School	49%	1%	43%	91%	3%	3%	3%	2%	3%	4%
Clement Avenue School	86%	38%	5%	9%	5%	39%	2%	2%	2%	13%
Congress School	28%	1%	71%	95%		2%	1%	1%		1%
Cooper School	83%	42%	13%	11%	2%	34%		9%	2%	4%
Craig Montessori School	55%	2%	38%	86%	5%	3%		4%	2%	4%
Curtin Leadership Academy	88%	14%	4%	15%	8%	59%		8%		4%
Doerfler School	36%	4%	12%	11%	45%	79%		2%	7%	4%
Douglas	26%	1%	74%	93%		3%		1%		3%
Eighty-First Street School	56%	5%	40%	70%		8%		5%	4%	10%
Elm Creative Arts School	46%	1%	52%	91%		5%	2%	1%		2%
Emerson School	43%	3%	52%	83%		4%	2%	5%	2%	4%
Engleburg School	45%	3%	49%	85%	2%	5%	2%	3%	2%	3%
Fairview School	70%	44%	12%	10%	9%	36%	4%	4%	5%	6%
Fernwood Montessori School	79%	67%	7%	4%	4%	21%	1%	2%	7%	7%
Fifty-Third Street School	28%	3%	67%	90%	2%	3%	2%		2%	4%
Forest Home Avenue School	46%	5%	8%	17%	42%	75%	1%	1%	2%	2%
Franklin School	41%	1%	51%	90%	2%	2%	2%		5%	6%
Fratney School	25%	11%	19%	24%	52%	63%	2%		2%	3%
Gaenslen School	52%	5%	42%	80%	3%	10%	2%	2%	1%	4%
Garland School	80%	45%	3%	9%	13%	24%		20%	3%	3%
Goodrich School	56%	5%	44%	65%		9%		14%		7%
Grant School	72%	10%	17%	12%	8%	60%		16%	3%	3%

Comparing the Demographics of Staff and Students by School (Fiscal Year 2019)										
	% White		% Black		% Hispanic		% Asian		% Other	
Grantosa Drive School	46%	1%	45%	91%	2%	2%	1%	2%	6%	4%
Green Bay	36%		56%	94%	4%	2%			4%	4%
Greenfield School	34%	2%	11%	5%	53%	91%	1%	1%	1%	1%
Groppi HS	27%	2%	68%	89%		5%		2%	5%	1%
Hamilton HS	58%	11%	17%	36%	14%	43%	6%	7%	5%	3%
Hampton School	62%	1%	26%	85%		5%	6%	5%	6%	4%
Hartford University School	51%	2%	42%	89%	2%	4%	4%	1%	2%	3%
Hawley Environmental School	66%	7%	23%	66%	3%	14%	6%	5%	3%	8%
Hawthorne School	46%	1%	48%	85%		7%		1%	7%	6%
Hayes Bilingual School	21%	2%	9%	1%	65%	97%			5%	
Hi-Mount School	41%	1%	53%	85%		7%	3%	1%	3%	6%
Holmes School	41%	1%	54%	94%	2%	3%			2%	2%
Honey Creek School	76%	34%	15%	15%	2%	40%	2%	3%	4%	9%
Hopkins Lloyd School	22%	1%	74%	93%		1%			4%	5%
Humboldt Park School	78%	27%	9%	10%	5%	19%	5%	42%	2%	2%
I.D.E.A.L.	78%	24%	7%	14%	11%	49%	4%	7%		6%
Jackson School	35%		51%	96%	2%	1%	4%	1%	8%	1%
Kagel School	39%	2%	17%	14%	41%	81%			2%	3%
Keefe Avenue School	24%	1%	72%	96%		3%			3%	
Kilbourn School	46%	1%	54%	90%		3%		3%		3%
King ES	19%	2%	79%	95%		1%			2%	2%
King IB HS	58%	16%	35%	58%	4%	14%		9%	2%	3%
King IB MS	30%		59%	91%	4%	3%		3%	7%	3%
Kluge School	55%	4%	43%	77%		7%		9%	2%	3%
Lafollette School	26%	2%	72%	93%		2%			3%	4%
Lancaster School	38%	1%	56%	86%	3%	6%		4%	3%	3%
Lincoln Avenue School	44%	3%	6%	15%	50%	78%		1%		4%
Lincoln Center of The Arts	49%	2%	44%	71%	6%	23%	1%	2%		3%
Longfellow School	48%	4%	14%	12%	38%	80%		1%		2%
Lowell School	68%	20%	14%	27%	14%	41%	4%	5%		6%
Macdowell Montessori School	69%	25%	23%	54%	1%	11%	2%	2%	5%	8%
Madison Academic HS	42%	1%	52%	91%	1%	4%	4%	2%	1%	2%
Manitoba School	64%	10%	24%	17%	10%	55%		10%	2%	8%
Maple Tree School	41%	3%	46%	83%		3%	7%	6%	5%	5%
Marshall High School	30%	2%	62%	89%	4%	2%	2%	5%	3%	3%
Maryland Av Montessori	77%	60%	13%	17%	5%	8%		6%	5%	10%
Meir School	52%	16%	37%	62%	4%	12%	1%	5%	6%	4%
Metcalfe School	29%	3%	68%	87%		6%	2%			4%
Milw Acad of Chinese Lang	46%	1%	31%	65%	4%	2%	17%	29%	3%	3%
Milw French Immersion School	59%	23%	33%	60%	3%	7%	2%	2%	3%	8%
Milw German Immersion School	83%	58%	15%	27%		6%		2%	2%	7%
Milw HS Arts	59%	11%	34%	56%	4%	19%		10%	3%	4%
Milw Parkside School	74%	25%	15%	15%	7%	43%	2%	9%	3%	7%
Milw School of Languages	57%	25%	25%	50%	10%	15%	4%	6%	4%	4%
Milw Sign Language School	68%	3%	25%	81%	4%	9%		5%	4%	3%
Milw Spanish Immersion School	35%	10%	6%	27%	58%	60%	1%			3%
Mitchell School	35%	3%	15%	12%	43%	79%	1%	2%	5%	4%
Morgandale School	67%	8%	9%	10%	19%	77%	2%	5%	4%	1%
Morse Middle School	27%	3%	61%	79%	7%	5%		9%	5%	4%
Neeskara School	55%	4%	32%	76%	2%	9%	2%	5%	9%	6%
Ninety-Fifth Street School	65%	16%	35%	54%		11%		8%		10%
North HS	26%		67%	96%	6%	2%			2%	1%
Parkview School	43%	2%	34%	53%	2%	4%	14%	37%	7%	4%
Pratt Elementary	34%	1%	66%	92%		4%				3%
Project Stay HS	35%	3%	35%	79%	22%	17%	9%			1%
Pulaski HS	53%	6%	22%	34%	18%	46%	3%	12%	4%	2%
Reagan HS	71%	31%	7%	8%	13%	53%	2%	6%	6%	2%

Comparing the Demographics of Staff and Students by School (Fiscal Year 2019)										
	% White		% Black		% Hispanic		% Asian		% Other	
Riley School	37%	7%	12%	10%	45%	80%	2%	1%	4%	2%
River Trail School	36%	1%	53%	75%	4%	10%	4%	7%	4%	6%
Riverside University HS	50%	3%	35%	67%	9%	19%	4%	10%	1%	2%
Riverwest Elementary	48%	3%	40%	74%	8%	17%	5%			5%
Rogers Street Academy	52%	4%	11%	9%	36%	86%			2%	2%
Roosevelt MS	15%	1%	77%	93%		3%			8%	2%
School of Career & Tech Ed	33%	2%	59%	93%	2%	3%		1%	6%	2%
Sherman School	46%		44%	94%	2%	3%			8%	3%
Siefert School	44%	2%	44%	94%	8%	4%	3%		3%	1%
South ACC Academy	67%	5%		51%		39%		3%	33%	2%
South Division HS	42%	4%	19%	28%	32%	50%	3%	15%	4%	2%
Starms Discovery School	21%	1%	71%	95%	5%	4%			2%	1%
Starms Early Childhood	57%	1%	43%	88%		5%		2%		4%
Story School	50%	3%	44%	70%		3%	6%	22%		2%
Stuart School	43%	4%	51%	66%	3%	3%		21%	3%	5%
Thoreau School	37%	1%	56%	90%	2%	4%		2%	6%	3%
Thurston Woods School	27%	1%	63%	93%		3%	4%		6%	3%
Townsend Street School	28%	1%	70%	93%		3%			3%	3%
Transition HS	19%	2%	75%	94%		2%		1%	6%	1%
Trowbridge School	86%	28%	6%	21%	3%	41%	3%	1%	3%	9%
Victory School	85%	27%	3%	15%	7%	32%	3%	23%	2%	3%
Vieau School	39%	2%	8%	1%	52%	96%			1%	
Vincent ACC Academy	20%		80%	94%		3%		3%		
Vincent HS	34%	1%	61%	90%	3%	4%	1%	2%	2%	3%
Washington HS of Info Tech	27%	1%	62%	91%	4%	2%	1%	4%	5%	1%
Webster	27%	3%	60%	84%		5%		2%	13%	6%
Wedgewood Park School	64%	15%	11%	20%	20%	56%	1%	5%	3%	3%
Westside Academy	37%		51%	90%	2%	3%		3%	10%	4%
Whitman School	79%	34%	14%	19%	2%	36%		4%	5%	7%
Whittier School	80%	46%	5%	8%	5%	31%	5%	7%	5%	8%
Wis Conservatory Lifelong Lrng	38%	1%	57%	91%	1%	4%	1%	2%	3%	3%
Zablocki School	61%	13%	10%	12%	14%	64%	8%	7%	6%	5%
District-wide	50%	11%	34%	52%	11%	27%	2%	7%	3%	3%

In summary, the report finds that, when comparing the demographic difference between school staff and students, variation is observed among both demographic groups and schools.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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(Item 12) Update with Possible Action Regarding Progress on the Resolution Agreement with the Office for Civil Rights (OCR)

The Board received the following informational item from the Administration.

Background

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

To date, the District has met five of these ten items. The following reflects the steps which the District has taken to meet those five items and an update on the five remaining items that are currently in progress. The Administration will continue to revise these documents as the ten items are met.

Progress Update of OCR Resolution Agreement #05-14-5003

1. Designation of Responsible Employee

By February 1, 2018, the District will designate an employee to serve as the District's Discipline Supervisor and will publish this individual's name and/or title, office address, e-mail address, and telephone number on its website, in all school publications regarding discipline, and in any notices about discipline that the District sends to parents annually.

Progress Update — *MET*

a. Approved the District Discipline Manager position
b. Designated Patrick Chapman to the role of District Discipline Manager (currently being underfilled by Jon Jagemann)
c. Updated the 18-19 Parent Student Handbook on Rights, Responsibilities, and Discipline to reflect the name of the discipline manager.

Next Steps

☐ July 1, 2019 — Update the district website with the name of the District Discipline Manager
☐ July 1, 2019 — Add the name of the District Discipline Manager to administrative discipline documents (Central Service Conference Booklet)

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

By March 16, 2018, the District will ensure that all school staff employ a range of corrective measures before referring a student to disciplinary authorities, unless it can be documented that the safety of students and/or staff is threatened or the behavior in question is such that the disruption to the educational environment can only be remedied by such a referral. To that end, the District will assess staffing levels of guidance counselors, social workers, school safety officers, and other mental health workers to determine if there is sufficient availability at each school. The District will also assess class size and student-to-teacher ratio to determine if class size has an effect on discipline referrals.

By March 30, 2018, the District will develop a plan to effectively tailor school-based services that are supportive of the needs of students in order to decrease behavioral difficulties that manifest in school and to increase students' ability to benefit from the learning environment. The plan will describe the following:

a. the process for identifying students who are at-risk for behavioral difficulties due to their experiences in and outside of school;
b. school-based interventions for students who are identified as at-risk for behavioral difficulties;
c. support for school staff to meet the needs of the at-risk students; and
d. any timeframes to hire, if needed, more guidance counselors, social workers, school safety officers, and/or other mental health workers.

Progress Update — *IN PROGRESS*

a. Introduced Power BI as the early identification to school leaders.
b. Trained principals on how to use the early-interventions system Power BI.

Next Steps

☐ August 2019-May 2020 — Schools will use the early-interventions system (Power BI) to support students with increased behavioral difficulties that disrupt the learning environment.
☐ July 1, 2019 — Need to assess and/or modify appropriate staffing levels to provide support and intervention at the school level for the identified students that are having behavioral difficulties.

3. Student Discipline Committees

By February 16, 2018, the District will establish student committees at the District's middle schools and high schools to discuss matters concerning the equitable treatment of students in the implementation of the District's discipline policies, practices, and procedures and to identify steps that the students believe the District could take to improve student behavior and cause students to be more engaged in the educational program.

Progress Update — *MET*

a. Established a Student Discipline Committee in all 30 of the high-school and middle-school buildings.
b. Collected suggestions and recommendations from each committee and submitted them to the Superintendent in June 2018.
c. Student Discipline Committees attended part one of the 2019 Student Leadership Summit to learn how to gather student voice and make recommendations/suggestions for improving school and district culture.
d. Committees are working on their presentations for part two of the Student Leadership Summit.

Next Steps

- ☐ TBD — Present recommendations at the Milwaukee Board of School Directors' regular May meeting.
- ☐ June 15, 2019 — Develop a district/school response to the recommendations made by the Student Discipline Committees.
- ☐ August 31, 2019 — Plan for 2019-20 Student Leadership Summits.

4. Discipline Workgroups

By February 16, 2018, the District will establish a working group at each District school, consisting of school personnel — including teachers, administrators, and other school staff who are involved in making discipline referrals and imposing disciplinary sanctions — parents of school students, and community leaders.

Progress Update — *IN PROGRESS*

a. Discipline Workgroups have been established in all traditional MPS schools.
b. Recommendations and suggestions for improving school and district culture were compiled and sent to the Superintendent.
c. Teams are currently meeting to make more recommendations and will be submitted by April 30.

Next Steps

- ☐ TBD — Present recommendations at the May and June regular meetings of the Milwaukee Board of School Directors.
- ☐ June 15, 2019 — Develop a district/school response to the recommendations made by the school Discipline Workgroups.

5. Parent Informational Meetings

The District, in collaboration with the working groups described above, will develop and provide informational programs for parents or guardians of students at all district schools (parent programs) that will explain the disciplinary policies of the District in an easily understood manner, what is expected of students under those policies, and the District's efforts to ensure the equitable discipline of students.

Progress Update — *MET*

a. Spring 2018 — Hosted Community Conversations to inform parents and the community about the resolution and to gather feedback.
b. Spring 2018 — The discipline team hosted Lunchroom Conversations at each of the high schools to gather feedback from students around disciplinary concerns.
c. Fall 2018 — Hosted another round of Community Conversations to gather additional feedback from parents and the community.

Next Steps

- ☐ July 1, 2019 — To create a series (10 total) of 2019-20 parent informational meetings (Semester 1 & 2 — five each)

- ☐ August 2019-May 2020 — District will continue to use all channels of communication (mail, social media, traditional media) to increase parental and community participation

6. Policies, Practices and Procedures

The District will ensure that it has revised its student disciplinary policies, practices, and procedures to eliminate redundancies and vague or subjective language.

Progress Update — *IN PROGRESS*

a. Revised the 18-19 Code of Conduct to remove vague and subjective language.
b. Revised Administrative Policies 8.23, 8.32., and 8.28 to reflect changes made to the Code of Conduct.
c. Will be reconvening the Citywide Discipline Committee to review the Code of Conduct for the 19-20 school year.

Next Steps

- ☐ April 2 & 4, 2019 — Reconvene Citywide Discipline Committee to revise the Code of Conduct to address OCR'd interim monitoring letter.
- ☐ June 30, 2019 — Convene an administrative committee to address and to create criteriafor use of action levels in the Code of Conduct.

7. Staff Training

By February 28, 2018, and by September 30 annually thereafter through the 2019-20 school year, the District will provide effective training programs to all district teachers, administrators, school aides, and any other district personnel charged with supervising students, making disciplinary referrals, or imposing disciplinary sanctions

Progress Update — *MET*

a. Implemented the train-the-trainer model by having each school identify a Discipline Champion.
b. Conducted two district -wide trainings for all employees on the Code of Conduct and when to write referrals vs when to utilize PLP notes.

Next Steps

- ☐ July & August 2019 — Implement ongoing district-wide training for all staff at the beginning of the 2019-20 school year.
- ☐ July 2019-May 2020 — Implement Implicit Bias and Culturally Responsive Teaching for identified first-tier cohort schools.

8. Data Collection

District will collect and analyze data regarding referrals for student discipline and the imposition of disciplinary sanctions at all district schools, including tracking disciplinary referrals that do not result in discipline of students.

Progress Update — *MET*

Used Power BI and the district dashboard for data analysis at both the district and school levels.

Next Steps

- ☐ August 2019-May 2020 — Continue the school-based training for data analysis for both administration and behavioral intervention teams to best target early interventions for students having difficulties in the learning environment
- ☐ July 2019 — Develop monthly school-level responses to data analysis and recommendations made for how the school will address and support disproportionality and climate concerns in the School Improvement Plan (SIP)

9. Data Collection and Monitoring

Beginning in March 2018, the District will evaluate on an ongoing basis, but at least at the end of each school year, the data referenced in item 8 to assess whether the District is implementing its student-discipline policies, practices, and procedures in a non-discriminatory manner at each school.

Progress Update — *IN PROGRESS*

The District has used Power BI and the district data dashboard to continue to monitor disproportionality in PLP notes, referrals, and suspensions in relationship to the District's policies and procedures.

Next Steps

August 2019-May 2020 — Use Power BI and the district data dashboard's 2018-19 student-discipline data collection to create school-level interventions and supports that will be in place on day 1 of the 2019-20 school year.

10. Response to Data

If the data suggest such disproportion, the meetings will explore possible causes for the disproportion and consider steps that can be taken to eliminate the disproportion to the maximum extent possible.

Progress Update — *IN PROGRESS*

a. The District has created a reporting system that identifies disproportionality at every school within an identified region. This is sent to the Regional Superintendents and the Instructional Leadership Directors to assist in addressing disproportionality in all schools.

b. Schools have used their school-based behavioral interventions and tier-one discipline teams to create supports and interventions for students having behavioral difficulties in the learning environment.

Next Steps

- ☐ July 1, 2019 — Currently developing a district-wide professional development plan to address implicit bias and culturally-responsive teaching.
- ☐ July 1, 2019 — Working to align district resources and professional development for restorative practices for identified tier-one cohort schools and additional behavioral supports for students with behavioral difficulties.
- ☐ July 1, 2019 — Create a Climate Leadership Institute for the 2019-20 school year to support school leaders with implementing best practices and student-focused interventions with fidelity.
- ☐ August 2019-May 2020 — Continue to solicit student voice and recommendations from the Student Discipline Committees to address and authentically improve school-based practices.

Timeline

A timeline, from January 15, 2018 to July 1, 2020, for implementation of OCR Resolution Agreement #05-14-5003 has been provided under separate cover.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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

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(Item 13) Reports of the Board's Delegates

The Board received the monthly reports from its delegates to the Title I District Advisory Committee (DAC), to the MPS Head Start Policy Council, and to CESA #1.

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(Item 14) Monthly Report of the President of the Milwaukee Board of School Directors

President Sain updated the Board on his activities on behalf of the Board during the month of April 2019.

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ITEMS DEFERRED

Having considered the last item on the agenda, the Board returned to the Reports and Communications from the Board Clerk/Director, Office of Board Governance, which previously had been deferred.

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

Background

The Joint Committee on Finance held agency briefings and public listening sessions across the state during the month of April. Increasing funding for K-12 education and specific support for the Governor's budget in that area remained at the forefront of those sessions. Updates on that testimony and reaction to it will be provided.

In addition, results from the Marquette Law School Poll continue to show extremely strong support for a large increase in funding for students with disabilities, with 74% endorsing the proposal. State funding for students with disabilities has been frozen for ten years. Under state law, students with disabilities in private schools receive a minimum 90% reimbursement, while students with disabilities in public schools receive a reimbursement of less than 25%.

The Board received the report, for which no action was required.

* * * * *

The President asked the Secretary to introduce the next two items together:

(Item 2) Action on a Request to Retire to Executive Session Pursuant to Sections 19.85(1)(f) and 19.85(1)(g) of the Wisconsin Statutes

Background

The Board Clerk is requesting that the Board retire to executive session pursuant to:

- Wisconsin Statutes, Section 19.85(1)(f), to consider financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations; and
- Wisconsin Statutes, Section 19.85(1)(g), to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

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

Recommendation

The Office of Board Governance recommends that the Board determine what action it wishes to take with regard to this matter.

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

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — None — 0.

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(Item 3) Consideration of and Possible Action on Employment, Compensation, and Performance-evaluation Data Relative to the Terms of an Employment Agreement with the Superintendent of Schools

Background

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

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

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

Recommendation

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

Director Baéz moved to moved to retire to executive session pursuant to Wisconsin Statutes, §§19.85(1)(f), 19.85(1)(g), and 19.85(1)(c) and to consider Items 2 and 3 in the same closed session. The motion passed, the vote being as follows:

Ayes — Directors Baéz, Falk, Harris, Miller, Phillips, Voss, Woodward, and President Sain — 8.
Noes — None — 0.

The Board retired to executive session at 10:49 PM.

The Board adjourned from executive session at 1:00 AM.

JACQUELINE M. MANN, Ph.D.
Board Clerk